

**MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
REGULAR BOARD MEETING
WEDNESDAY, JUNE 17, 2020, 6:00 PM**

The Regular Board Meeting will be held at the South Campus
26655 West Eames Street
Channahon, Illinois 60410

Attendance - As required by Governor Pritzker's Executive Order 2020-18, public meetings must be limited to no more than 10 people. Therefore, members of the public are welcome to attend this meeting by remote means. Those who would like to attend this meeting via teleconferencing may call 815/521-3991 Participant PIN 5111.

Public Comments - Members of the public that wish to make a public comment can do so either by email or via phone call:

Via Email: Send to Colleen Ward (cward@mchs.net) with public comment by 3:00 PM on June 17, 2020. Public comments submitted via email will be read during the public comment portion of the meeting.

Via Phone Call: Contact Colleen Ward (cward@mchs.net) or 815/521-4311 by 3:00 p.m. on June 17, 2020, to request to be placed on the Public Comment List with name, address, and phone number. Members of the public on the list will be called during the public comments section of the meeting, in order of receipt of request for the sign up list.

AGENDA

1. **Call to Order**
2. **Roll Call**
3. **Pledge of Allegiance**
4. **Communications / Recognition**
5. **Public Comments**
 - A. Library Report 4
 - B. Public Comments
6. **Administrative Reports** 6
 - Superintendent
 - Principal
 - Assistant Superintendent of Business
 - Director of Curriculum & Instruction
 - Community Relations Director
7. **Consent Agenda** 14
 - Approval of Open Session Minutes
 - Approval of Financial Reports
 - Approval of Payment of Bills/Total

- Approval of Employee Payroll
- Approval of Imprest Fund Report/Total
- Approval of Activity Fund Report
- Approval of Treasurer's Report (Cash/YTD - Exp/Rev)
- Approval of Treasurer Bond
- Approval of Liability Insurance Renewal
- Approval of End-of-the-Month Bills for Payment by the End of the Fiscal Year June 30, 2020
- Approval of End-of-the-Year Line Item and Budget Transfers
- Approval to Accept Donations from the MCHS #111 Foundation for Educational Excellence
 - \$198.99 - Document Camera for the Math Department
 - \$1,500 - Donation for iPads for the Drivers Education Department
- Approval of IASB Policy Services
 - Press Plus Maintenance Agreement
 - School Board Policy Online Services Agreement
 - Administrative Procedures Manual Agreement
- Approval of BoardBook Premier Subscription

8. Committee Reports

- Buildings & Grounds (Ruettiger, Heap, Hrechko) - Wednesday, June 10, 5:30 p.m.
- Co-Curricular (Arlis, Ruettiger, Crye) - None
- Curricular (Heap, Arlis, Crye) - None
- Finance (Crye, Heap, Brozovich) - Wednesday, June 10, 5:30 p.m.
- Personnel (Brozovich, Arlis, Hrechko) - Wednesday, June 10, 5:30 p.m.
- Policy (Hrechko, Barnes, Brozovich) - Wednesday, June 10, 5:30 p.m.
- Special Education (Ruettiger, Barnes, Crye) - None
- Technology (Barnes, Crye, Ruettiger) - None
- Transportation (Barnes, Hrechko, Arlis) - None
- GAVC (Arlis) - None

9. Discussion Items

- | | |
|---|-----|
| A. Educational Foundation Update | 176 |
| B. Strategic Plan Update | 177 |
| C. Policy Review | 178 |
| ● June Policy Review | |
| ● 8:10 Community Relations - Connections with the Community | |

- 8:20 Community Use of School Facilities
- D. PRESS Plus Draft Manual for Review (First Reading to be held at the July meeting) 380
- E. Auditor Bid 1488
- F. IASB Code of Conduct/Board Agreements 1501
- G. Cultural Assessment Recommendations
- 10. Action Items**
- A. Consideration and Possible Approval of BOE Meeting Schedule as Presented (Wednesdays) 1508
- B. Consideration and Possible Approval of Consolidated District Plan as Presented
- C. Consideration and Possible Approval of Auditor Bid as Presented
- 11. Executive Session**
- 12. Action Items Following Executive Session**
- Consideration and Possible Approval of Closed Session Minutes
 - Consideration and Possible Approval of Resignation(s)
 - Consideration and Possible Approval of Paid/Unpaid Leave Request(s)
 - Consideration and Possible Approval of Employment
 - Consideration and Possible Approval to Authorize Summer Student Worker Positions as Presented
 - Consideration and Possible Approval of Volunteers
 - Consideration and Possible Approval of MOU Regarding Summer Hours
 - Consideration and Possible Approval of Revised Contract for the Director of C&I
 - Consideration and Possible Approval of Contract for the Superintendent
- 13. Announcements and Communications**
- 14. Adjourn**

**Minooka Community High School
Central and South Libraries Report
Prepared by Marissa Welch, District Librarian
For Board of Education and District Administrators
June 2020**

Current Status of Libraries

- 36,480 students from classes & resource used Central Library during the 2019-2020 school year
- 33,874 students from classes & resource used South Library during the 2019-2020 school year
- 3 Assistants- Welcomed Sarah Lemke as our permanent assistant at Central Library in March. Kyle Robinson is our permanent South assistant and Valerie Tijerina is our travelling assistant. Each library is scheduled with 2 adults daily.
 - Assistants are vital to the operation of the library. Some of their tasks include:
 - Maintain the calendar and scheduling of classes and resources
 - Monitor student sign-in and behavior while in the library
 - Engage with students and teachers in the library
 - Run the student aide program
 - Provide reader's advisory and homework help to students
 - Plan and implement themed decorations, "brain break" activities, and a number of new library projects.

Information Literacy

- Over 50 collaboration with teachers from a variety of departments to implement information literacy and research skills. Examples include:
 - Working with World Cultures classes to use our databases and government websites to plan a trip to Africa
 - Discussing APA citation and educator focused databases with Introduction to Teaching
 - Demonstrating the use of keywords and advanced search functions when using databases for research with English
 - Locating and analyzing primary sources with APUSH
 - Helping students in English 4 setup NoodleTools accounts in order to organize their sources and notes for research projects.
- Subscribed to 30 databases that provide free access to high quality resources for all subject areas both on campus and remotely
 - 49,532 individual views across all databases

- A number of databases now link directly to Google Drive/Google Classroom allowing for easy saving of articles
- New subscription- Flipster provides digital magazine subscriptions for simultaneous access across campuses.
- Book-a-Librarian- Met individually with 110 students to discuss their research projects and help match with print and digital sources

Literature Appreciation

- 7,378 books checked out between both libraries
- All library staff utilized booktalks, genre lists, readers advisory, and social media to promote the collection.
- Valerie Tijerina and I worked with the Preschool program to facilitate a storytime and checkout process for the preschool students
- Launched Sora, the educational platform of the digital content company Overdrive. Currently have 244 ebooks and 45 audiobooks. Available to all students with an MCHS email and is available on phone, tablet, or computer

Remote Learning

- Launched Sora/Flipster
- Provided expanded access to databases
- Located and shared free ebooks available to teachers and students
- Provided research consultations with students via email
- Assistants worked to contact student workers and help me with collection development

Future plans

- Increase digital resources as we move to 1:1, including ebooks, audiobooks, and screencasts
- Redesign Central library to better reflect a 1:1 environment
- Implement makerspaces that allow for greater hands on learning and greater connection to the STEM subjects
- Genrify South book collection- organize books by genre to increase student interest and circulation
- Continue strong budget

Superintendent Report BOE Meeting 06.17.20

Principal

Graduation Weekend

Efforts are being led by Matt Wikoff, Assistant Principal at Central Campus focused on an in-person graduation weekend in July. We are planning a 2020 Graduation Weekend that will span from Friday, July 10th - Sunday, July 12th. Thank you to the entire graduation committee including Marci Jordan, Donna Engel, and Andres Torres.

Friday, July 10:

- 3:00-4:00 Speeches in Performing Arts Center
- 4:00-5:00 Cap toss on stadium field - Led by retiring teachers and staff
- 5:00-6:00 Senior parade from South Campus to Central Campus

Saturday, July 11:

- 9:00-2:00 sessions by alphabetical order

Sunday, July 12:

- 9:00-2:00 sessions by alphabetical order

Student Registration Information

We are in the beginning stages of planning for student registration. Our current dates for registration are July 21 and July 22. Due to Covid-19, we may not be able to hold in-person registrations for parents and students and are investigating online registration. Further, we are developing a way to have an in-person registration for only Freshman over the two day period. More information will follow in the coming weeks.

Freshman Experience

We are in the beginning stages of planning for student registration. Our goal is to create a meaningful experience for our students to reduce the stress and anxiety of beginning the school year. Due to Covid-19, we may not be able to hold in-person Freshman Experience. Jamie Soliman, Assistant Principal at South Campus, is partnering with Donna Engel, Anthony Babich, National Honor Society students. More information will follow in the coming weeks. Each day will have video segments and live meetings on Facebook and Instagram for questions and answers with special guests throughout the week.

Curriculum and Instruction

The Transition Planning Team met on May 20th and will meet again on June 17th. During the May meeting, the team discussed possibilities for several hybrid, blended learning schedules and agreed upon a plan for remote learning. During the next meeting, the team will review guidelines from Illinois Learns related to in-person instruction. Once Part II guidelines from ISBE are released, the team will review them and finalize a model for fall.

The ESEA of 1965 as Amended application has been created and will be submitted to ISBE during the upcoming weeks. This Title I, II, and IV grant includes funding for interventions, professional development, and technology and/or mentoring.

AP exams concluded and results from this year's online assessments will be released in mid-July. This year, approximately 800 exams were taken by MCHS students, and College Board allowed students to complete "late" and/or "exception" testing because of technical difficulties with the new, online platform.

Finance

State Budget - The State of Illinois has passed the Fiscal Year 2021 budget. The budget maintains Evidence-based Funding at the Fiscal Year 2020 levels as well as maintains level funding for mandatory categoricals for transportation and special education costs. While that may seem as good news the State budget relies on receiving significant state stabilization funds from the federal government. If those funds do not materialize we may see cuts in our funding later in the fiscal year.

Health Life Safety Projects - In addition to the HVAC project occurring over this summer we are also addressing two additional items on our health life safety reports. These are 1) installing another fire exit in the choir room because of its capacity, and 2) building an alcove for the exit door in the PAC going into the side hall to prevent the door from opening into the hall which is a fire exit corridor.

Community Relations

1. MCHS Teacher Retirement Video:

Congratulations to the 2020 Staff of Minooka Community High School who are retiring this year. Your many years of service to MCHS are greatly appreciated and we wanted to send you well wishes and best of luck on your retirement. We create a special video to honor those retiring. The video has been viewed 4,693 times

2. Facebook Live Session:

The Facebook Live Sessions have been met with great excitement so we have continued with producing the program. The feedback from viewers have been very positive and engaging. Our most recent Facebook Live session lasted just over 30 minutes with nearly 60 posts with questions and gratitude. The session was viewed **2,200** times and reached over **3,000** people.

3. COVID-19 Resource Page:

We continue to update our COVID-19 Resource Page weekly. To date we have posted 23 weekly updates regarding upcoming events, graduation, prom, locker pickup and drop-off information, and much more. It has become a valuable hub for families and students to gain pertinent information on a timely schedule.

4. Strategic Plan Goal #4:

We have moved the digital scorecard in-house going forward, which will allow us the flexibility to update the data as many times and as often as we need.



MINOOKA

COMMUNITY HIGH SCHOOL

District #111 mchs.net

*Mission: Strengthen **M**astery, **C**ollaboration, **H**igh Expectations, and **S**uccess for All Students.*

To: Dr. Kenny Lee, Board of Education

From: Bryan Zwemke

Date: June 17, 2020

Subject: June Board Report

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#mchsproud

Congratulations to Ron Maruczak and the entire Yearbook staff for an outstanding publication. We appreciate their time, energy and passion for this amazing book. Thank you as well to Hillary Holden and Sean Hackney for their support.



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John Troy, Assistant Superintendent & General Counsel

June 11, 2020

BOARD REPORT

- 1. State Budget** - The State of Illinois has passed the Fiscal Year 2021 budget. The budget maintains Evidence based Funding at the Fiscal Year 2020 levels as well as maintains level funding for mandatory categoricals for transportation and special education costs. While that may seem as good news the State budget relies on receiving significant state stabilization funds from the federal government. If those funds do not materialize we may see cuts in our funding later in the fiscal year.
- 2. Health Life Safety Projects** - In addition to the HVAC project occurring over this summer we are also addressing two additional items on our health life safety reports. These are 1) installing another fire exit in the choir room because of its capacity, and 2) building an alcove for the exit door in the PAC going into the side hall to prevent the door from opening into the hall which is a fire exit corridor.



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Dr. Janel Grzetich, Director of Curriculum and Instruction
Board Report May 20, 2020

Curriculum

The Transition Planning Team met on May 20th and will meet again on June 17th. During the May meeting, the team discussed possibilities for several hybrid, blended learning schedules and agreed upon a plan for remote learning. During the next meeting, the team will review guidelines from Illinois Learns related to in-person instruction. Once Part II guidelines from ISBE are released, the team will review them and finalize a model for fall.

The Consolidated District Plan has been submitted to ISBE and contents of the plan related to instruction, professional development, funding for at-risk students, and transportation.

The ESEA of 1965 as Amended application has been created and will be submitted to ISBE during the upcoming weeks. This Title I, II, and IV grant includes funding for interventions, professional development, and technology and/or mentoring.

The Grant Periodic Reports for the end of the year were submitted to ISBE, and the Organizational Risk Assessment grant was created for submission to ISBE. All reports and grants relate to funding for targeted assistance and professional development opportunities.

Assessment

AP exams concluded and results from this year's online assessments will be released in mid-July. This year, approximately 800 exams were taken by MCHS students, and College Board allowed students to complete "late" and/or "exception" testing because of technical difficulties with the new, online platform.

We are awaiting approval by ISBE to allow in-school SAT administration for next year's seniors. These students were unable to take the SAT in April because of remote learning. Once detailed information is made available, I will communicate it to families and plan for fall testing.



MINOOKA

COMMUNITY HIGH SCHOOL

Director of Community Relations Report To The Board Of Education *Brent Edwards - June 17, 2020*

A. Recognitions

- None

B. Processed FOIA Requests

None

C. Social Media Update – (Last 28 days)

1. Facebook*

Followers:	4,611
New Followers:	44
Reach:	10,255
Post Engagement:	5,327
Videos:	6,290

2. Twitter**

Followers:	2,445
Impressions:	49K

3. Instagram

Followers:	1,769
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4. MCHS.net***

Unique Pageviews	21,606
Pageviews	26,596

D. Update Item

1. **MCHS Teacher Retirement Video:**

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We continue to update our COVID-19 Resource Page weekly. To date we have posted 23 weekly updates regarding upcoming events, graduation, prom, locker pickup and drop-off information, and much more. It has become a valuable hub for families and students to gain pertinent information on a timely schedule.

4. **Strategic Plan Goal #4:**

We have moved the digital scorecard in-house going forward, which will allow us the flexibility to update the data as many times and as often as we need.

5. Additional Items

- Routine website maintenance and uploading information
- Homepage banner designs
- 5 Facebook Posts
- 7 School Messenger posts to MCHS families
- 8 Tweets and Re-Tweets

*Facebook terms: (Reach) Number of people who had any posts from our page enter their screen. (Post Engagement) Number of times people have engaged with our posts through likes, comments, shares, and more. (Video) Number of times our videos were played for at least 3 seconds.

**Twitter terms: (Impressions) Number of times users saw the tweet.

***MCHS.net (Unique Pageviews) Unique Pageviews is the number of sessions during which the specified page was viewed at least once.

**MINOOKA COMMUNITY HIGH SCHOOL
DISTRICT #111
COMMITTEE OF THE WHOLE MEETINGS
WEDNESDAY, MAY 13, 2020**

CALL TO ORDER

The committee meeting was held remotely with everyone participating via video conferencing software due to the current pandemic and closing of the school facilities. The meeting was called to order by President Mike Brozovich at 5:33 p.m. The following board members were in attendance:

	<u>YES</u>	<u>NO</u>
• Mike Brozovich	X	
• Laura Hrechko	X	
• Patti Ruettiger		X
• Dee Crye	X-arrived at 5:38 p.m.	
• Cherie Barnes	X	
• Wendi Arlis	X	
• Dustin Heap	X	

Additionally present were the following:

Kenny Lee	-	Yes and physically present at south campus
John Troy	-	Yes
Bryan Zwemke	-	Yes
Colleen Ward	-	Yes

PUBLIC COMMENTS

There were no comments from the audience.

POLICY COMMITTEE

PRESS Plus Update / PRESS Plus Maintenance Agreement / School Board Policy Online Services Agreement / Administrative Procedures Manual Agreement:

The board was updated that the process to move to the PRESS Plus service is making progress with the draft manual available for review along with comparison summaries. It is anticipated that it will be ready for presentation for a first reading at the May meeting.

Additionally, information was provided for a PRESS Plus Maintenance Agreement, School Board Policy Online Services Agreement, and Administrative Procedures Manual Agreement to complete the policy manual update project.

JJC MOU (Dual Credit):

Sample agreements regarding Dual Credit with Joliet Junior College were provided. It is anticipated that they will be presented for approval at the May meeting.

Graduation Requirements:

It was reported that graduation requirements were reviewed as a result of the changes during e-learning and that there is no need for any exceptions.

Upcoming Events:

Discussion took place as to events for closing out the school year, specifically prom and graduation. Dates were discussed as well as options like virtual or in shifts. Discussion also took place regarding recognizing retirees as well. Additional information will be sought.

Upcoming Meeting:

Discussion took place regarding the upcoming board meeting and consensus was reached to continue via Zoom videoconferencing software. Additionally, the agenda will be kept as light as possible with only essential items being presented for approval. Reports and other presentations will be postponed.

B&G COMMITTEE

Bleacher Update:

John Troy reported that the project is 90-95% complete.

Athletic Complex Update (Outdoor Athletic Facility Update):

John Troy reported on the Athletic Complex project, noting that things are on schedule. Discussion took place regarding the path to the bleachers, areas for the long jump pit and pole vault, and the concession building. It was noted that there is time for decisions on the concession building. Discussion also took place on the greenhouse noting that the underlying structure is in better shape than what was previously thought.

HVAC Updates:

John Troy reported on the HVAC project noting that weekly meetings are being held with all contractors and safety plans are being reviewed and implemented (signing in to make sure who is in building and where, workers being free from symptoms, and wearing masks).

FINANCE COMMITTEE

Financial Reports:

Mr. Troy provided the board with the monthly finance updates.

Request for Proposals – Parking Lot:

It was reported that the parking lot information should be received and be able to be presented at the board meeting for approval.

Quest Services Rollover Contract:

Discussion took place and consensus was reached to present a rollover contract with Quest Services for food management at the board meeting.

Rock Run Crossings TIF:

It was reported that the Rock Run Crossings TIF had been discussed and attorney Ares Dalianis from the law firm of Franczek had noted some areas of concern. It was recommended and consensus was reached to vote against the project.

Tuition Rate:

Information was presented for the out-of-district tuition rate. Consensus was reached to place the item on the agenda for approval at the board meeting.

Retained Interest Resolution:

Information was presented for the resolution. Consensus was reached to place the item on the agenda for approval at the board meeting.

Technology Lease:

Information was presented for the lease. Consensus was reached to place the item on the agenda for approval at the board meeting.

EXECUTIVE SESSION

MOTION: by Hrechko, seconded by Heap, to adjourn the meeting and executive session for the purpose of discussing personnel, real property, and collective bargaining. Voting Aye: Hrechko, Heap, Arlis, Barnes, Crye, and Brozovich. Motion carried. Time: 6:35 p.m.

RETURN TO OPEN SESSION

MOTION: by Heap, seconded by Crye, to return the meeting to open session. Hearing no objections, the motion was approved. Time: 7:13 p.m.

ADJOURNMENT

MOTION: by Heap, seconded by Barnes, to adjourn the meeting. Hearing no objections, the motion was approved at 7:14 p.m.

**MINOOKA COMMUNITY HIGH SCHOOL
DISTRICT #111
REGULAR MEETING
WEDNESDAY, MAY 20, 2020**

CALL TO ORDER

The regular meeting was called to order at 6:00 p.m. by President Mike Brozovich. Due to the pandemic, and the closing of the school facilities, the meeting was held via Zoom videoconferencing with only Dr. Lee physically present at south campus. A physical quorum was present with the following board members answering roll call:

	<u>YES</u>	<u>NO</u>
• Mike Brozovich	X	
• Laura Hrechko	X	
• Patti Ruettiger	X	
• Dee Crye	X	
• Cherie Barnes	X	
• Wendi Arlis	X	
• Dustin Heap	X	

Additionally present were:

• Brent Edwards		X
• Janel Grzetich		X
• Bryan Zwemke		X
• John Troy	X	
• Kenny Lee	X	
• Colleen Ward	X	

The Pledge of Allegiance was recited.

The agenda for the meeting was reduced to only include items that have been deemed essential.

COMMUNICATIONS/RECOGNITION

As noted above, communications/recognitions were postponed.

DEPARTMENT HIGHLIGHTS

As noted above, the department highlights were postponed.

PUBLIC COMMENTS

Mrs. Donna Crowder spoke to the BOE, in which she complimented Coach Matt Harding for the treatment of her son Daniel, who is an MCHS alum.

Ryan Sartori spoke to the BOE, explaining his experience with Mr. Harding in PE class, and his displeasure with said experience.

ADMINISTRATIVE REPORTS

Administrative reports were provided to the board members in the packets.

CONSENT AGENDA

MOTION: by Dustin, seconded by Cherie, to approve the consent agenda as presented:

- A. Open Session Minutes
 1. April 8, 2020 – Committee Meeting
 2. April 15, 2020 – Regular Meeting 17
 3. April 29, 2020 – Finance Committee Meeting

B. Financial Reports

1. Payment of Bills/Total
2. Employee Payroll
3. Imprest Fund Report/Total
4. Activity Fund Report
5. Treasurer's Report (Cash/YTD – Exp/Rev)

C. Appoint Ares Dalianis as Additional Counsel from the Law Firm of Franczek, P.C.

D. JJC Dual Credit MOUs and Agreements and Presented

Voting Aye: Heap, Barnes, Arlis, Crye, Hrechko, Ruettiger, and Brozovich. Motion carried. Time: 6:24 p.m.

DISCUSSION ITEMS

Educational Foundation Update:

A brief synopsis was provided in the board packet.

Strategic Plan Update:

A brief synopsis was provided in the board packet.

Policy Review:

A brief synopsis was provided in the board packet.

First Reading of PRESS Plus:

A first reading of the draft manual moving to PRESS Plus was held.

IASB Code of Conduct/Board Agreements:

The IASB Code of Conduct was reviewed as well as the board agreements.

ACTION ITEMS

Technology Lease:

MOTION: by Arlis, seconded by Barnes, to approve the Technology Lease for the SCALE data center improvements in the amount of \$116,561 to be leased over 3 years at an interest rate not to exceed 4%. Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 6:39 p.m.

Parking Lot Bids:

MOTION: by Crye, seconded by Hrechko, to approve and award the parking lot bid to Pavement Systems in the amount of \$54,436 as presented. Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 6:40 p.m.

Quest Services:

MOTION: by Ruettiger, seconded by Hrechko, to approve the Quest Services Rollover Contract as presented. Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 6:41 p.m.

Out-of-District Tuition Rate:

MOTION: by Ruettiger, seconded by Heap, to approve and set the Out-of-District Tuition Rate in the amount of \$12,124.32 for the 2020/2021 school year as presented. Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 6:41 p.m.

Resolution Retaining Interest:

MOTION: by Heap, seconded by Barnes, to approve the Resolution for Retaining Interest Earned in the Debt Service Fund as Interest and not as Principal as presented. Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 6:42 p.m.

EXECUTIVE SESSION

MOTION: by Heap, seconded by Crye, to adjourn the meeting to executive session for the purpose of discussing matters related to minutes; the appointment, compensation, discipline, dismissal, employment and performance of specific employees of the District; the purchase or lease of real property for the use of the public body; pending litigation; and negotiations. Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 6:44 p.m.

RETURN TO OPEN SESSION

MOTION: by Hrechko, seconded by Heap, to return the meeting to open session. Hearing no objections, the motion was approved. Time: 7:26 p.m.

ACTIONS FOLLOWING EXECUTIVE SESSION

Closed Session Minutes

MOTION: by Barnes, seconded by Hrechko, to approve the closed session minutes as presented:

- April 8, 2020, Committee Meeting
- April 15, 2020, Regular Meeting

Hearing no objections, the motion was approved. Time: 7:29 p.m.

Personnel

Resignations:

MOTION: by Crye, seconded by Hrechko, to accept the following resignation(s) as presented:

- Kendyl Lincoln - Teacher-English - eff. 6/30/2020
- Joe Badalamenti - Custodian - eff. 5/19/2020
- Courtney Rowe - Interventionist (Reading) - eff 5/7/2020

Hearing no objections, the motion was approved. Time: 7:30 p.m.

Leave of Absence:

MOTION: by Ruettiger, seconded by Crye, to approve the following leaves of absence under the Family Medical Leave Act (FMLA) as presented:

- Erika Hollmier - Teacher-English, from approximately 9/17 - 12/15/20 (60 days) under the Family Medical Leave Act (FMLA)
- Erika Hollmier - Teacher-English, from approximately 12/16 - 12/18/20 (3 days) unpaid leave of absence following an FMLA period

Hearing no objections, the motion was approved. Time: 7:30 p.m.

Employment:

MOTION: by Ruettiger, seconded by Arlis, to approve the employment of the following certified staff member(s) for the 2020/21 school year as presented, pending proper paperwork and background check deemed favorable by the MCHS #111 Administration:

- Valerie Swiatek - First-year Probationary Teacher-ASL (MA/Step 12- \$62,006)
- Anthony Rink - First-year Probationary Teacher-English (BA/Step 1- \$40,802)
- Megan Caldwell - First-year Probationary Teacher-English (BA/Step 1- \$40,802)
- Stephanie Cichon - First-year Probationary Teacher-Special Education (BA/Step 1- \$40,802)
- Candace Baker - First-year Probationary Teacher-Social Studies (BA/Step 4- \$44,650)
- Bridget Jennrich - First-year Probationary Teacher-English (MA/Step 1- \$44,556)
- Christopher Gibson - First-year Probationary Teacher-CTE (MA/Step 9- \$56,661)

- Matthew Slusher - First-year Probationary Teacher-PE/Hlth/DE (BA/Step 7- \$48,862)
- Nick Micetich - First-year Probationary Teacher-PE/Hlth/DE (BA+15/Step 1- \$42,434)
- James Nealon - First-year Probationary Teacher-CTE (BA+15/Step 9- \$53,963)

Note: Salary amounts are based on FY20, FY21 TBD

Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 7:33 p.m.

MOTION: by Hrechko, seconded by Heap, to approve at the employee's request to continue as a tenured teacher part-time for the 2020/2021 school year, and that the Superintendent give written notice of this to such:

Rolla, Annie - 8/12

Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 7:34 p.m.

MOTION: by Barnes, seconded by Ruettiger, to approve the employment of the following support staff member(s) as presented, pending proper paperwork and background check deemed favorable by the MCHS #111 Administration:

- Jason Piper - B&G Director (\$78,000 Annually, as an at-will employee)
- Kathryn Norman - Bookkeeper (\$63,000 Annually plus Exception Granted to the Policy for Vacation Days - 15 days, as an at-will employee)
- Dawn Lehr - Secretary to the Dir. C&I (\$17.21/hr.)

Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 7:35 p.m.

MOTION: by Ruettiger, seconded by Heap, to approve the following extracurricular appointments for the 20/21 school year as presented, pending proper paperwork and background check deemed favorable by the MCHS #111 Administration:

- | | | |
|------------------|--------------------------|-------------------------------|
| • Nick Barello | Asst. AD | Group III/Step 1 (\$4,351.00) |
| • Marissa Welch | MCHS Book Club Sponsor | Group VI/Step 2 (\$1,698.00) |
| • Trevor Shields | Tennis--Girls Head Coach | Group III/Step 4 (\$4,786.10) |
| • Mike Kimberlin | Wrestling--Head Coach | Group I/Step 5 (\$6,869.50) |

Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 7:36 p.m.

MOTION: by Heap, seconded by Brozovich, to approve the following extracurricular appointments for the 20/21 school year as presented, pending proper paperwork and background check deemed favorable by the MCHS #111 Administration:

- | | | |
|----------------|----------------------|------------------------------|
| • Matt Harding | Football--Head Coach | Group I/Step 12 (\$8,118.50) |
|----------------|----------------------|------------------------------|

Voting Aye: Arlis, Hrechko, Ruettiger, Heap, and Brozovich. Voting: No: Barnes. Voting to Abstain: Crye. Motion carried. Time: 7:38 p.m.

MOTION: by Heap, seconded by Barnes, to approve the extracurricular appointments of returning sponsors and coaches for the 2020/21 school year as presented. Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 7:40 p.m.

Negotiations:

MOTION: by Hrechko, seconded by Barnes, to approve the 3-Year Contract with the MEA as presented. Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 7:41 p.m.

MOTION: by Arlis, seconded by Heap, to approve the 3-Year Contract with the Minooka Support Staff as presented. Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 7:42 p.m.

MOTION: by Hrechko, seconded by Barnes, to approve the MOU for Early Retirement for a Certified Staff Member as Presented. Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 7:43 p.m.

MOTION: by Hrechko, seconded by Barnes, to approve and allow the Superintendent to approve rollover of administration vacation as discussed. Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 7:43 p.m.

Salaries:

MOTION: by Heap, seconded by Hrechko, to set FY21 salaries for non-bargaining unit members (administrators, support staff, and transportation) as presented. Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 7:44 p.m.

Summer Staff:

MOTION: by Arlis, seconded by Barnes, to approve to authorization of the Summer Staff Positions as presented with dates to be determined. Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 7:47 p.m.

ADJOURNMENT

MOTION: by Heap, seconded by Barnes, to adjourn the meeting. Voting Aye: Arlis, Crye, Hrechko, Ruettiger, Barnes, Heap, and Brozovich. Motion carried. Time: 7:47 p.m.

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 MINOOKA COMM HIGH SCHOOL DIST #111
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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
ACACIA ACADEMY						
		SPECIAL EDUCATION PROGRAM PRIVATE TL		1	5,546.40	10-1912-670-300
					<u>\$5,546.40</u>	
ACTIVITY FUND						
		YEARBOOK		1	60.00	10-1500-300-300-70
		PROM RT		1	5,220.00	10-1500-300-300-70
					<u>\$5,280.00</u>	
ANDERSONS LAWN SERVICE						
		GROUND SUPPLIES		2	3,790.00	20-2540-410-300
		GROUND SUPPLIES		2	7,500.00	20-2540-410-300
		GROUND SUPPLIES - SOUTH		2	2,250.00	20-2540-410-300
					<u>\$13,540.00</u>	
ARAMARK UNIFORM SERVICES INC						
		CLEANING SERVICES		4	80.29	40-2550-322-300
		CLEANING SERVICES		4	100.99	40-2550-322-300
		CLEANING SERVICES		4	100.99	40-2550-322-300
		CLEANING SERVICES		4	48.06	40-2550-322-300
		CLEANING SERVICES		4	48.06	40-2550-322-300
					<u>\$378.39</u>	
BABIC, PEGGY						
		LICENSE FEE		1	60.00	10-2134-300-300
		NURSE SUPPLIES		1	4.50	10-2134-410-300
					<u>\$64.50</u>	
BANNON EXTERMINATING						
		EXTERMINATING FEES - SOUTH		2	175.00	20-2540-300-302
		EXTERMINATING FEES - CENTRAL		2	185.00	20-2540-300-300
					<u>\$360.00</u>	
BAPCC, LLC						
		BUS LEASES		4	88,333.28	40-2550-320
					<u>\$88,333.28</u>	
BARELLO, NICK						
		MSED 663, MSED 672 UNIV OF ST FRANCIS		1	925.00	10-1130-230-300
					<u>\$925.00</u>	
BELDEN, DAVID						
		SOC SCI DUES		1	189.00	10-1130-640-300-15
		SOC 726,730 UNIV OF ALABAMA		1	1,110.00	10-1130-230-300
					<u>\$1,299.00</u>	
BSN SPORTS INC						
		STAFF APPRECIATION		1	98.00	10-2310-410-300
		STAFF APPRECIATION		1	1,280.00	10-2310-410-300
					<u>\$1,378.00</u>	
CANNA LAW OFFICES P.C.						
		ATTORNEY FEES		8	75.00	80-2310-318-300
					<u>\$75.00</u>	
CENTER FOR DISABILITY SERVICES						
		SPECIAL EDUCATION PROGRAM PRIVATE TL		1	4,000.40	10-1912-670-300

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
					<u>\$4,000.40</u>	
CENTRAL CLEANERS						
		BAND PURCHASE SERV		1	1,000.00	10-1130-300-300-12
					<u>\$1,000.00</u>	
CENTRAL STATES BUS SALES						
		TRANS REPAIR/MAINT		4	54.00	40-2554-323-300
					<u>\$54.00</u>	
CLENNON ELECTRIC						
		BLDG REPAIR/MAINT SOUTH		2	499.39	20-2540-323-302
		BLDG REPAIR/MAINT SOUTH		2	784.00	20-2540-323-302
		BLDG REPAIR/MAINT SOUTH		2	518.00	20-2540-323-302
					<u>\$1,801.39</u>	
COMCAST BUSINESS						
		INTERNET SERVICE		1	3,621.19	10-2225-300-300
					<u>\$3,621.19</u>	
COMCAST						
		8771200230111706		1	98.40	10-2225-300-300
					<u>\$98.40</u>	
CONSTELLATION NEW ENERGY						
		ELECTRICITY SOUTH		2	21,287.58	20-2540-466-302
					<u>\$21,287.58</u>	
CORE ACADEMY						
		SPECIAL EDUCATION PROGRAM PRIVATE TL		1	9,952.20	10-1912-670-300
		SPECIAL EDUCATION PROGRAM PRIVATE TL		1	1,492.83	10-1912-670-300
					<u>\$11,445.03</u>	
COUNTYWIDE PLUMBING						
		BLDG REPAIR/MAINT		2	194.95	20-2540-323-300
					<u>\$194.95</u>	
CRESCENT ELECTRIC SUPPLY						
		BLDG REPAIR/MAINT SOUTH		2	88.74	20-2540-323-302
		BLDG REPAIR/MAINT SOUTH		2	60.07	20-2540-323-302
		BLDG REPAIR/MAINT SOUTH		2	197.20	20-2540-323-302
		BLDG REPAIR/MAINT SOUTH		2	410.35	20-2540-323-302
		BLDG REPAIR/MAINT SOUTH		2	340.83	20-2540-323-302
		BLDG REPAIR/MAINT SOUTH		2	917.34	20-2540-323-302
		BLDG REPAIR/MAINT SOUTH		2	125.72	20-2540-323-302
		BLDG REPAIR/MAINT SOUTH		2	43.97	20-2540-323-302
		BLDG REPAIR/MAINT SOUTH		2	197.20	20-2540-323-302
					<u>\$2,381.42</u>	
CROSS POINTS SALES						
		CONTRACT SERV S.C.		2	150.00	20-2540-390-302
					<u>\$150.00</u>	
DARCY						
		BUS SUPPLIES		4	147.77	40-2552-410-300
		BUS SUPPLIES		4	251.67	40-2552-410-300
		BUS SUPPLIES		4	290.94	40-2552-410-300

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
		BUS SUPPLIES		4	405.07	40-2552-410-300
					<u>\$1,095.45</u>	
DEARBORN NATIONAL LIFE INS CO						
		COMM RELATIONS GROUP INS		1	4.00	10-2633-222-300
		INTERNAL INFO GROUP INS		1	4.00	10-2632-222-300
		DEANS GROUP INS		1	16.00	10-2490-222-300
		DEANS SEC INS		1	8.00	10-2490-222-300
		ASST PRIN GROUP INS		1	16.64	10-2410-222-300
		PRINCIPAL GROUP INS		1	10.80	10-2410-222-300
		PRIN SEC GROUP INS		1	8.00	10-2410-222-300
		SUPT SECY GROUP INS		1	4.00	10-2321-222-300
		SUPT GROUP INS		1	15.12	10-2321-222-300
		TECHNOLOGY GROUP INS		1	12.00	10-2225-222-300
		LIBRARY GROUP INS		1	4.00	10-2222-222-300
		DIR C/I SEC INSURANCE		1	4.00	10-2210-222-302
		DIRECTOR C/I INS		1	8.24	10-2210-222-300
		PSYCHOLOGIST INSURANCE		1	4.00	10-2140-222
		NURSE GROUP INS		1	12.00	10-2134-222-300
		REGISTRAR GROUP INS		1	8.00	10-2125-222-300
		GUIDANCE GROUP INS		1	28.00	10-2120-222-300
		SOCIAL WORKERS GROUP INS		1	16.00	10-2113-222-300
		DIRECTOR STUDENT SERVICE INS		1	8.00	10-2100-222-302
		PROJ IND GROUP INS		1	8.00	10-1900-222-301
		DR ED INS		1	20.00	10-1700-222-300
		STUDENT ACT/SECY GROUP INS		1	10.96	10-1500-222-300-70
		ATHLETIC DIR/SECY GROUP INS		1	14.00	10-1500-222-300-30
		FAM/CONS SCIENCE INS		1	16.00	10-1420-222-300-09
		ATHLETIC TRAINER INS		1	4.00	10-1417-221-300
		VIDEO EDIT GROUP INS		1	4.00	10-1410-222-300
		BUSINESS ED GROUP INS		1	16.00	10-1407-222-300-03
		AG GROUP INS		1	8.00	10-1401-222-300-01
		IND TECH GROUP INS		1	12.00	10-1400-222-300-10
		IDEA PART B SP ED GRANT SEC IN		1	4.00	10-1200-222-302
		SPECIAL ED INSURANCE		1	72.00	10-1200-222-300
		PHYS ED GROUP INS		1	60.00	10-1130-222-300-50
		INSTR LDR GROUP INSURANCE		1	56.48	10-1130-222-300-27
		SOC SCI GROUP INS		1	68.00	10-1130-222-300-15
		NAT SCI GROUP INS		1	76.00	10-1130-222-300-13
		MUSIC GROUP INS		1	16.00	10-1130-222-300-12
		MATH GROUP INS		1	74.40	10-1130-222-300-11
		FOREIGN LANG GROUP INS		1	43.20	10-1130-222-300-06
		ENGLISH GROUP INS		1	84.00	10-1130-222-300-05
		ART GROUP INS		1	8.00	10-1130-222-300-02
		TRANS. DIR. INSURANCE		4	4.00	40-2550-222
		BUS MECH GROUP INS		4	8.00	40-2554-222-300
		TRANS SEC INSURANCE		4	4.00	40-2550-222
		CUSTODIAN GROUP INS		2	48.00	20-2540-222-300
		CSBO GROUP INS		2	13.04	20-2510-222-300

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
		BUSINESS OFFICE GRP INS		1	12.00	10-2525-222-300
					<u>\$954.88</u>	
DIST 111 SELF INSURANCE DENTAL						
		INTERNAL INFO GROUP INS		1	33.88	10-2632-222-300
		DEANS GROUP INS		1	101.64	10-2490-222-300
		DEANS SEC INS		1	67.76	10-2490-222-300
		ASST PRIN GROUP INS		1	142.29	10-2410-222-300
		PRINCIPAL GROUP INS		1	108.41	10-2410-222-300
		PRIN SEC GROUP INS		1	67.76	10-2410-222-300
		SUPT SECY GROUP INS		1	33.88	10-2321-222-300
		SUPT GROUP INS		1	33.88	10-2321-222-300
		TECHNOLOGY GROUP INS		1	101.64	10-2225-222-300
		LIBRARY GROUP INS		1	33.88	10-2222-222-300
		DIR C/I SEC INSURANCE		1	0.00	10-2210-222-302
		DIRECTOR C/I INS		1	33.88	10-2210-222-300
		NURSE GROUP INS		1	0.00	10-2134-222-300
		REGISTRAR GROUP INS		1	67.76	10-2125-222-300
		GUIDANCE GROUP INS		1	203.28	10-2120-222-300
		SOCIAL WORKERS GROUP INS		1	101.64	10-2113-222-300
		PROJ IND GROUP INS		1	33.88	10-1900-222-301
		DR ED INS		1	169.40	10-1700-222-300
		STUDENT ACT/SECY GROUP INS		1	67.76	10-1500-222-300-70
		ATHLETIC DIR/SECY GROUP INS		1	142.29	10-1500-222-300-30
		FAM/CONS SCIENCE INS		1	135.52	10-1420-222-300-09
		ATHLETIC TRAINER INS		1	33.88	10-1417-221-300
		VIDEO EDIT GROUP INS		1	33.88	10-1410-222-300
		BUSINESS ED GROUP INS		1	135.52	10-1407-222-300-03
		AG GROUP INS		1	67.76	10-1401-222-300-01
		IND TECH GROUP INS		1	67.76	10-1400-222-300-10
		IDEA PART B SP ED GRANT SEC IN		1	33.88	10-1200-222-302
		SPECIAL ED INSURANCE		1	542.08	10-1200-222-300
		PHYS ED GROUP INS		1	440.44	10-1130-222-300-50
		INSTR LDR GROUP INSURANCE		1	535.48	10-1130-222-300-27
		SOC SCI GROUP INS		1	508.20	10-1130-222-300-15
		NAT SCI GROUP INS		1	643.72	10-1130-222-300-13
		MUSIC GROUP INS		1	101.64	10-1130-222-300-12
		MATH GROUP INS		1	542.08	10-1130-222-300-11
		FOREIGN LANG GROUP INS		1	298.14	10-1130-222-300-06
		ENGLISH GROUP INS		1	609.84	10-1130-222-300-05
		ART GROUP INS		1	67.76	10-1130-222-300-02
		TRANS. DIR. INSURANCE		4	33.88	40-2550-222
		BUS MECH GROUP INS		4	67.76	40-2554-222-300
		TRANS SEC INSURANCE		4	33.88	40-2550-222
		CUSTODIAN GROUP INS		2	514.64	20-2540-222-300
		CSBO GROUP INS		2	108.41	20-2510-222-300
		BUSINESS OFFICE GRP INS		1	67.74	10-2525-222-300
					<u>\$7,168.80</u>	

DIST 111 SELF INSURANCE MEDICA

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
		VANDOLSON INSURANCE		2	2,112.90	20-2540-222-300
					<u>\$2,112.90</u>	
EASTER SEALS METROPOLITIAN CI						
		SPECIAL EDUCATION PROGRAM PRIVATE TL		1	14,970.10	10-1912-670-300
					<u>\$14,970.10</u>	
EBSCO						
	19505	e-books to add to electronic collection		1	976.83	10-2222-430-300
					<u>\$976.83</u>	
ELIM CHRISTIAN SERVICES						
		SPECIAL EDUCATION PROGRAM PRIVATE TL		1	47,473.00	10-1912-670-300
					<u>\$47,473.00</u>	
EXCELEDGE						
		SAT 1600		1	2,480.00	10-2210-300-300
					<u>\$2,480.00</u>	
FEECE OIL COMPANY						
		VAN GAS & SUPPLIES		4	17.13	40-2550-464-300
		VAN GAS & SUPPLIES		4	16.20	40-2550-464-300
		VAN GAS & SUPPLIES		4	21.56	40-2550-464-300
		VAN GAS & SUPPLIES		4	23.03	40-2550-464-300
		VAN GAS & SUPPLIES		4	31.55	40-2550-464-300
		VAN GAS & SUPPLIES		4	20.65	40-2550-464-300
		VAN GAS & SUPPLIES		4	53.79	40-2550-464-300
		VAN GAS & SUPPLIES		4	35.02	40-2550-464-300
		VAN GAS & SUPPLIES		4	66.85	40-2550-464-300
		VAN GAS & SUPPLIES		4	62.80	40-2550-464-300
		VAN GAS & SUPPLIES		4	62.23	40-2550-464-300
		VAN GAS & SUPPLIES		4	16.13	40-2550-464-300
		VAN GAS & SUPPLIES		4	49.83	40-2550-464-300
		VAN GAS & SUPPLIES		4	27.49	40-2550-464-300
		VAN GAS & SUPPLIES		4	20.16	40-2550-464-300
					<u>\$524.42</u>	
FLUENCY MATTERS						
		FOREIGN LANG TEXTBOOKS		1	594.00	10-1130-420-300-06
					<u>\$594.00</u>	
GERK, OLIVIA						
		LEAD5063 AMERICAN COLLEGE OF ED		1	555.00	10-1130-230-300
					<u>\$555.00</u>	
GIANT STEPS						
		SPECIAL EDUCATION PROGRAM PRIVATE TL		1	6,334.41	10-1912-670-300
					<u>\$6,334.41</u>	
GOLDSTAR LEARNING INC						
		MASTERY MANAGER		1	8,157.94	10-2210-400-300
					<u>\$8,157.94</u>	
GRAINGER						
		BLDG SUPPLIES SOUTH		2	80.00	20-2540-410-302
					<u>\$80.00</u>	

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
GREENWAY						
		TRANS REPAIR/MAINT		4	18.10	40-2554-323-300
		BUS SUPPLIES		4	227.99	40-2552-410-300
					<u>\$246.09</u>	
GREY HOUSE PUBLISHING						
		LIBRARY SUPPLIES		1	1,269.00	10-2222-410-300
					<u>\$1,269.00</u>	
GRUNDY AREA VOCATIONAL CTR						
		GAVC ED EXPENSE		1	43,644.57	10-4140-600
		GAVC BUILD EXPENSES		2	47,613.58	20-4140-600
		GAVC BUILD EXPENSES		2	9,598.58	20-4140-600
					<u>\$100,856.73</u>	
GRUNDY CO SPECIAL EDUCATION						
		J GALLARDO BUS AIDE		1	127,419.15	10-1912-670-300
		SPECIAL EDUCATION PROGRAM PRIVATE TL		1	132,790.71	10-1912-670-300
					<u>\$260,209.86</u>	
GUIDING LIGHT ACADEMY						
		SPECIAL EDUCATION PROGRAM PRIVATE TL		1	13,960.32	10-1912-670-300
					<u>\$13,960.32</u>	
HARMS TRUCKING						
		GROUND SUPPLIES		2	1,718.50	20-2540-410-300
					<u>\$1,718.50</u>	
HAUSER IZZO PETRARCA GLEASON						
		ATTORNEY FEES		8	368.00	80-2310-318-300
					<u>\$368.00</u>	
HEAP, MICHELLE						
		EEND-613 UNIV OF ST FRANCIS		1	555.00	10-1130-230-300
					<u>\$555.00</u>	
Hearmore.com						
		IDEA PART B SP ED GRANT EQ		1	7,091.70	10-1200-500-300
					<u>\$7,091.70</u>	
IASA						
		MEMBERSHIP DUES		1	1,916.68	10-2321-640-300
					<u>\$1,916.68</u>	
ILLINOIS CENTRAL SCHOOL BUS						
		SPECIAL ED TRANS		4	7,929.54	40-2550-331-300
					<u>\$7,929.54</u>	
ILLINOIS PUBLIC RISK FUND						
		WORK COMP PREMIUMS		8	13,687.00	80-2362-380-300
					<u>\$13,687.00</u>	
IMPREST FUND						
		CASH-IMPREST FUND		1	631.51	10-111-53
		CASH-IMPREST FUND		2	439.20	20-111-53
					<u>\$1,070.71</u>	
INFOBASE LEARNING						

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
	19496	Database renewals for both libraries		1	7,186.20	10-2222-440-300
					<u>\$7,186.20</u>	
INTEGRATED SYSTEMS CORPORAT						
		SKYWARD HOSTING FEE		1	5,600.00	10-2225-470-300
					<u>\$5,600.00</u>	
J.W. PEPPER						
		CHORUS SUPPLIES		1	21.00	10-1130-410-300-12
		CHORUS SUPPLIES		1	118.49	10-1130-410-300-12
					<u>\$139.49</u>	
JOSTENS						
		GRADUATION SUPPLIES		1	18.03	10-2410-410-300
					<u>\$18.03</u>	
KENDALL CO COLLECTOR						
		REAL ESTATE TAXES-FARMS		2	1,602.25	20-2540-690-300
		REAL ESTATE TAXES-FARMS		2	226.23	20-2540-690-300
					<u>\$1,828.48</u>	
KEY GOVERNMENT FINANCE						
		BUS LEASES		4	37,329.04	40-2550-320
					<u>\$37,329.04</u>	
KIMBALL MIDWEST						
		BUILDING SUPPLIES		2	113.64	20-2540-410-300
		BUILDING SUPPLIES		2	305.78	20-2540-410-300
		BUILDING SUPPLIES		2	305.56	20-2540-410-300
		BUILDING SUPPLIES		2	3,718.47	20-2540-410-300
		BUILDING SUPPLIES		2	834.15	20-2540-410-300
		BUILDING SUPPLIES		2	763.27	20-2540-410-300
		BUS SUPPLIES		4	174.06	40-2552-410-300
					<u>\$6,214.93</u>	
KRIEGER, RACHEL						
		EDCI 53100,60002,58800 PURDUE UNIV		1	1,295.00	10-1130-230-300
					<u>\$1,295.00</u>	
KROL, KAROLYN						
		6050,6640,6556 CONCORDIA UNIV		1	1,665.00	10-1130-230-300
					<u>\$1,665.00</u>	
LANGUAGE TESTING INTERNATINA						
		TESTING SERVICE		1	785.00	10-2210-300-300
		TESTING SERVICE		1	60.00	10-2210-300-300
					<u>\$845.00</u>	
LEARNWELL						
		COOP HOMEBOUND/HOSP		1	99.75	10-1200-670-300
		COOP HOMEBOUND/HOSP		1	399.00	10-1200-670-300
		COOP HOMEBOUND/HOSP		1	99.75	10-1200-670-300
		COOP HOMEBOUND/HOSP		1	532.00	10-1200-670-300
		COOP HOMEBOUND/HOSP		1	598.50	10-1200-670-300
		COOP HOMEBOUND/HOSP		1	532.00	10-1200-670-300
		COOP HOMEBOUND/HOSP		1	532.00	10-1200-670-300

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		COOP HOMEBOUND/HOSP		1	399.00	10-1200-670-300
		COOP HOMEBOUND/HOSP		1	299.25	10-1200-670-300
		COOP HOMEBOUND/HOSP		1	299.25	10-1200-670-300
					\$3,790.50	
LINDEN OAKS TUTORING SERVICE						
		COOP HOMEBOUND/HOSP		1	436.80	10-1200-670-300
		COOP HOMEBOUND/HOSP		1	62.40	10-1200-670-300
		COOP HOMEBOUND/HOSP		1	686.40	10-1200-670-300
		COOP HOMEBOUND/HOSP		1	873.60	10-1200-670-300
		COOP HOMEBOUND/HOSP		1	748.80	10-1200-670-300
					\$2,808.00	
MCHS CHORUS BOOSTERS						
		JUDGE REIMBURSEMENT		1	240.00	10-1130-640-300-12
					\$240.00	
MCHS P-CARD						
		LUNCH FOR STAFF LOCKER PICKUP		1	83.26	10-2410-410-300
		STAMPS FOR TRANSPORTATION		4	55.00	40-2552-410-300
		SOCIAL WORKER TESTING		1	31.00	10-2113-410-300
		PSYCHOLOGIST SUPPLIES		1	37.50	10-2140-400-300
		PSYCHOLOGIST SUPPLIES		1	255.25	10-2140-400-300
		IDEA PART B SP ED PROF DEVEL		1	275.00	10-2210-300-300
		SPECIAL ED SUPPLIES		1	21.15	10-1200-410-300
		AMAZON GIFT CARDS STUDENT COUNCIL		1	250.00	10-1500-410-300-70
		MARINE ADVANCE TECH REFUND UNDERWA		1	(200.00)	10-1500-410-300-70
		STUMPS STUDENT COUNCIL		1	293.74	10-1500-410-300-70
		NATIONAL AWARDS - SNS		1	620.00	10-1500-410-300-70
		CHESS TEAM SUPPLIES P-CARD		1	90.03	10-1500-410-300-70
		DIRECT WINDO		2	87.27	20-2540-323-302
		TRAILER LICENSE		4	161.56	40-2554-339-300
		QUICKBOOKS		1	120.00	10-2525-300-300
		BOARD OF ED SUPPLIES AMAZON		1	12.99	10-2310-410-300
		ZOOM		1	358.98	10-2225-410-300
		PO 19517 AMAZON		1	73.26	10-2225-410-300
		PO 19515 AMAZON		1	199.90	10-2225-410-300
		NOTHING BUNDT CAKE		1	43.75	10-2410-410-300
		JIMMY JOHNS		1	147.18	10-2410-410-300
		JIMMY JOHNS		1	107.70	10-2410-410-300
		JEWEL		1	84.52	10-2410-410-300
		SOLIMAN AA1448		1	200.00	10-2210-312-300
		GIORDANOS		1	131.00	10-2410-410-300
		GIORDANOS		1	164.03	10-2410-410-300
		EDUC THEATRE ASSOC		1	140.00	10-2410-410-300
		AMAZON		1	15.64	10-1130-440-300-05
		BOOK CREATOR		1	5.00	10-1130-640-300-05
		TCU ENGLISH INSTITUTE		1	545.00	10-2210-312-300
		BANKER BOXES		1	184.50	10-2490-410-300
		REGISTRAR SUPPLIES		1	184.50	10-2125-410-300
		AMAZON		1	13.98	10-2410-410-300

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		MASKS AMAZON		1	179.88	10-2310-410-300
		MASKS AMAZON		1	145.40	10-2310-410-300
		ENVELOPES AMAZON		1	43.00	10-2410-410-300
					<u>\$5,160.97</u>	
McKINLEY WOODS ROAD MANAGEI		PROJ IND LEASE		2	1,660.80	20-2540-320-301
					<u>\$1,660.80</u>	
MERCEDES-BENZ FINANCIAL SERV		BUS LEASES		4	95,323.24	40-2550-320
					<u>\$95,323.24</u>	
MERTES, JERRY		SUMMER DR ED		1	325.00	10-1130-690-300
					<u>\$325.00</u>	
MINOOKA GRADE SCHOOL		MCGRATH		4	287.50	40-2552-410-300
		CONSTELLATION		4	488.73	40-2552-466-300
		WASTE		4	443.07	40-2550-321-300
		NICOR		4	155.60	40-2552-465-300
		ALARM		4	121.50	40-2554-300-300
		AT&T		4	9.14	40-2550-340-300
		CRESCENT ELECTRIC		4	85.95	40-2554-300-300
		CALL ONE		4	30.44	40-2550-340-300
		CALL ONE		4	30.49	40-2550-340-300
		CALL ONE		4	30.55	40-2550-340-300
					<u>\$1,682.97</u>	
MINOOKA HARDWARE		BUILDING SUPPLIES		2	28.97	20-2540-410-300
		BUILDING SUPPLIES		2	17.94	20-2540-410-300
		BUILDING SUPPLIES		2	37.35	20-2540-410-300
		BUILDING SUPPLIES		2	183.20	20-2540-410-300
		BUILDING SUPPLIES		2	26.99	20-2540-410-300
		BUILDING SUPPLIES		2	82.57	20-2540-410-300
		BUILDING SUPPLIES		2	55.54	20-2540-410-300
		BLDG SUPPLIES SOUTH		2	14.58	20-2540-410-302
		BLDG SUPPLIES SOUTH		2	36.35	20-2540-410-302
		BLDG SUPPLIES SOUTH		2	43.15	20-2540-410-302
		BLDG SUPPLIES SOUTH		2	53.87	20-2540-410-302
					<u>\$580.51</u>	
MOORE GLASS		TRANS REPAIR/MAINT		4	200.00	40-2554-323-300
					<u>\$200.00</u>	
MORRIS HOSPITAL		TRANS HEALTH EXAMS		4	240.00	40-2550-310-300
					<u>\$240.00</u>	
NAPA AUTO PARTS		BUS SUPPLIES		4	174.37	40-2552-410-300
		BUS SUPPLIES		4	(174.37)	40-2552-410-300

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		BUS SUPPLIES		4	18.98	40-2552-410-300
		BUS SUPPLIES		4	323.98	40-2552-410-300
					<u>\$342.96</u>	
NCS PEARSON INCORPORATED						
		SOCIAL WORKER SUPPLIES		1	180.00	10-2113-410-300
		SOCIAL WORKER SUPPLIES		1	62.00	10-2113-410-300
					<u>\$242.00</u>	
NICOR						
		NATURAL GAS		2	1,347.96	20-2540-465-300
		NATURAL GAS SOUTH		2	696.14	20-2540-465-302
		NATURAL GAS		2	248.24	20-2540-465-300
		NATURAL GAS		2	227.42	20-2540-465-300
		PROJ INDIAN UTILITIES		2	48.80	20-2540-340-301
					<u>\$2,568.56</u>	
overdrive Education						
	19414	LIBRARY BOOKS		1	2,000.00	10-2222-430-300
	19512	LIBRARY BOOKS		1	953.60	10-2222-430-300
	19512	e-books/audio digital books for collection		1	2,043.00	10-2222-430-300
					<u>\$4,996.60</u>	
OWENS, MORGAN						
		DIRECTOR STUDENT SERV SUPPLIES		1	10.59	10-2100-400-302
					<u>\$10.59</u>	
PERFORMANCE CHEMICAL						
		BUS SUPPLIES		4	61.26	40-2552-410-300
		BUS SUPPLIES		4	133.76	40-2552-410-300
		BUS SUPPLIES		4	259.11	40-2552-410-300
		BUS SUPPLIES		4	200.64	40-2552-410-300
		BUS SUPPLIES		4	648.00	40-2552-410-300
					<u>\$1,302.77</u>	
PERSPECTIVES LTD						
		BOARD OF ED PUR SERV		1	540.00	10-2310-300-300
					<u>\$540.00</u>	
PLUMBMASTER						
		BUILDING SUPPLIES		2	123.20	20-2540-410-300
		BLDG SUPPLIES SOUTH		2	48.81	20-2540-410-302
		BLDG SUPPLIES SOUTH		2	1.16	20-2540-410-302
					<u>\$173.17</u>	
QUADIENT LEASING						
		POSTAGE		1	825.00	10-2410-340-300
					<u>\$825.00</u>	
QUENCH						
		MECH/CUST SUPPLIES		4	30.00	40-2552-410-300
					<u>\$30.00</u>	
QUEST FOOD						
		CAFETERIA CONTRACT SERV		1	5,954.50	10-2560-300-300
		CAFETERIA CONTRACT SERV		1	2,560.33	10-2560-300-300

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
		CAFETERIA CONTRACT SERV		1	(583.56)	10-2560-300-300
					<u>\$7,931.27</u>	
RIVAL5 TECHNOLOGIES						
		PHONE		2	4,255.23	20-2540-340-300
					<u>\$4,255.23</u>	
ROCKFORD PUBLIC SCHOOLS						
		COOP HOMEBOUND/HOSP		1	1,000.09	10-1200-670-300
					<u>\$1,000.09</u>	
S.E.A.L. SOUTH						
		SPECIAL EDUCATION PROGRAM PRIVATE TL		1	25,712.70	10-1912-670-300
					<u>\$25,712.70</u>	
SEQUEL YOUTHAND FAMILY SERVI						
		SPECIAL EDUCATION PROGRAM PRIVATE TL		1	22,231.20	10-1912-670-300
		SPECIAL EDUCATION PROGRAM PRIVATE TL		1	1,180.40	10-1912-670-300
					<u>\$23,411.60</u>	
SERPE, CARLI						
		TCH 462,TCH 409 ILLINOIS STATE UNIV		1	1,111.00	10-1130-230-300
					<u>\$1,111.00</u>	
SHANAHAN, MATTHEW						
		EDAD-7902, EDAD-8102 GOVERNORS STATE		1	1,110.00	10-1130-230-300
					<u>\$1,110.00</u>	
SHAW MEDIA						
		PARKING LOT BIDS		1	50.30	10-2310-410-300
					<u>\$50.30</u>	
SHI						
19504		HP Active Pen - digital pen - natural silver		1	265.00	10-2225-410-300
					<u>\$265.00</u>	
SHIELDS, TREVOR						
		EDUC 716A UNIV OF LAVERNE		1	375.00	10-1130-230-300
					<u>\$375.00</u>	
SHOREWOOD HOME & AUTO						
		BUILDING SUPPLIES		2	655.11	20-2540-410-300
					<u>\$655.11</u>	
SKYWARD USERS GROUP NFP						
		USER GROUP ANNUAL DUES		1	300.00	10-2225-640-300
					<u>\$300.00</u>	
STAPLES ADVANTAGE						
		GEN ED SUPPLY/MATERIALS		1	197.02	10-1130-410-300
					<u>\$197.02</u>	
STREAMWOOD BEHAVIORAL HEAL						
		COOP HOMEBOUND/HOSP		1	245.00	10-1200-670-300
					<u>\$245.00</u>	
THOMAS, MATT						
		EDUC-716W UNIV OF LAVERNE		1	375.00	10-1130-230-300
					<u>\$375.00</u>	

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THYSSENKRUPP ELEVATOR						
		BUILD REPAIR MAINT/FIRE		8	1,211.91	80-2365-390-300
					<u>\$1,211.91</u>	
TIMBERLINE BILLING SERVICE						
		SPECIAL ED PURCHASE SERVICE		1	29.60	10-1200-300-300
					<u>\$29.60</u>	
TRI-K INC						
		BUILDING SUPPLIES		2	1,750.32	20-2540-410-300
					<u>\$1,750.32</u>	
TROPHYS ARE US						
		ASST PRIN SUPPLIES		1	23.52	10-2410-410-300
		PLAQUES		1	353.67	10-2410-410-300
					<u>\$377.19</u>	
UNITED LABORATORIES						
		BUILDING SUPPLIES		2	525.90	20-2540-410-300
					<u>\$525.90</u>	
US BANK EQUIPMENT FINANCE						
		INTERNAL INFO PUR SER/LEASE		1	15,878.06	10-2632-300-300
					<u>\$15,878.06</u>	
VERIZON WIRELESS						
		PHONE		2	780.61	20-2540-340-300
		PHONE		2	750.62	20-2540-340-300
					<u>\$1,531.23</u>	
VILLAGE OF CHANNAHON						
		TRAFFIC LIGHT		2	100.00	20-2540-390-302
		SRO - S.C.		8	6,908.34	80-2365-390-302
		SRO - S.C.		8	1,519.86	80-2365-390-302
					<u>\$8,528.20</u>	
VIRTUAL CONNECTIONS ACADEMY						
		SPECIAL EDUCATION PROGRAM PRIVATE TL		1	4,224.90	10-1912-670-300
					<u>\$4,224.90</u>	
VISION SERVICE PLAN						
		COMM RELATIONS GROUP INS		1	0.00	10-2633-222-300
		INTERNAL INFO GROUP INS		1	9.06	10-2632-222-300
		DEANS GROUP INS		1	36.21	10-2490-222-300
		DEANS SEC INS		1	18.12	10-2490-222-300
		ASST PRIN GROUP INS		1	38.92	10-2410-222-300
		PRINCIPAL GROUP INS		1	19.46	10-2410-222-300
		PRIN SEC GROUP INS		1	18.12	10-2410-222-300
		SUPT SECY GROUP INS		1	9.06	10-2321-222-300
		SUPT GROUP INS		1	9.05	10-2321-222-300
		TECHNOLOGY GROUP INS		1	27.18	10-2225-222-300
		LIBRARY GROUP INS		1	9.05	10-2222-222-300
		DIR C/I SEC INSURANCE		1	9.05	10-2210-222-302
		DIRECTOR C/I INS		1	9.05	10-2210-222-300
		NURSE GROUP INS		1	0.00	10-2134-222-300

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		REGISTRAR GROUP INS		1	18.12	10-2125-222-300
		GUIDANCE GROUP INS		1	54.34	10-2120-222-300
		SOCIAL WORKERS GROUP INS		1	27.17	10-2113-222-300
		PROJ IND GROUP INS		1	18.12	10-1900-222-301
		DR ED INS		1	45.27	10-1700-222-300
		STUDENT ACT/SECY GROUP INS		1	18.11	10-1500-222-300-70
		ATHLETIC DIR/SECY GROUP INS		1	28.52	10-1500-222-300-30
		FAM/CONS SCIENCE INS		1	36.22	10-1420-222-300-09
		ATHLETIC TRAINER INS		1	9.06	10-1417-221-300
		VIDEO EDIT GROUP INS		1	9.06	10-1410-222-300
		BUSINESS ED GROUP INS		1	36.22	10-1407-222-300-03
		AG GROUP INS		1	18.11	10-1401-222-300-01
		IND TECH GROUP INS		1	18.12	10-1400-222-300-10
		IDEA PART B SP ED GRANT SEC IN		1	9.05	10-1200-222-302
		SPECIAL ED INSURANCE		1	126.76	10-1200-222-300
		PHYS ED GROUP INS		1	117.73	10-1130-222-300-50
		INSTR LDR GROUP INSURANCE		1	116.76	10-1130-222-300-27
		SOC SCI GROUP INS		1	153.94	10-1130-222-300-15
		NAT SCI GROUP INS		1	162.96	10-1130-222-300-13
		MUSIC GROUP INS		1	27.18	10-1130-222-300-12
		MATH GROUP INS		1	144.91	10-1130-222-300-11
		FOREIGN LANG GROUP INS		1	88.75	10-1130-222-300-06
		ENGLISH GROUP INS		1	153.98	10-1130-222-300-05
		ART GROUP INS		1	18.12	10-1130-222-300-02
		TRANS. DIR. INSURANCE		4	9.06	40-2550-222
		BUS MECH GROUP INS		4	9.05	40-2554-222-300
		TRANS SEC INSURANCE		4	9.05	40-2550-222
		CUSTODIAN GROUP INS		2	119.06	20-2540-222-300
		CSBO GROUP INS		2	19.46	20-2510-222-300
		BUSINESS OFFICE GRP INS		1	18.12	10-2525-222-300
					<u>\$1,852.71</u>	
WAL MART STORE # 844						
		TOTES FOR UNIFORMS		1	430.76	10-1500-410-300-30
					<u>\$430.76</u>	
WALKER THOMAS GROUP						
		BOARD OF ED PUR SERV		1	4,356.25	10-2310-300-300
					<u>\$4,356.25</u>	
WALTER & aSSOCIATES						
		GRADUATION SUPPLIES		1	1,230.00	10-2410-410-300
					<u>\$1,230.00</u>	
WASTE MANAGEMENT OF IL						
		GARBAGE - CENTRAL		2	786.76	20-2540-321-300
		GARBAGE - SOUTH		2	1,931.97	20-2540-321-302
		GARBAGE - CENTRAL		2	275.05	20-2540-321-300
					<u>\$2,993.78</u>	
WELDSTAR COMPANY						
		OPEN PO for Ind. Tech. Supplies		1	170.81	10-1400-410-300-10

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					<u>\$170.81</u>	
WEST PAYMENT CENTER						
		REGISTRAR CONT SERV S		1	369.00	10-2125-300-302
					<u>\$369.00</u>	
ZWEMKE, BRYAN						
		PHONE		2	300.00	20-2540-340-300
					<u>\$300.00</u>	
				Report Total	<u><u>\$965,490.54</u></u>	

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Fund Code	Description	Amount
10	Education Fund	578,987.04
20	Operations & Maint Fund	127,151.94
40	Transportation Fund	235,581.45
80	Tort Immunity and Judgment Fund	23,770.11
Report Total		<u><u>\$965,490.54</u></u>

Bills Payable List

Printed: 6/1/2020 9:37 AM
 MINOOKA COMM HIGH SCHOOL DIST #111
 Expense on Date: 5/1/2020 to 5/31/2020

Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
BABIC, PEGGY						
		NURSE SUPPLIES		5120	81.80	10-2134-410-300
					<u>\$81.80</u>	
DAURER, CHRISTINA						
		NURSE SUPPLIES		5120	81.80	10-2134-410-300
		NURSE PUR SERV		5120	50.00	10-2134-300-300
					<u>\$131.80</u>	
ILMEA						
19404		Void Choir Entry Fees		9122	(60.00)	10-1130-640-300-12
					<u>(\$60.00)</u>	
LEDESMA, STEPHANIE						
		INK FOR PRINTER		52120	69.98	10-2125-410-300
		INK FOR PRINTER		5120	95.98	10-2125-410-300
					<u>\$165.96</u>	
LEE, KENNETH						
		PHONE		52120	100.00	20-2540-340-300
					<u>\$100.00</u>	
MUEHLBAUER, DEBORAH						
		INK FOR PRINTER FROM HOME		5120	217.95	10-2125-410-300
					<u>\$217.95</u>	
RAYOLA, JENNIFER						
		REFUND ACCOUNT		52120	94.00	10-1130-690-300
					<u>\$94.00</u>	
TERPENING, STEPHEN						
		BOYS BASKETBALL OFFICIAL		5120	92.00	10-1500-319-300-30
		Void BOYS BASKETBALL OFFICIAL		33	(92.00)	10-1500-319-300-30
					<u>\$0.00</u>	
					<u>\$731.51</u>	
Report Total					<u>\$731.51</u>	

Bills Payable (Fund Summary)

Printed: 6/1/2020 9:38 AM
MINOOKA COMM HIGH SCHOOL DIST #111
Expense on Date: 5/1/2020 to 5/31/2020

Fund Code	Description	Amount
10	Education Fund	631.51
20	Operations & Maint Fund	100.00
Report Total		<u><u>\$731.51</u></u>

ACTIVITY REPORT				
31-May				
Activity Fund	Beginning Balance	Revenue	Expenditures	Ending Balance
Activity pop	\$ 4,129.10	\$ 82.22		\$ 4,211.32
Anime	\$ -			\$ -
Art Club	\$ 692.10			\$ 692.10
Athletic Leadership	\$ 342.50			\$ 342.50
Band	\$ 126.00			\$ 126.00
Chess	\$ 421.00			\$ 421.00
Choir Projects	\$ 62.29			\$ 62.29
Chorus	\$ 881.04			\$ 881.04
Class of 2019	\$ -			\$ -
Class of 2020	\$ 2,132.63	\$ 13.70		\$ 2,146.33
Class of 2021	\$ 8,407.64	\$ 82.22		\$ 8,489.86
Class of 2022	\$ 5,944.73			\$ 5,944.73
Class of 2023	\$ 5,269.82			\$ 5,269.82
Community Garden	\$ 615.39			\$ 615.39
Culinary Art	\$ 816.30			\$ 816.30
Debate Club	\$ -			\$ -
DREAM	\$ 500.90			\$ 500.90
Fashion Show	\$ 223.31			\$ 223.31
FCCLA	\$ 187.80			\$ 187.80
FFA	\$ 5,976.56	\$ 708.74		\$ 6,685.30
French NHS	\$ 305.91			\$ 305.91
Future Business Leaders	\$ 140.86			\$ 140.86
I.O.T.A.	\$ 2,210.38	\$ 406.00		\$ 2,616.38
Indian Climbing Club	\$ 1,216.86			\$ 1,216.86
Indian Nation	\$ 90.21			\$ 90.21
Int'l club	\$ 1,236.84			\$ 1,236.84
Int'l Thespians	\$ 11,920.52			\$ 11,920.52
Interact	\$ 248.62			\$ 248.62
Investment Club	\$ 108.16			\$ 108.16
Judo	\$ 13,655.21			\$ 13,655.21
Kaleidoscope	\$ 1,094.07			\$ 1,094.07
MAC	\$ 9,790.16	\$ 1,367.00		\$ 11,157.16
MARK	\$ -			\$ -
Math Team	\$ 230.00			\$ 230.00
MCHS Book Club	\$ 598.77			\$ 598.77
Memorial Garden	\$ 888.23			\$ 888.23
Musical	\$ 2,034.97	\$ 880.00		\$ 2,914.97
Needy Families	\$ 1,970.72			\$ 1,970.72
NHS	\$ 126.88			\$ 126.88
Orchesis Camp	\$ 7,755.19		\$ 1,500.00	\$ 6,255.19
PAC Restoration	\$ 9.01			\$ 9.01
Percussion	\$ 9,107.50	\$ 1,788.60	\$ 7,355.21	\$ 3,540.89
Pokemon Club	\$ -			\$ -

PPC	\$ 392.26			\$ 392.26
SADD	\$ 381.95			\$ 381.95
Scholastic Bowl	\$ 400.47			\$ 400.47
Spanish NHS	\$ 288.90		\$ 170.00	\$ 118.90
Speech	\$ 3,698.13			\$ 3,698.13
Student Council	\$ 31,330.90			\$ 31,330.90
TSA	\$ 1,058.31			\$ 1,058.31
Underwater Robotics	\$ 181.93			\$ 181.93
Winterguard	\$ 9,711.06		\$ 3,891.00	\$ 5,820.06
WYSE	\$ 418.94			\$ 418.94
Yearbook	\$ 16,277.95			\$ 16,277.95
Cybrary	\$ 1,238.29			\$ 1,238.29
Faculty Pop	\$ 2,511.80			\$ 2,511.80
Project Indian	\$ 2,071.83	\$ 13.70		\$ 2,085.53
Prom	\$ (16,892.40)	\$ 4,068.00		\$ (12,824.40)
Scholarship	\$ 5,749.91	\$ 23,500.00	\$ 29,000.00	\$ 249.91
Coady Scholarship Endowmt	\$ -			\$ -
TV Production	\$ 10.60			\$ 10.60
Athletic Hall of Fame	\$ 5,460.86			\$ 5,460.86
Athletic Pop	\$ 3,736.35	\$ 2,382.22	\$ 129.73	\$ 5,988.84
Athletic Training	\$ 1,319.36			\$ 1,319.36
Baseball	\$ 33,952.43			\$ 33,952.43
Boys Basketball	\$ 7,388.80	\$ 1,070.00		\$ 8,458.80
Boys Bowling	\$ 2,480.05			\$ 2,480.05
Boys Golf	\$ 2,517.18			\$ 2,517.18
Boys Soccer	\$ 1,292.28	\$ 4,266.61		\$ 5,558.89
Boys Tennis	\$ 1,974.40			\$ 1,974.40
Boys Track	\$ 11,318.00		\$ 2,100.14	\$ 9,217.86
Boys Volleyball	\$ 3,099.11	\$ 3,671.09	\$ 407.49	\$ 6,362.71
Cheerleaders	\$ 4,913.53			\$ 4,913.53
Cross Country Co Ed	\$ 9,456.39			\$ 9,456.39
Football	\$ 15,713.36	\$ 4,320.00		\$ 20,033.36
Football Jerseys	\$ 4,065.97			\$ 4,065.97
Girls Basketball	\$ 4,722.45			\$ 4,722.45
Girls Bowling	\$ 2,665.57			\$ 2,665.57
Girls Golf	\$ 1,013.85			\$ 1,013.85
Girls Soccer	\$ 611.83		\$ 222.31	\$ 389.52
Girls Tennis	\$ 2,157.80			\$ 2,157.80
Girls Track	\$ 3,861.00			\$ 3,861.00
Girls Volleyball	\$ (64.72)			\$ (64.72)
Outdoor Ed Trip	\$ 2,764.00	\$ 2,448.00		\$ 5,212.00
LaCrosse	\$ 6,449.67			\$ 6,449.67
Poms	\$ (7,221.58)			\$ (7,221.58)
Softball	\$ 1,037.44			\$ 1,037.44
B&G Swimming	\$ 460.49			\$ 460.49
Wrestling	\$ 3,233.80			\$ 3,233.80
Band Camp	\$ -			\$ -

Camp Baseball	\$ -			\$ -
Camp Boys Basketball	\$ -			\$ -
Camp Boys Volleyball	\$ -			\$ -
Camp Cheerleading	\$ -			\$ -
Camp Cross Country	\$ -			\$ -
Camp Football	\$ -			\$ -
Camp Girls Basketball	\$ -			\$ -
Camp Girls Volleyball	\$ -			\$ -
Camp Pom	\$ -			\$ -
Camp Soccer	\$ -			\$ -
Camp Softball				\$ -
Camp Tennis Co-Ed	\$ -			\$ -
Strength & Conditioning	\$ -			\$ -
Track Co-Ed	\$ -			\$ -
Womens Summer Fitness	\$ -			\$ -
Camp Thespians				\$ -
Private bank charge				\$ -
	\$ 290,678.68	\$ 51,068.10	\$ 44,775.88	\$ 296,970.90

Input Report Date 5/31/2020

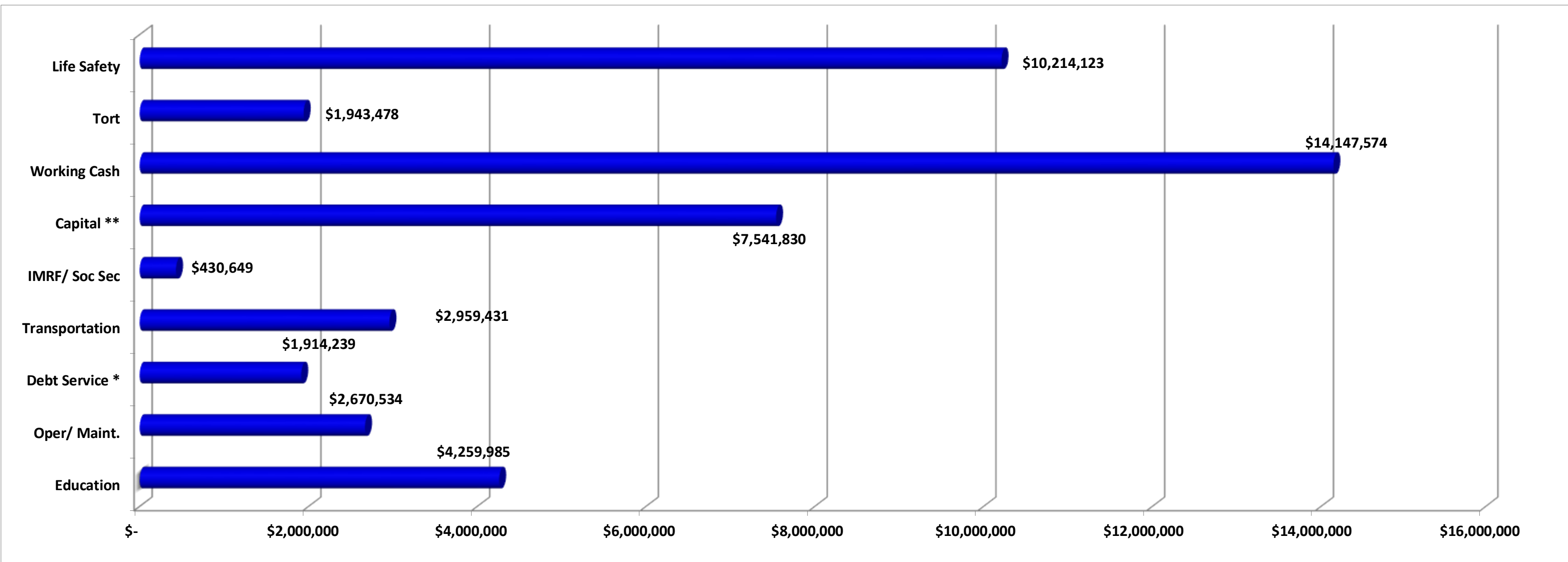
Cash and Investments Report

	Education	Oper/ Maint.	Debt Service *	Transporation	IMRF/ Soc Sec	Capital **	Working Cash	Tort	Life Safety	Total
Checking	\$39,710.65	\$93,562.84	\$1,111,018.72	\$567,882.98	\$138,213.43	(\$381,660.72)	\$332,379.54	\$168,559.96	\$357,088.90	\$2,426,756.30
Food Service account	\$785,536.36									\$785,536.36
Imprest	\$19,113.81	(\$339.20)	\$0.00	\$16,184.00						\$34,958.61
PMA Cash Account	\$261.21	\$1,036,063.92	\$284,284.81	\$1,621,367.40	\$543.54		\$1,027,512.96	\$1,474,426.07	\$537,512.94	\$5,981,972.85
IPTIP	\$1,089,517.35	\$695,647.10	\$0.00		\$255,141.10		\$157,996.65			\$2,198,302.20
Total Cash accounts	\$1,934,139.38	\$1,824,934.66	\$1,395,303.53	\$2,205,434.38	\$268,274.63	(\$381,660.72)	\$1,517,889.15	\$1,642,986.03	\$894,601.84	\$11,427,526.32
PMA Investments	\$1,702,603.37	\$844,343.83	\$410,583.68	\$605,506.28	\$29,726.72	\$376,149.15	\$12,629,684.40	\$300,491.65	\$480,714.22	\$17,379,803.30
PMA 61	\$64,470.69	\$168,330.76	\$128,167.40	\$72,794.30	\$12,613.21	\$325,000.00	\$7,799.98	\$51,806.93	\$31,177.87	\$862,161.14
PMA 62(Working Cash)										\$0.00
PMA 63 (Capital)						\$116.32				\$116.32
PMA 64 (Debt Serv)			\$129,227.39							\$129,227.39
PMA 65 (Capital)										\$0.00
Working Cash Investments	\$1,359,119.25									\$1,359,119.25
PMA 67 (Working Cash)							\$12,543,799.07			\$12,543,799.07
PMA 68										\$0.00
PMA 69 (General Reserve)	\$279,013.43	\$676,013.07	\$153,188.89	\$532,711.98	\$17,113.51	\$51,032.83	\$78,085.35	\$248,684.72	\$449,536.35	\$2,485,380.13
PMA 70									\$8,838,806.76	\$8,838,806.76
PMA 71						\$7,547,341.78				\$7,547,341.78
Private Bank Investments	\$623,242.66	\$1,255.62	\$108,351.39	\$148,489.85	\$7,024.00					\$888,363.52
Total Investments	\$2,325,846.03	\$845,599.45	\$518,935.07	\$753,996.13	\$36,750.72	\$7,923,490.93	\$12,629,684.40	\$300,491.65	\$9,319,520.98	\$34,654,315.36
Total Cash & Investme	\$4,259,985.41	\$2,670,534.11	\$1,914,238.60	\$2,959,430.51	\$305,025.35	\$7,541,830.21	\$14,147,573.55	\$1,943,477.68	\$10,214,122.82	\$46,081,841.68

2,325,846.03

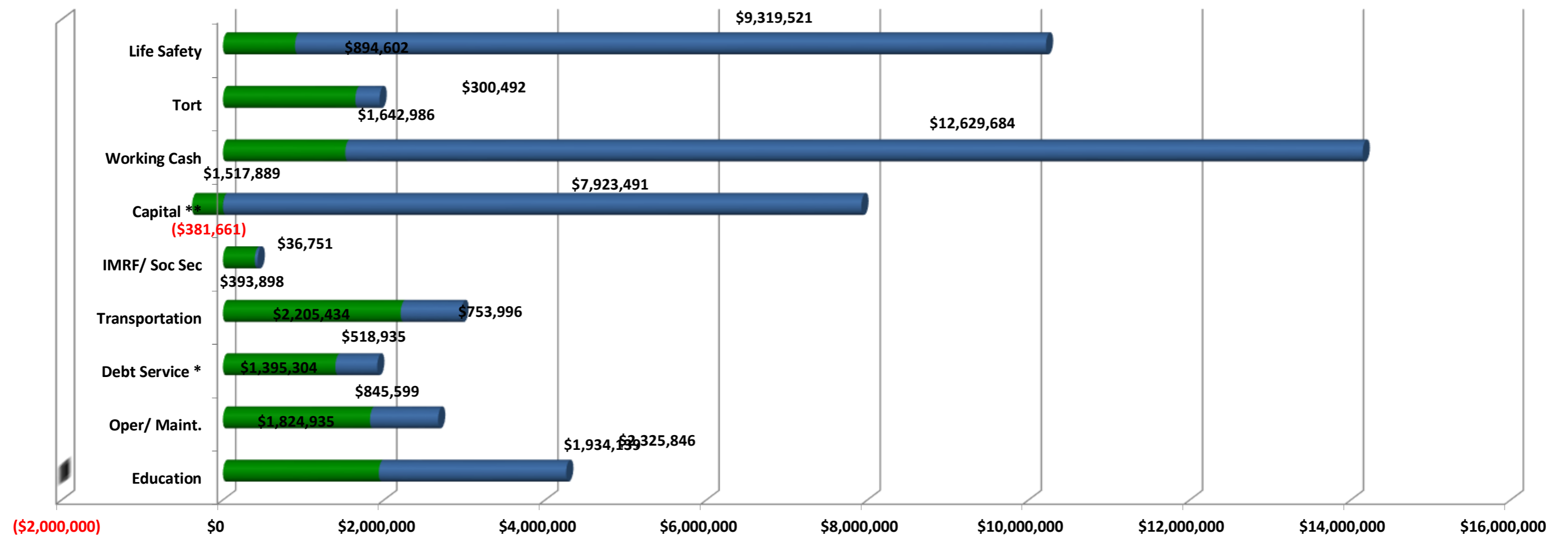
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	Education	Oper/ Maint.	Debt Service *	Transportation	IMRF/ Soc Sec	Capital **	Working Cash	Tort	Life Safety	Total
Checking	\$825,247	\$93,563	\$1,111,019	\$567,883	\$138,213	(\$381,661)	\$332,380	\$168,560	\$357,089	\$ 3,212,293
Imprest	\$19,114	(\$339)	\$0	\$16,184	\$0	\$0	\$0	\$0	\$0	\$ 34,959
PMA Cash Account	\$261	\$1,036,064	\$284,285	\$1,621,367	\$544	\$0	\$1,027,513	\$1,474,426	\$537,513	\$ 5,981,973
IPTIP	\$1,089,517	\$695,647	\$0	\$0	\$255,141	\$0	\$157,997	\$0	\$0	\$ 2,198,302
Total Cash accounts	\$1,934,139	\$1,824,935	\$1,395,304	\$2,205,434	\$393,898	(\$381,661)	\$1,517,889	\$1,642,986	\$894,602	\$ 11,427,526
Total Investments	\$2,325,846	\$845,599	\$518,935	\$753,996	\$36,751	\$7,923,491	\$12,629,684	\$300,492	\$9,319,521	\$ 34,654,315
Total Cash & Investme	\$4,259,985	\$2,670,534	\$1,914,239	\$2,959,431	\$430,649	\$7,541,830	\$14,147,574	\$1,943,478	\$10,214,123	\$ 46,081,842



	Education	Oper/ Maint.	Debt Service *	Transportati on	IMRF/ Soc Sec	Capital **	Working Cash	Tort	Life Safety	Total
Checking	\$825,247	\$93,563	\$1,111,019	\$567,883	\$138,213	(\$381,661)	\$332,380	\$168,560	\$357,089	\$ 3,212,293
Imprest	\$19,114	(\$339)	\$0	\$16,184	\$0	\$0	\$0	\$0	\$0	\$ 34,959
PMA Cash Account	\$261	\$1,036,064	\$284,285	\$1,621,367	\$544	\$0	\$1,027,513	\$1,474,426	\$537,513	\$ 5,981,973
IPTIP	\$1,089,517	\$695,647	\$0	\$0	\$255,141	\$0	\$157,997	\$0	\$0	\$ 2,198,302
Total Cash accounts	\$1,934,139	\$1,824,935	\$1,395,304	\$2,205,434	\$393,898	(\$381,661)	\$1,517,889	\$1,642,986	\$894,602	\$ 11,427,526
Total Investments	\$2,325,846	\$845,599	\$518,935	\$753,996	\$36,751	\$7,923,491	\$12,629,684	\$300,492	\$9,319,521	\$ 34,654,315
Total Cash & Investme	\$4,259,985	\$2,670,534	\$1,914,239	\$2,959,431	\$430,649	\$7,541,830	\$14,147,574	\$1,943,478	\$10,214,123	\$ 46,081,842
Percent invested	55%	32%	27%	25%	9%	105%	89%	15%	91%	75%

Graph Data



Expenditure Report

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MINOOKA COMM HIGH SCHOOL DIST #111

Education Fund 10									
Function									
Function									
Object	200	Employee Benefits							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
Employee Benefits									
10-481-212-454		IMRF (BIM)	0.00	0.00	0.00	0.00	0.00	0.00	10-0-212-454
10-481-212-454-1		IMRF (BIM)	0.00	0.00	0.00	0.00	0.00	0.00	10-0-212-454
10-481-222-454		IMRF (BMF 3000)	0.00	0.00	0.00	0.00	0.00	0.00	10-0-222-454
10-481-222-454-1		IMRF (BMF 3000)	0.00	0.00	0.00	0.00	0.00	0.00	10-0-222-454
200	Employee Benefits		0.00	0.00	0.00	0.00	0.00	0.00	Object
Instruction									
High School									
Salaries									
11130100		TITLE 1 SALARIES	8,622.99	59,779.19	0.00	68,488.91	8,709.72	87.28	10-1130-100
1011130110		HIGH SCHOOL INSTRUCTION	0.00	672.49	0.00	2,400.00	1,727.51	28.02	10-1130-110-300
11130110		DETENTION HALL SUPVSN	0.00	9,150.83	0.00	13,250.00	4,099.17	69.06	10-1130-110-300
11130127		ELL INSTRUCTION	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-110-300
1113011002		ART SALARY	14,550.41	159,379.48	0.00	174,605.00	15,225.52	91.28	10-1130-110-300-02
1113011005		ENGLISH/DRAMA SALARY	131,406.55	1,433,706.40	0.00	1,571,198.69	137,492.29	91.25	10-1130-110-300-05
1113011006		FOREIGN LANG SALARY	55,559.96	602,183.34	0.00	666,531.80	64,348.46	90.35	10-1130-110-300-06
1113011011		MATH SALARY	109,723.41	1,195,218.37	0.00	1,316,680.00	121,461.63	90.78	10-1130-110-300-11
1113011012		MUSIC SALARY	22,014.00	243,255.95	0.00	264,168.00	20,912.05	92.08	10-1130-110-300-12
1113011013		NATURAL SCIENCE SALARY	105,763.15	1,162,657.86	0.00	1,268,088.72	105,430.86	91.69	10-1130-110-300-13
1113011015		SOCIAL SCIENCE SALARY	101,958.91	1,121,488.60	0.00	1,271,416.00	149,927.40	88.21	10-1130-110-300-15
1113011021		DRIVER ED SALARY	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-110-300-21
1113011121		DRIVER ED SUMMER SALARY	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-110-300-21
1113011027		DEPT CHAIR SALARY	58,667.90	638,770.15	0.00	704,014.88	65,244.73	90.73	10-1130-110-300-27
1113011050		PHYS ED SALARY	88,760.21	970,210.59	0.00	1,137,244.00	167,033.41	85.31	10-1130-110-300-50
11130111		OVERLOAD	10,405.52	109,162.89	0.00	112,821.00	3,658.11	96.76	10-1130-112-300
11130112		PLAN TIME	16,424.16	181,299.81	0.00	198,634.36	17,334.55	91.27	10-1130-112-300
11130120		CAMPUS MONITOR SALARY	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-120-300
11130121		SUB TEACHER SALARY	11,209.50	173,858.82	0.00	320,000.00	146,141.18	54.33	10-1130-120-300
11130122		MENTORING	0.00	11,356.25	0.00	15,000.00	3,643.75	75.71	10-1130-120-300
11130125		SUMMER CURRIC DVLPMNT	0.00	1,894.47	0.00	1,500.00	(394.47)	126.30	10-1130-120-300
11130126		POST RETIREMENT BONUS	0.00	58,455.49	0.00	58,455.00	(0.49)	100.00	10-1130-120-300
11130128		SUMMER SCHOOL SALARY	0.00	2,430.40	0.00	11,750.00	9,319.60	20.68	10-1130-120-300
11130130		HOMEBOUND INSTRUCTION	0.00	3,984.77	0.00	3,800.00	(184.77)	104.86	10-1130-130-300
100	Salaries		735,066.67	8,138,916.15	0.00	9,180,046.36	1,041,130.21	88.66	Object
Employee Benefits									
10-1130-211		OVERLOAD (IC)	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-211
1113021		INSTRUCTIONAL TRS	4,709.17	60,325.59	0.00	88,284.06	27,958.47	68.33	10-1130-211-300

Expenditure Report

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MINOOKA COMM HIGH SCHOOL DIST #111

Education Fund 10								
Function	1000	Instruction						
Function	1130	High School						
Object	200	Employee Benefits						
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
11130211	SUB TEACHER TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-211-300
11130212	MENTORING TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-211-300
11130213	TRS PENALTY	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-211-300
1113021101	INSTRUCTIONAL TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-211-300-01
1113021102	ART TRS	2,121.48	20,438.63	0.00	22,000.23	1,561.60	92.90	10-1130-211-300-02
1113021105	ENGLISH/DRAMA TRS	19,167.75	184,521.30	0.00	197,971.03	13,449.73	93.21	10-1130-211-300-05
1113021106	FOREIGN LANGUAGE TRS	8,106.98	77,918.58	0.00	83,983.01	6,064.43	92.78	10-1130-211-300-06
1113021111	MATH TRS	16,017.39	154,162.35	0.00	165,901.68	11,739.33	92.92	10-1130-211-300-11
1113021112	MUSIC TRS	3,202.25	30,901.91	0.00	33,285.17	2,383.26	92.84	10-1130-211-300-12
1113021113	NAT SCI TRS	15,432.23	148,984.59	0.00	159,779.18	10,794.59	93.24	10-1130-211-300-13
1113021115	SOC SCI TRS	14,883.06	143,471.94	0.00	160,198.42	16,726.48	89.56	10-1130-211-300-15
1113021121	DRIVER ED TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-211-300-21
1113021127	INSTR LEADER TRS	8,729.13	84,344.77	0.00	88,705.87	4,361.10	95.08	10-1130-211-300-27
1113021150	PHYS ED TRS	12,950.28	125,115.78	0.00	143,292.74	18,176.96	87.31	10-1130-211-300-50
10-1130-221-300-27	DEPT CHAIR SALARY (GTL)	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-221-300-27
10-1130-222	PLAN TIME (BCEC-L)	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-222
10-1130-222-300	HIGH SCHOOL INSTRUCTION (BCE-L	5,081.01	64,285.89	0.00	66,246.96	1,961.07	97.04	10-1130-222-300
1113022201	TEACHING GROUP INS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-222-300-01
1113022202	ART GROUP INS	3,387.12	36,465.35	0.00	37,740.24	1,274.89	96.62	10-1130-222-300-02
1113022205	ENGLISH GROUP INS	26,560.74	275,050.14	0.00	287,226.48	12,176.34	95.76	10-1130-222-300-05
1113022206	FOREIGN LANG GROUP INS	13,690.47	147,456.72	0.00	208,629.36	61,172.64	70.68	10-1130-222-300-06
1113022211	MATH GROUP INS	25,204.45	269,554.46	0.00	280,682.40	11,127.94	96.04	10-1130-222-300-11
1113022212	MUSIC GROUP INS	3,911.26	43,332.83	0.00	26,671.44	(16,661.39)	162.47	10-1130-222-300-12
1113022213	NAT SCI GROUP INS	22,471.88	243,226.50	0.00	255,827.04	12,600.54	95.07	10-1130-222-300-13
1113022215	SOC SCI GROUP INS	17,713.96	193,317.40	0.00	203,290.56	9,973.16	95.09	10-1130-222-300-15
1113022221	DRIVER ED GROUP INS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-222-300-21
1113022225	CAMPUS MONITOR GROUP INS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-222-300-25
1113022227	INSTR LDR GROUP INSURANCE	11,362.64	123,447.29	0.00	160,763.04	37,315.75	76.79	10-1130-222-300-27
1113022250	PHYS ED GROUP INS	16,145.63	169,672.29	0.00	184,600.08	14,927.79	91.91	10-1130-222-300-50
11131230	COLLEGE TUITION REIMB	2,040.00	38,346.00	0.00	70,000.00	31,654.00	59.02	10-1130-230-300
200 Employee Benefits		252,888.88	2,634,340.31	0.00	2,925,078.99	290,738.68	90.16	Object
Purchased Services								
1113030006	FOREIGN LANG CONTR SERV	0.00	1,530.00	0.00	1,640.00	110.00	93.29	10-1130-300-300-06
1110030012	BAND PURCHASE SERV	507.65	11,070.45	1,507.65	12,500.00	1,429.55	100.62	10-1130-300-300-12
1110030112	CHORUS PURCHASE SERV	54.00	7,004.70	0.00	11,000.00	3,995.30	63.68	10-1130-300-300-12
1110030212	STRINGS PURCHASE SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-300-300-12
1113030021	DRIVER ED CONTRACT SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-300-300-21
11130300062	FOREIGN LANG CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-300-302-06

Expenditure Report

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MINOOKA COMM HIGH SCHOOL DIST #111

Education Fund 10								
Function	1000	Instruction						
Function	1130	High School						
Object	300	Purchased Services						
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
11100300122	BAND CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-300-302-12
11100301122	CHORUS CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-300-302-12
11100302122	STRINGS CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-300-302-12
1113031025	POLICE LIAISON CONTRACT SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-310-300-25
1113031125	EVENT SECURITY CONTRACT SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-310-300-25
11131314	CURRIC DEVEL/LRNG OBJ	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-314-300
11131315	STAFF DEVELOPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-314-300
11130322	TOWEL CONTRACT SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-322-300
1113032302	ART CONTRACT SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-323-300-02
1113032305	ENGLISH CONTRACT SERV	0.00	0.00	0.00	350.00	350.00	0.00	10-1130-323-300-05
1110032312	BAND REPAIR & MAINT	48.00	3,736.79	196.00	4,500.00	763.21	87.40	10-1130-323-300-12
1110032412	CHORUS REPAIR & MAINT	0.00	1,360.00	0.00	2,500.00	1,140.00	54.40	10-1130-323-300-12
1110032512	STRINGS REPAIR & MAINT	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-323-300-12
1113032313	NAT SCI CONTRACT SERV	0.00	3,792.50	0.00	3,792.00	(0.50)	100.01	10-1130-323-300-13
1113032315	SOC SCI CONTRACT SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-323-300-15
1113032350	PHYS ED CONTRACT SERV	0.00	12,323.97	0.00	11,240.00	(1,083.97)	109.64	10-1130-323-300-50
1113032351	BOWING COSTS	0.00	349.20	0.00	0.00	(349.20)	0.00	10-1130-323-300-50
11130323022	ART CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-323-302-02
11130323052	ENGLISH CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-323-302-05
11100323122	BAND REPAIR & MAINT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-323-302-12
11100324122	CHORUS REPAIR & MAINT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-323-302-12
11100325122	STRINGS REPAIR & MAINT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-323-302-12
11130323132	NAT SCI CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-323-302-13
11130323152	SOC SCI CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-323-302-15
11130323502	PHYS ED CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-323-302-50
11130332	GENERAL EDUCATION MILEAGE	0.00	453.36	0.00	1,000.00	546.64	45.34	10-1130-332-300
11131332	TYPE 75 TRAVEL	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-332-300
11130380	UNEMPLOYMENT INSURANCE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-380-300
11130381	WORKERS COMP INSURANCE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-380-300
1113038021	DRIVER ED CAR INSURANCE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-380-300-21
300 Purchased Services		609.65	41,620.97	1,703.65	48,522.00	6,901.03	89.29	Object
Supplies And Materials								
11130400	TITLE 1 SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-400-300
1113040005	ENGLISH RESALE SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-400-300-05
1113040011	MATH SUPPLIES RESALE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-400-300-11
1113040050	PHYS ED RESALE SUPPLIES	0.00	8,156.25	0.00	8,156.00	(0.25)	100.00	10-1130-400-300-50
11130400502	PHYS ED RESALE SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-400-302-50

Expenditure Report

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MINOOKA COMM HIGH SCHOOL DIST #111

Education Fund 10								
Function	1000	Instruction						
Function	1130	High School						
Object	400	Supplies And Materials						
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
11130410	GEN ED SUPPLY/MATERIALS	0.00	16,960.35	0.00	20,000.00	3,039.65	84.80	10-1130-410-300
11130411	ECOLAB GRANT SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-300
11131410	CURRIC DEVEL/LRNG SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-300
11131411	STAFF DEVELOPMENT SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-300
11131412	TPI GRANT SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-300
1113041002	ART SUPPLIES	0.00	8,528.72	0.00	15,000.00	6,471.28	56.86	10-1130-410-300-02
1113041102	ART/COMP TECH SUPPLIES	0.00	27.27	0.00	4,200.00	4,172.73	0.65	10-1130-410-300-02
1113041005	ENGLISH/DRAMA SUPPLIES	0.00	845.73	0.00	950.00	104.27	89.02	10-1130-410-300-05
1113041505	ENGLISH/COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-300-05
1113041006	FOREIGN LANG SUPPLIES	79.23	3,547.28	165.99	4,600.00	1,052.72	80.72	10-1130-410-300-06
1113041106	FOREIGN LANG/COMP TECH SUPPLIE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-300-06
1113041011	MATH SUPPLIES	0.00	1,493.36	0.00	2,207.00	713.64	67.66	10-1130-410-300-11
1113041211	MATH/COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-300-11
1110041012	BAND SUPPLIES	513.00	2,909.51	1,296.00	3,000.00	90.49	140.18	10-1130-410-300-12
1110041112	CHORUS SUPPLIES	0.00	910.50	1,342.50	4,500.00	3,589.50	50.07	10-1130-410-300-12
1110041212	STRINGS SUPPLIES	0.00	3,230.73	0.00	4,500.00	1,269.27	71.79	10-1130-410-300-12
1113041012	BAND-CHORUS/COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-300-12
1113041013	NAT SCI SUPPLIES	0.00	20,912.67	520.00	32,000.00	11,087.33	66.98	10-1130-410-300-13
1113041113	NAT SCI/COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-300-13
1113041015	SOC SCI SUPPLIES	0.00	1,394.22	609.96	5,900.00	4,505.78	33.97	10-1130-410-300-15
1113041115	SOC SCI/COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-300-15
1113041021	DRIVER ED SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-300-21
1113041050	PHYS ED SUPPLIES	0.00	30,386.33	168.00	29,477.00	(909.33)	103.65	10-1130-410-300-50
1113041150	PHYS ED COMP TECH SUPPLIES	0.00	491.27	0.00	0.00	(491.27)	0.00	10-1130-410-300-50
111304102	GEN ED SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302
11130410022	ART SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-02
11130411022	ART/COMP TECH SUPPLY S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-02
11130410052	ENGLISH/DRAMA SUPPLY S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-05
11130415052	ENGLISH/COMP TECH SUP S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-05
11130410062	FORN LANG SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-06
11130411062	FORN LANG COMP TECH S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-06
11130410112	MATH SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-11
11130412112	MATH/COMP TECH SUP S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-11
11100410122	BAND SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-12
11100411122	GENERAL MUSIC EDUCATION	0.00	500.00	0.00	1,339.00	839.00	37.34	10-1130-410-302-12
11100412122	STRINGS SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-12

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MINOOKA COMM HIGH SCHOOL DIST #111

Education Fund 10

Function 1000 Instruction
Function 1130 High School
Object 400 Supplies And Materials

Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
11130410122	BAND-CHORUS/COMP TECH S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-12
11130410132	NAT SCI SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-13
11130411132	NAT SCI/COMP TECH S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-13
11130410152	SOC SCI SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-15
11130411152	SCO SCI/COMP TECH S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-15
11130410502	PHS ED SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-50
11130411502	PHYS ED COMP TECH SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-410-302-50
11130420	GENERAL EDUC TEXTBOOKS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-300
1113042002	ART TEXTBOOKS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-300-02
1113042005	ENGLISH/DRAMA TEXTBOOKS	0.00	10,623.83	0.00	10,420.00	(203.83)	101.96	10-1130-420-300-05
1113042006	FOREIGN LANG TEXTBOOKS	0.00	12,130.63	0.00	16,402.00	4,271.37	73.96	10-1130-420-300-06
1113042011	MATH TEXTBOOKS	0.00	135,498.34	0.00	59,500.00	(75,998.34)	227.73	10-1130-420-300-11
1110042012	BAND TEXTBOOKS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-300-12
1110042112	MUSIC TEXTBOOKS	0.00	0.00	0.00	500.00	500.00	0.00	10-1130-420-300-12
1110042212	STRINGS TEXTBOOKS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-300-12
1113042013	NAT SCI TEXTBOOKS	0.00	6,157.37	0.00	8,918.00	2,760.63	69.04	10-1130-420-300-13
1113042015	SOC SCI TEXTBOOKS	0.00	5,748.48	0.00	14,000.00	8,251.52	41.06	10-1130-420-300-15
1113042021	DRIVER ED TEXTBOOKS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-300-21
1113042050	PHYS ED TEXTBOOKS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-300-50
111304202	GENERAL ED TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-302
11130420022	ART TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-302-02
11130420052	ENGLISH/DRAMA TEXTBKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-302-05
11130420062	FORN LANG TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-302-06
11130420112	MATH TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-302-11
11100420122	BAND TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-302-12
11100421122	CHORUS TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-302-12
11100422122	STRINGS TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-302-12
11130420132	NAT SCI TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-302-13
11130420152	SOC SCI TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-302-15
11130420502	PHS ED TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-420-302-50
1113043002	ART PERIODICALS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-440-300-02
1113043005	ENGLISH PERIODICALS	107.91	107.91	0.00	2,522.00	2,414.09	4.28	10-1130-440-300-05
1113043015	SOC SCI PERIODICALS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-440-300-15
1113043050	PHYS ED PERIODICALS	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-440-300-50
11130430022	ART PERIODICALS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-440-302-02
11130430052	ENGLISH PERIODICALS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-440-302-05
11130430152	SOC SCI PERIODICALS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-440-302-15
11130430502	PHYS ED PERIODICALS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-440-302-50

Expenditure Report

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MINOOKA COMM HIGH SCHOOL DIST #111

Education Fund 10								
Function	1000	Instruction						
Function	1130	High School						
Object	400	Supplies And Materials						
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
1113049002	ART VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-300-02
1113049005	ENGLISH VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-300-05
1113049006	FOREIGN LANG VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-300-06
1113049011	MATH VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-300-11
1110049112	BAND VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-300-12
1110049212	CHORUS VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-300-12
1110049312	STRINGS VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-300-12
1113049013	NAT SCI VIDEO/SOFTWARE	0.00	1,036.00	0.00	700.00	(336.00)	148.00	10-1130-470-300-13
1113049015	SOC SCI VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-300-15
1113049021	DRIVER ED VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-300-21
1113049050	PE/HEALTH VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-300-50
11130490022	ART VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-302-02
11130490052	ENGLISH VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-302-05
11130490062	FORN LANG VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-302-06
11130490112	MATH VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-302-11
11100491122	BAND VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-302-12
11100492122	CHORUS VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-302-12
11100493122	STRINGS VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-302-12
11130490132	NAT SCI VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-302-13
11130490152	SOC SCI VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-302-15
11130490502	PHYS ED VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-470-302-50
400	Supplies And Materials	700.14	271,596.75	4,102.45	248,791.00	(22,805.75)	110.82	Object
Capital Outlay								
1113054002	ART EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-300-02
1113054005	ENGLISH EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-300-05
1113054006	FOREIGN LANG EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-300-06
1113054011	MATH EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-300-11
1110054012	BAND EQUIPMENT	0.00	19,991.39	286.95	25,250.00	5,258.61	80.31	10-1130-540-300-12
1110054112	CHORUS EQUIPMENT	0.00	295.22	0.00	2,500.00	2,204.78	11.81	10-1130-540-300-12
1110054212	STRINGS EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-300-12
1113054013	NAT SCI EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-300-13
1113054015	SOC SCI EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-300-15
1113054021	DRIVER ED EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-300-21
1113054050	PHYS ED EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-300-50
11130540022	ART EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-302-02
11130540052	ENGLISH EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-302-05
11130540062	FORN LANG EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-302-06
11130540112	MATH EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-302-11

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MINOOKA COMM HIGH SCHOOL DIST #111

Education Fund 10									
Function	1000	Instruction							
Function	1130	High School							
Object	500	Capital Outlay							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
11100540122	BAND EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-302-12
11100541122	CHORUS EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-302-12
11100542122	STRINGS EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-302-12
11130540132	NAT SCI EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-302-13
11130540152	SOC SCI EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-302-15
11130540502	PHYS ED EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-540-302-50
1113055021	DRIVER ED VEHICLES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-560-300-21
500	Capital Outlay	0.00	20,286.61	286.95	27,750.00	7,463.39	74.14		Object
Other Objects									
11130642	JJC TUITION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-300
1113064002	ART DUES/FEES/LIT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-300-02
1113064005	ENGLISH DUES/FEES	5.00	913.12	0.00	0.00	(913.12)	0.00	0.00	10-1130-640-300-05
1113064006	FOREIGN LANG DUES/FEES/LIT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-300-06
1113064011	MATH DUES & FEES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-300-11
1110064012	BAND CLINICS	0.00	0.00	0.00	1,500.00	1,500.00	0.00	0.00	10-1130-640-300-12
1110064112	CHORUS CLINICS	0.00	0.00	240.00	750.00	750.00	32.00	0.00	10-1130-640-300-12
1110064212	STRINGS CLINICS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-300-12
1110064312	BAND ENTRY FEES	500.00	3,727.50	0.00	5,235.00	1,507.50	71.20	0.00	10-1130-640-300-12
1110064412	CHORUS ENTRY FEES	(60.00)	1,400.00	0.00	1,500.00	100.00	93.33	0.00	10-1130-640-300-12
1110064512	STRINGS ENTRY FEES	0.00	0.00	0.00	675.00	675.00	0.00	0.00	10-1130-640-300-12
1113064013	NAT SCI DUES/FEES/LIT	0.00	0.00	0.00	750.00	750.00	0.00	0.00	10-1130-640-300-13
1113064113	SCIENCE FIELD TRIP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-300-13
1113064015	SOC SCI DUES/FEES/LIT	0.00	64.00	0.00	0.00	(64.00)	0.00	0.00	10-1130-640-300-15
1113064021	DRIVER ED DUES/FEES/LIT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-300-21
1113064050	PHYS ED DUES/FEES/LIT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-300-50
11130640052	ENGLISH DUES/FEES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-302-05
11130640062	FORN LANG DUES/FEES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-302-06
11130640112	MATH DUES/FEES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-302-11
11100640122	BAND CLINICS S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-302-12
11100641122	CHORUS CLINICS S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-302-12
11100642122	STRINGS CLINICS S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-302-12
11100643122	BAND ENTRY FEES S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-302-12
11100644122	CHORUS ENTRY FEES S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-302-12
11100645122	STRINGS ENTRY FEES S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-302-12
11130640132	NAT SCI DUES/FEES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-302-13
11130640152	SOC SCI DUES/FEES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-302-15
11130640502	PHYS ED DUES/FEES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-640-302-50
11130800	HOMEBOUND/HOP REG ED	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-1130-670-300
11130690	REFUND ACCOUNT	513.00	3,252.00	0.00	5,000.00	1,748.00	71.54		10-1130-690-300

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Education Fund 10								
Function	1000	Instruction						
Function	1130	High School						
Object	600	Other Objects						
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
600	Other Objects	958.00	9,356.62	240.00	15,410.00	6,053.38	64.38	Object
1130	High School	990,223.34	11,116,117.41	6,333.05	12,445,598.35	1,329,480.94	89.39	** Function
Function 1200								
Salaries								
11200110	SPECIAL ED SALARY	85,206.44	934,552.12	0.00	1,022,478.72	87,926.60	91.40	10-1200-110-300
11200111	SPECIAL ED AIDES SALARY	0.00	358.64	0.00	84,646.66	84,288.02	0.42	10-1200-110-300
11200112	IDEA PART B SP ED GRANT SALARY	8,714.96	104,654.87	0.00	129,631.68	24,976.81	80.73	10-1200-110-300
11200113	IDEA PART B SP ED GRANT SEC	2,894.13	31,835.37	0.00	34,729.44	2,894.07	91.67	10-1200-110-300
11200114	IDEA PART B SP ED GRANT SUBS	0.00	0.00	0.00	0.00	0.00	0.00	10-1200-110-300
100	Salaries	96,815.53	1,071,401.00	0.00	1,271,486.50	200,085.50	84.26	Object
Employee Benefits								
11200211	SPECIAL ED TRS	12,440.45	119,981.30	0.00	128,832.32	8,851.02	93.13	10-1200-211-300
11200222	SPECIAL ED INSURANCE	22,600.56	247,113.72	0.00	274,510.44	27,396.72	90.02	10-1200-222-300
11200223	IDEA PART B SP ED GRANT SEC IN	46.93	507.78	0.00	90.00	(417.78)	564.20	10-1200-222-302
200	Employee Benefits	35,087.94	367,602.80	0.00	403,432.76	35,829.96	91.12	Object
Purchased Services								
11200300	SPECIAL ED PURCHASE SERVICE	0.00	14,255.94	0.00	27,000.00	12,744.06	52.91	10-1200-300-300
11200301	IDEA GRANT PURCHASE SERVICE	0.00	1,462.50	0.00	6,300.00	4,837.50	23.21	10-1200-300-300
11200311	COOP HOUSING ASSESS	0.00	0.00	0.00	0.00	0.00	0.00	10-1200-300-300
11200312	COOP ADMIN ASSESS	0.00	165,371.07	0.00	0.00	(165,371.07)	0.00	10-1200-300-300
300	Purchased Services	0.00	181,089.51	0.00	33,300.00	(147,789.51)	543.90	Object
Supplies And Materials								
11200410	SPECIAL ED SUPPLIES	53.00	1,014.65	0.00	3,500.00	2,485.35	28.99	10-1200-410-300
11200411	SPECIAL ED COMP TECH SUPPLIES	0.00	0.00	0.00	2,600.00	2,600.00	0.00	10-1200-410-300
11200412	IDEA PART B SP ED GRANT SUPPLY	0.00	331.30	0.00	2,713.00	2,381.70	12.21	10-1200-410-300
11200420	SPECIAL ED TEXTBOOKS	0.00	0.00	0.00	150.00	150.00	0.00	10-1200-420-300
11200490	SPECIAL ED VIDEO/SOFTWARE	0.00	25.00	0.00	0.00	(25.00)	0.00	10-1200-470-300
400	Supplies And Materials	53.00	1,370.95	0.00	8,963.00	7,592.05	15.30	Object
Capital Outlay								
11200500	IDEA PART B SP ED GRANT EQ	1,097.04	6,291.85	7,025.96	9,500.00	3,208.15	140.19	10-1200-500-300
500	Capital Outlay	1,097.04	6,291.85	7,025.96	9,500.00	3,208.15	140.19	Object

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Education Fund 10									
Function	1000	Instruction							
Function	1200	Function 1200							
Object	600	Other Objects							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Other Objects									
11200641		SPECIAL ED - OTHER	0.00	0.00	0.00	1,800.00	1,800.00	0.00	10-1200-640
11200640		SPECIAL ED DUES/FEES/LIT	0.00	0.00	0.00	0.00	0.00	0.00	10-1200-640-300
11200800		COOP TUITION	0.00	0.00	0.00	0.00	0.00	0.00	10-1200-670-300
11200801		OUT OF DIST TUITION	0.00	0.00	0.00	0.00	0.00	0.00	10-1200-670-300
11200802		COOP HOMEBOUND/HOSP	1,425.60	29,767.76	0.00	0.00	(29,767.76)	0.00	10-1200-670-300
	600 Other Objects		1,425.60	29,767.76	0.00	1,800.00	(27,967.76)	1,695.11	Object
	1200 Function 1200		134,479.11	1,657,523.87	7,025.96	1,728,482.26	70,958.39	96.35	** Function
Remedial and Supplemental Programs K-12									
Employee Benefits									
11250211		COOP TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-1250-211-300
	200 Employee Benefits		0.00	0.00	0.00	0.00	0.00	0.00	Object
Purchased Services									
11250311		COOP HOUSING ASSESS	0.00	0.00	0.00	0.00	0.00	0.00	10-1250-300-300
11250312		COOP ADMN ASSESS	0.00	0.00	0.00	0.00	0.00	0.00	10-1250-300-300
	300 Purchased Services		0.00	0.00	0.00	0.00	0.00	0.00	Object
Other Objects									
11250800		COOP TUITION	0.00	0.00	0.00	0.00	0.00	0.00	10-1250-670-300
11250801		OUT OF DIST TUITION	0.00	0.00	0.00	0.00	0.00	0.00	10-1250-670-300
11250802		COOP HOMEBOUND/HOSP	0.00	0.00	0.00	0.00	0.00	0.00	10-1250-670-300
	600 Other Objects		0.00	0.00	0.00	0.00	0.00	0.00	Object
	1250 Remedial and Supplemental Programs K-12		0.00	0.00	0.00	0.00	0.00	0.00	** Function
Career and Technical Education (CTE) Programs									
Salaries									
1140041011		CTE SALARY	18,633.08	249,482.11	0.00	268,152.00	18,669.89	93.04	10-1400-110-300
1140011010		INDUSTRIAL TECH SALARY	9,602.66	104,841.60	0.00	115,232.00	10,390.40	90.98	10-1400-110-300-10
	100 Salaries		28,235.74	354,323.71	0.00	383,384.00	29,060.29	92.42	Object
Employee Benefits									
11400211		VOC ED GRANT TRS	2,718.10	29,038.02	0.00	28,136.39	(901.63)	103.20	10-1400-211-300
1140021110		INDUSTRIAL TECH TRS	1,399.30	13,434.26	0.00	14,357.34	923.08	93.57	10-1400-211-300-10
1140021111		CTE TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-211-300-11
10-1400-222-300		CTE SALARY (BMF 2)	3,665.22	43,794.55	0.00	51,275.47	7,480.92	85.41	10-1400-222-300
1140022210		IND TECH GROUP INS	3,829.32	39,950.31	0.00	48,357.24	8,406.93	82.61	10-1400-222-300-10
	200 Employee Benefits		11,611.94	126,217.14	0.00	142,126.44	15,909.30	88.81	Object
Purchased Services									

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Education Fund 10									
Function	1000	Instruction							
Function	1400	Career and Technical Education (CTE) Programs							
Object	300	Purchased Services							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
1140032310	IND TECH REPAIR/MAINT	0.00	4,809.29	150.00	5,000.00	190.71	99.19	10-1400-323-300-10	
11400323102	IND TECH REPAIR/MAINT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-323-302-10	
300	Purchased Services	0.00	4,809.29	150.00	5,000.00	190.71	99.19	Object	
Supplies And Materials									
1140041032	CTEIG SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-400-300-320000	
11400410	VOC ED GRANT SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-410-300	
1140041010	IND ARTS COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-410-300-10	
1140041110	IND TECH SUPPLIES	3,944.61	35,735.02	4,831.72	32,140.00	(3,595.02)	126.22	10-1400-410-300-10	
1140041210	ECO LAB GRANT SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-410-300-10	
11400410102	IND TECH/COMP TECH S	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-410-302-10	
11400411102	IND TECH SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-410-302-10	
1140042010	IND TECH TEXTBOOKS	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-420-300-10	
11400420102	IND TECH TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-420-302-10	
11400490	IND TECH VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-470-300-10	
114004902	IND TECH VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-470-302-10	
400	Supplies And Materials	3,944.61	35,735.02	4,831.72	32,140.00	(3,595.02)	126.22	Object	
Capital Outlay									
1140054010	IND TECH EQUIPMENT	0.00	21,070.08	20,050.00	21,000.00	(70.08)	195.81	10-1400-540-300-10	
11400540102	IND TECH EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-540-302-10	
500	Capital Outlay	0.00	21,070.08	20,050.00	21,000.00	(70.08)	195.81	Object	
Other Objects									
11400640	IND TECH DUES/FEES/LIT	0.00	3,562.38	0.00	3,000.00	(562.38)	118.75	10-1400-640-300-10	
114006402	IND TECH DUES/FEES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-640-302-10	
11459800	GAVC TUITION	0.00	0.00	0.00	0.00	0.00	0.00	10-1400-670-300	
600	Other Objects	0.00	3,562.38	0.00	3,000.00	(562.38)	118.75	Object	
1400	Career and Technical Education (CTE) Programs	43,792.29	545,717.62	25,031.72	586,650.44	40,932.82	97.29	** Function	
Agricultural Occupations									
Salaries									
1140111001	AG SALARY	17,904.34	196,132.38	0.00	214,851.00	18,718.62	91.29	10-1401-110-300-01	
100	Salaries	17,904.34	196,132.38	0.00	214,851.00	18,718.62	91.29	Object	
Employee Benefits									
1140121101	AG TRS	2,600.97	25,065.56	0.00	27,170.44	2,104.88	92.25	10-1401-211-300-01	
1140122201	AG GROUP INS	2,606.25	28,086.44	0.00	31,788.60	3,702.16	88.35	10-1401-222-300-01	
200	Employee Benefits	5,207.22	53,152.00	0.00	58,959.04	5,807.04	90.15	Object	
Purchased Services									
1140130001	AG CONTRACT SERV	0.00	1,100.00	0.00	1,200.00	100.00	91.67	10-1401-300-300-01	

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Education Fund 10									
Function	1000	Instruction							
Function	1401	Agricultural Occupations							
Object	300	Purchased Services							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
11401300012	AG CONT SERVICE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1401-300-302-01	
1140139001	AG GRANT PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1401-390-300-01	
300	Purchased Services	0.00	1,100.00	0.00	1,200.00	100.00	91.67	Object	
Supplies And Materials									
1140140001	AG RESALE SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1401-400-300-01	
1140141001	AG SUPPLIES	321.21	12,010.53	4,401.77	13,300.00	1,289.47	123.40	10-1401-410-300-01	
1140141101	AG COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1401-410-300-01	
11401410012	AG SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1401-410-302-01	
11401411012	AG/COMP TECH SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1401-410-302-01	
1140142001	AG TEXTBOOKS	0.00	0.00	0.00	0.00	0.00	0.00	10-1401-420-300-01	
11401420012	AG TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1401-420-302-01	
11401430	AG PERIODICALS	0.00	0.00	0.00	0.00	0.00	0.00	10-1401-440-300-01	
114014302	AG PERIODICALS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1401-440-302-01	
11401490	AG VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1401-470-300-01	
114014902	AG VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1401-470-302-01	
400	Supplies And Materials	321.21	12,010.53	4,401.77	13,300.00	1,289.47	123.40	Object	
Capital Outlay									
1140150001	AG GRANT EQUIPMENT	0.00	1,409.80	0.00	1,718.00	308.20	82.06	10-1401-500-300-01	
1140154001	AG EQUIPMENT	0.00	1,859.00	0.00	23,352.00	21,493.00	7.96	10-1401-540-300-01	
11401540012	AG EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1401-540-302-01	
500	Capital Outlay	0.00	3,268.80	0.00	25,070.00	21,801.20	13.04	Object	
Other Objects									
1140164001	AG DUES/FEES/LIT	0.00	250.00	0.00	250.00	0.00	100.00	10-1401-640-300-01	
11401640012	AG DUES/FEES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1401-640-302-01	
600	Other Objects	0.00	250.00	0.00	250.00	0.00	100.00	Object	
1401	Agricultural Occupations	23,432.77	265,913.71	4,401.77	313,630.04	47,716.33	86.19	** Function	
Business & Office									
Salaries									
1140711003	BUSINESS ED SALARY	19,898.01	217,720.14	0.00	238,776.00	21,055.86	91.18	10-1407-110-300-03	
100	Salaries	19,898.01	217,720.14	0.00	238,776.00	21,055.86	91.18	Object	
Employee Benefits									
1140721103	BUSINESS ED TRS	2,906.05	27,991.24	0.00	30,035.69	2,044.45	93.19	10-1407-211-300-03	
1140722203	BUSINESS ED GROUP INS	4,516.24	48,289.95	0.00	65,256.96	16,967.01	74.00	10-1407-222-300-03	
200	Employee Benefits	7,422.29	76,281.19	0.00	95,292.65	19,011.46	80.05	Object	
Purchased Services									

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Education Fund 10									
Function	1000	Instruction	M.T.D.	Y.T.D.	Open	Current	Budget	% of	State Account Number
Function	1407	Business & Office	Activity	Activity	Encumb.	Budget	Balance	Budget	
Object	300	Purchased Services							
1140730003		BUSINESS ED PURCHASE SERVICE	0.00	7,400.00	0.00	8,260.00	860.00	89.59	10-1407-300-300-03
1140731003		TREES CETI GRANT EXPENSE	0.00	0.00	0.00	0.00	0.00	0.00	10-1407-300-300-03
1140732303		BUSINESS ED REPAIR/MAINT	0.00	0.00	0.00	0.00	0.00	0.00	10-1407-323-300-03
11407323032		BUSINESS ED REPAIR/MAINT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1407-323-302-03
	300	Purchased Services	0.00	7,400.00	0.00	8,260.00	860.00	89.59	Object
Supplies And Materials									
1140741003		BUSINESS ED SUPPLIES	0.00	2,624.90	0.00	3,508.00	883.10	74.83	10-1407-410-300-03
1140741103		BUSINESS ED COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1407-410-300-03
11407410032		BUSINESS ED SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1407-410-302-03
11407411032		BUSINESS ED/COMP TECH S	0.00	0.00	0.00	0.00	0.00	0.00	10-1407-410-302-03
1140742003		BUSINESS ED TEXTBOOKS	0.00	1,402.77	0.00	3,720.00	2,317.23	37.71	10-1407-420-300-03
11407420032		BUSINESS ED TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1407-420-302-03
11407430		BUSINESS ED PERIODICALS	0.00	0.00	0.00	0.00	0.00	0.00	10-1407-440-300-03
114074302		BUSINESS ED PERIODICALS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1407-440-302-03
1140749003		BUSINESS ED VIDEO/SOFTWARE	0.00	0.00	0.00	2,500.00	2,500.00	0.00	10-1407-470-300-03
11407490032		BUSINESS ED VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1407-470-302-03
	400	Supplies And Materials	0.00	4,027.67	0.00	9,728.00	5,700.33	41.40	Object
Capital Outlay									
1140754003		BUSINESS ED EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1407-540-300-03
11407540032		BUSINESS ED EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1407-540-302-03
	500	Capital Outlay	0.00	0.00	0.00	0.00	0.00	0.00	Object
Other Objects									
1140764003		BUSINESS ED DUES/FEES/LIT	0.00	0.00	0.00	315.00	315.00	0.00	10-1407-640-300-03
11407640032		BUSINESS ED DUES/FEES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1407-640-302-03
	600	Other Objects	0.00	0.00	0.00	315.00	315.00	0.00	Object
	1407	Business & Office	27,320.30	305,429.00	0.00	352,371.65	46,942.65	86.68	** Function
Communication Technology									
Salaries									
11410110		VIDEO EDIT SALARY	0.00	0.00	0.00	0.00	0.00	0.00	10-1410-110-300
	100	Salaries	0.00	0.00	0.00	0.00	0.00	0.00	Object
Employee Benefits									
11410211		VIDEO EDIT TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-1410-211-300
11410222		VIDEO EDIT GROUP INS	46.94	516.89	0.00	565.00	48.11	91.48	10-1410-222-300
	200	Employee Benefits	46.94	516.89	0.00	565.00	48.11	91.48	Object

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Education Fund 10									
Function	1000	Instruction							
Function	1410	Communication Technology							
Object	300	Purchased Services							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Purchased Services									
11410390		VIDEO EDIT PURCHASE SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1410-300-300
114103902		VIDEO EDIT CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-1410-300-302
	300	Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	Object
Supplies And Materials									
11410400		VIDEO EDIT RESALE	0.00	0.00	0.00	0.00	0.00	0.00	10-1410-400-300
11410410		VIDEO EDIT SUPPLIES	0.00	3,545.15	0.00	3,450.00	(95.15)	102.76	10-1410-410-300
11410411		VIDEO EDIT COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1410-410-300
114104102		VIDEO EDIT SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1410-410-302
114104112		VIDEO EDIT/COMP TECH S	0.00	0.00	0.00	0.00	0.00	0.00	10-1410-410-302
11410430		VIDEO EDIT PERIODICALS	0.00	0.00	0.00	50.00	50.00	0.00	10-1410-440-300
114104302		VIDEO EDIT PERIODICALS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1410-440-302
11410490		VIDEO EDIT VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1410-470-300
114104902		VIDEO EDIT VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1410-470-302
	400	Supplies And Materials	0.00	3,545.15	0.00	3,500.00	(45.15)	101.29	Object
Capital Outlay									
11410540		VIDEO EDIT EQUIPMENT	0.00	4,337.36	0.00	5,150.00	812.64	84.22	10-1410-540-300
114105402		VIDEO EDIT EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1410-540-302
	500	Capital Outlay	0.00	4,337.36	0.00	5,150.00	812.64	84.22	Object
Other Objects									
11410640		VIDEO EDIT DUES/FEES/LIT	0.00	0.00	0.00	0.00	0.00	0.00	10-1410-640-300
114106402		VIDEO EDIT DUES/FEES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1410-640-302
	600	Other Objects	0.00	0.00	0.00	0.00	0.00	0.00	Object
	1410	Communication Technology	46.94	8,399.40	0.00	9,215.00	815.60	91.15	** Function
Instructional Technology									
Salaries									
11411110		INST. TECH SALARY	6,360.59	69,637.91	0.00	76,326.00	6,688.09	91.24	10-1411-110-300
	100	Salaries	6,360.59	69,637.91	0.00	76,326.00	6,688.09	91.24	Object
Employee Benefits									
11411211		INST TECH TRS	928.94	8,950.88	0.00	9,517.86	566.98	94.04	10-1411-211-300
11411222		INST TECH INS	1,740.72	18,739.77	0.00	17,819.56	(920.21)	105.16	10-1411-222-300
	200	Employee Benefits	2,669.66	27,690.65	0.00	27,337.42	(353.23)	101.29	Object
Purchased Services									
11411390		INST TECH PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1411-390-300
	300	Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	Object

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Education Fund 10									
Function	1000	Instruction							
Function	1411	Instructional Technology							
Object	400	Supplies And Materials							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Supplies And Materials									
11411410		INST TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1411-410-300
400	Supplies And Materials		0.00	0.00	0.00	0.00	0.00	0.00	Object
Capital Outlay									
11411540		INST TECH EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1411-540-300
500	Capital Outlay		0.00	0.00	0.00	0.00	0.00	0.00	Object
1411	Instructional Technology		9,030.25	97,328.56	0.00	103,663.42	6,334.86	93.89	** Function
Health Occupations									
Salaries									
11417110		ATHLETIC TRAINER SALARY	4,303.11	47,334.22	0.00	51,637.33	4,303.11	91.67	10-1417-100-300
100	Salaries		4,303.11	47,334.22	0.00	51,637.33	4,303.11	91.67	Object
Employee Benefits									
11417221		ATHLETIC TRAINER INS	46.94	516.89	0.00	592.58	75.69	87.23	10-1417-221-300
10-1417-222-300		ATHLETIC TRAINER SALARY (BMES)	2,112.90	22,766.40	0.00	15,743.22	(7,023.18)	144.61	10-1417-222-300
200	Employee Benefits		2,159.84	23,283.29	0.00	16,335.80	(6,947.49)	142.53	Object
Purchased Services									
11417332		ATHLETIC TRAINER MILEAGE	0.00	60.32	0.00	500.00	439.68	12.06	10-1417-332-300
11417390		ATHLETIC TRAINER PUR SERV	10,500.00	31,500.00	0.00	35,000.00	3,500.00	90.00	10-1417-390-300
300	Purchased Services		10,500.00	31,560.32	0.00	35,500.00	3,939.68	88.90	Object
Supplies And Materials									
11417410		ATHLETIC TRAINER SUPPLIES	0.00	9,991.69	1,092.55	12,000.00	2,008.31	92.37	10-1417-410-300
400	Supplies And Materials		0.00	9,991.69	1,092.55	12,000.00	2,008.31	92.37	Object
Capital Outlay									
11417540		AHTLETIC TRAINER EQUIP	0.00	0.00	0.00	0.00	0.00	0.00	10-1417-540-300
500	Capital Outlay		0.00	0.00	0.00	0.00	0.00	0.00	Object
Other Objects									
11417640		ATHLETIC TRAINER DUES/FEES	0.00	0.00	0.00	0.00	0.00	0.00	10-1417-640-300
600	Other Objects		0.00	0.00	0.00	0.00	0.00	0.00	Object
1417	Health Occupations		16,962.95	112,169.52	1,092.55	115,473.13	3,303.61	98.09	** Function
Function 1420									
Salaries									
1142011009		FAM/CONS SCIENCE SALARY	16,111.70	178,386.62	0.00	195,769.00	17,382.38	91.12	10-1420-110-300-09
100	Salaries		16,111.70	178,386.62	0.00	195,769.00	17,382.38	91.12	Object

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Education Fund 10									
Function	1000	Instruction							
Function	1420	Function 1420							
Object	200	Employee Benefits							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Employee Benefits									
1142021109		FAM/CONS SCIENCE TRS	2,349.96	22,904.03	0.00	24,799.59	1,895.56	92.36	10-1420-211-300-09
1142022209		FAM/CONS SCIENCE INS	2,709.50	28,279.34	0.00	57,142.92	28,863.58	49.49	10-1420-222-300-09
	200 Employee Benefits		5,059.46	51,183.37	0.00	81,942.51	30,759.14	62.46	Object
Purchased Services									
1142032309		FAM/CONS SCIENCE REPAIR/MAINT	0.00	0.00	0.00	1,500.00	1,500.00	0.00	10-1420-323-300-09
11420323092		FAM/CONS SCI REPAIR/MAINT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1420-323-302-09
	300 Purchased Services		0.00	0.00	0.00	1,500.00	1,500.00	0.00	Object
Supplies And Materials									
1142041009		FAM/CONS SCIENCE SUPPLIES	4,050.02	31,905.88	29,987.01	37,500.00	5,594.12	165.05	10-1420-410-300-09
1142041109		FAM/CONS SCI COMP TECH SUPPLY	0.00	0.00	0.00	0.00	0.00	0.00	10-1420-410-300-09
11420410092		FAM/CONS SCI SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1420-410-302-09
11420411092		FAM/CONS SCI/COMP TECH S	0.00	0.00	0.00	0.00	0.00	0.00	10-1420-410-302-09
1142042009		FAM/CONS SCIENCE TEXTBOOKS	0.00	0.00	0.00	0.00	0.00	0.00	10-1420-420-300-09
11420420092		FAM/CONS SCI TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1420-420-302-09
1142043009		FAM/CONS SCIENCE PERIODICALS	0.00	0.00	0.00	0.00	0.00	0.00	10-1420-440-300-09
11420430092		FAM/CONS SCI PERIODICALS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1420-440-302-09
1142049009		FAM/CONS SCI VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1420-470-300-09
11420490092		FAM/CONS SCI VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1420-470-302-09
	400 Supplies And Materials		4,050.02	31,905.88	29,987.01	37,500.00	5,594.12	165.05	Object
Capital Outlay									
1142054009		FAM/CONS SCIENCE EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1420-540-300-09
11420540092		FAM/CONS SCI EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1420-540-302-09
	500 Capital Outlay		0.00	0.00	0.00	0.00	0.00	0.00	Object
Other Objects									
1142064009		FAM/CONS SCI DUES/FEES/LIT	0.00	500.00	0.00	0.00	(500.00)	0.00	10-1420-640-300-09
11420640092		FAM/CONS SCI DUES/FEES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1420-640-302-09
	600 Other Objects		0.00	500.00	0.00	0.00	(500.00)	0.00	Object
	1420 Function 1420		25,221.18	261,975.87	29,987.01	316,711.51	54,735.64	92.19	** Function

Home Ec Occupations

Supplies And Materials

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Education Fund 10									
Function	1000	Instruction							
Function	1421	Home Ec Occupations							
Object	400	Supplies And Materials							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
11421410	TECH PREP SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1421-410-300	
11421490	TECH PREP VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1421-470-300	
	400 Supplies And Materials	0.00	0.00	0.00	0.00	0.00	0.00	Object	
Capital Outlay									
11421540	TECH PREP EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1421-540-300	
	500 Capital Outlay	0.00	0.00	0.00	0.00	0.00	0.00	Object	
	1421 Home Ec Occupations	0.00	0.00	0.00	0.00	0.00	0.00	** Function	
Interscholastic Programs									
Salaries									
1150011030	ATHLETIC DIRECTOR SALARY	10,334.13	113,675.33	0.00	124,009.46	10,334.13	91.67	10-1500-110-300-30	
1150011130	ATHLETIC DIR SECY SALARY	3,726.00	40,986.00	0.00	44,290.50	3,304.50	92.54	10-1500-110-300-30	
1150011230	ASST ATHLETIC DIR SALARY	1,362.50	14,952.89	0.00	15,975.66	1,022.77	93.60	10-1500-110-300-30	
1150011070	ACTIVITY DIRECTOR SALARY	7,171.86	78,526.66	0.00	85,334.63	6,807.97	92.02	10-1500-110-300-70	
1150011170	ACTIVITY DIR SECY SALARY	3,638.03	40,130.75	0.00	43,657.78	3,527.03	91.92	10-1500-110-300-70	
1150011270	ASST ACTIVITY DIR SALARY	1,201.85	13,274.54	0.00	14,826.35	1,551.81	89.53	10-1500-110-300-70	
1150012170	MAIN OFFICE SECY SALARY	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-110-300-70	
1150012930	WEIGHTROOM SUPERVISOR	0.00	6,660.00	0.00	6,000.00	(660.00)	111.00	10-1500-130-300-30	
1150013030	GIRLS BOWLING COACH	1,077.60	11,794.83	0.00	12,406.87	612.04	95.07	10-1500-130-300-30	
1150013130	EXTRA DUTY COMP-ATHLETICS	0.00	44,868.29	0.00	49,405.58	4,537.29	90.82	10-1500-130-300-30	
1150013230	BOYS GOLF COACH	993.48	10,873.87	0.00	11,445.30	571.43	95.01	10-1500-130-300-30	
1150013330	SOFTBALL COACH	7,727.20	31,711.80	0.00	31,579.77	(132.03)	100.42	10-1500-130-300-30	
1150013430	GIRLS TENNIS COACH	358.23	9,161.76	0.00	9,478.65	316.89	96.66	10-1500-130-300-30	
1150013530	BOYS TRACK COACH	3,216.74	24,975.25	0.00	29,574.67	4,599.42	84.45	10-1500-130-300-30	
1150013630	GIRLS SOCCER COACH	1,364.14	15,005.46	0.00	16,304.59	1,299.13	92.03	10-1500-130-300-30	
1150013730	GIRLS VOLLEYBALL COACH	1,586.23	27,830.83	0.00	28,627.07	796.24	97.22	10-1500-130-300-30	
1150013830	CROSS COUNTRY COACH	1,944.80	21,392.80	0.00	23,288.19	1,895.39	91.86	10-1500-130-300-30	
1150013930	FOOTBALL COACH	4,234.28	84,713.15	0.00	88,868.64	4,155.49	95.32	10-1500-130-300-30	
1150014030	BASEBALL COACH	5,199.20	46,414.57	0.00	51,266.53	4,851.96	90.54	10-1500-130-300-30	
1150014130	GIRLS BASKETBALL COACH	1,956.77	27,160.53	0.00	30,286.21	3,125.68	89.68	10-1500-130-300-30	
1150014230	WRESTLING COACH	2,282.18	34,191.88	0.00	41,038.71	6,846.83	83.32	10-1500-130-300-30	
1150014330	BOYS TENNIS COACH	976.70	7,328.42	0.00	8,975.24	1,646.82	81.65	10-1500-130-300-30	
1150014430	BOYS SOCCER COACH	1,728.14	19,009.46	0.00	20,638.79	1,629.33	92.11	10-1500-130-300-30	
1150014530	CHEERLEADER COACH	0.00	26,208.00	0.00	26,208.00	0.00	100.00	10-1500-130-300-30	
1150014630	POMS COACH	1,698.66	26,391.76	0.00	29,112.31	2,720.55	90.65	10-1500-130-300-30	
1150014730	BOYS BASKETBALL COACH	2,464.02	31,878.28	0.00	35,641.87	3,763.59	89.44	10-1500-130-300-30	
1150014830	BOYS BOWLING COACH	580.13	9,964.52	0.00	10,163.94	199.42	98.04	10-1500-130-300-30	
1150014930	GIRLS GOLF COACH	308.63	10,082.39	0.00	10,666.47	584.08	94.52	10-1500-130-300-30	
1150015030	GIRLS TRACK COACH	4,946.04	31,217.86	0.00	31,044.80	(173.06)	100.56	10-1500-130-300-30	

Expenditure Report

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MINOOKA COMM HIGH SCHOOL DIST #111

Education Fund 10									
Function	1000	Instruction							
Function	1500	Interscholastic Programs							
Object	100	Salaries							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
1150015130	BOYS VOLLEYBALL COACH	9,113.54	29,945.81	0.00	31,979.60	2,033.79	93.64	10-1500-130-300-30	
1150015230	ATHLETIC SCHEDULER STIPENDS	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-130-300-30	
1150015330	POST SEASON SALARY	0.00	9,320.16	0.00	7,255.25	(2,064.91)	128.46	10-1500-130-300-30	
1150015430	INVITATIONAL WKRS	0.00	3,472.97	0.00	6,198.27	2,725.30	56.03	10-1500-130-300-30	
1150015530	BOYS LACROSSE COACH	8,789.02	14,271.28	0.00	14,271.28	0.00	100.00	10-1500-130-300-30	
1150015630	GIRLS LACROSSE COACH	5,482.26	11,377.87	0.00	11,673.10	295.23	97.47	10-1500-130-300-30	
1150012970	STDNT ACT SENIOR MURAL	226.40	2,490.40	0.00	2,695.57	205.17	92.39	10-1500-130-300-70	
1150013070	FALL PLAY/CHLDRNS THTR DIR	0.00	7,816.00	0.00	7,296.00	(520.00)	107.13	10-1500-130-300-70	
1150013170	TECH STDNT ASSOC SPONSOR	471.36	5,184.94	0.00	5,601.93	416.99	92.56	10-1500-130-300-70	
1150013171	EXTRA DUTY COMP-ACTIVITIES	0.00	14,777.98	0.00	22,234.89	7,456.91	66.46	10-1500-130-300-70	
1150013270	SCHOLASTIC BOWL SPONSOR	393.55	4,302.84	0.00	4,491.78	188.94	95.79	10-1500-130-300-70	
1150013370	SPEECH SPONSOR	967.73	10,346.51	0.00	11,224.43	877.92	92.18	10-1500-130-300-70	
1150013470	INTL CLUB SPONSOR	430.46	4,735.14	0.00	5,165.60	430.46	91.67	10-1500-130-300-70	
1150013570	INTL THESPIANS SPONSOR	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-130-300-70	
1150013670	INDIANS ON THE AIR SPONSOR	183.95	2,023.45	0.00	2,186.18	162.73	92.56	10-1500-130-300-70	
1150013770	BAND ACTIVITIES	1,623.92	17,755.65	0.00	18,744.32	988.67	94.73	10-1500-130-300-70	
1150013870	CHOIR ACTIVITIES	780.00	8,580.00	0.00	9,295.00	715.00	92.31	10-1500-130-300-70	
1150013970	NHS SPONSOR	955.17	10,451.57	0.00	10,967.07	515.50	95.30	10-1500-130-300-70	
1150014070	YEARBOOK SPONSOR	426.27	4,715.13	0.00	5,312.73	597.60	88.75	10-1500-130-300-70	
1150014170	SENIOR CLASS SPONSOR	625.17	6,813.36	0.00	6,964.75	151.39	97.83	10-1500-130-300-70	
1150014270	FBLA SPONSOR	0.00	0.00	0.00	273.38	273.38	0.00	10-1500-130-300-70	
1150014370	STUDENT COUNCIL SPONSOR	969.26	10,759.87	0.00	12,416.30	1,656.43	86.66	10-1500-130-300-70	
1150014470	SOPH CLASS SPONSOR	174.67	1,921.33	0.00	2,122.19	200.86	90.54	10-1500-130-300-70	
1150014570	MUSICAL DIR/CHOREOGRAPHER	684.12	13,147.25	0.00	11,438.88	(1,708.37)	114.93	10-1500-130-300-70	
1150014670	WYSE SPONSOR	174.66	1,921.34	0.00	2,096.00	174.66	91.67	10-1500-130-300-70	
1150014770	ENVIRONMENTAL CLUB SPONSOR	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-130-300-70	
1150014870	JSA SPONSOR	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-130-300-70	
1150014970	JUNIOR CLASS SPONSOR	563.34	6,196.66	0.00	6,760.00	563.34	91.67	10-1500-130-300-70	
1150015070	FRESHMAN CLASS SPONSOR	174.67	1,921.33	0.00	2,096.00	174.67	91.67	10-1500-130-300-70	
1150015170	SADD/TATU SPONSOR	563.34	6,131.66	0.00	6,240.00	108.34	98.26	10-1500-130-300-70	
1150015270	WEB SITE SPONSOR	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-130-300-70	
1150015370	ART CLUB SPONSOR	169.80	1,867.80	0.00	2,016.37	148.57	92.63	10-1500-130-300-70	
1150015470	FFA SPONSOR	876.39	9,055.31	0.00	9,996.70	941.39	90.58	10-1500-130-300-70	
1150015570	MATH CLUB SPONSOR	414.33	4,557.67	0.00	4,950.77	393.10	92.06	10-1500-130-300-70	
1150015670	FLAG CORP/WINTERGUARD SPONSOR	0.00	4,786.10	0.00	4,786.10	0.00	100.00	10-1500-130-300-70	
1150015770	FRENCH NHS SPONSOR	141.50	1,598.95	0.00	1,740.45	141.50	91.87	10-1500-130-300-70	

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Education Fund 10

Function 1000 Instruction
Function 1500 Interscholastic Programs
Object 100 Salaries

Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
1150015870	LITERARY MAGAZINE SPONSOR	227.07	2,497.73	0.00	2,698.60	200.87	92.56	10-1500-130-300-70
1150015970	SPANISH NHS SPONSOR	226.40	2,490.40	0.00	2,695.57	205.17	92.39	10-1500-130-300-70
1150016070	NEWSPAPER SPONSOR	466.50	5,131.50	0.00	5,607.22	475.72	91.52	10-1500-130-300-70
1150016170	INVESTMENT CLUB SPONSOR	226.40	2,490.40	0.00	2,695.57	205.17	92.39	10-1500-130-300-70
1150016270	PIT ORCHESTRA DIRECTOR	209.60	1,886.40	0.00	2,743.75	857.35	68.75	10-1500-130-300-70
1150016370	MUSICAL VOCAL DIRECTOR	314.40	3,458.40	0.00	3,746.59	288.19	92.31	10-1500-130-300-70
1150016470	TECH DIRECTOR	0.00	2,096.00	0.00	4,611.20	2,515.20	45.45	10-1500-130-300-70
1150016570	PERCUSSION INSTRUCTOR	0.00	1,698.00	0.00	1,698.00	0.00	100.00	10-1500-130-300-70
1150016670	ODESSEY BOOK CLUB SPONSOR	141.50	1,713.72	0.00	2,934.91	1,221.19	58.39	10-1500-130-300-70
1150016770	MADRIGAL SPONSOR	0.00	1,988.29	0.00	2,306.03	317.74	86.22	10-1500-130-300-70
1150016870	HOPE SPONSOR	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-130-300-70
1150016970	MARK SPONSOR	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-130-300-70
1150017070	IALC SPONSOR	155.65	1,712.15	0.00	1,867.80	155.65	91.67	10-1500-130-300-70
1150017170	INTERACT CLUB SPONSOR	238.33	2,589.18	0.00	2,487.25	(101.93)	104.10	10-1500-130-300-70
1150017270	STUDENT ACTIVITIES WORKER	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-130-300-70
1150017370	MADRIGAL HELPERS	0.00	1,008.00	0.00	336.00	(672.00)	300.00	10-1500-130-300-70
1150017470	MAC SPONSOR	435.10	6,993.45	0.00	8,217.30	1,223.85	85.11	10-1500-130-300-70
1150017570	CLIMBING CLUB SPONSOR	141.50	1,575.80	0.00	1,699.92	124.12	92.70	10-1500-130-300-70
1150017670	INDOOR PERCUSSION INSTRUCTOR	0.00	1,698.00	0.00	1,698.00	0.00	100.00	10-1500-130-300-70
1150017770	ORCHESIS SPONSOR	371.04	3,760.41	0.00	4,785.49	1,025.08	78.58	10-1500-130-300-70
1150017870	CHESS CLUB SPONSOR	174.67	1,921.33	0.00	2,046.25	124.92	93.90	10-1500-130-300-70
1150017970	SUMMER CAMP COACHES	0.00	17,007.50	0.00	56,518.70	39,511.20	30.09	10-1500-130-300-70
1150018070	JAZZ TRANSIT CHOIR SPONSOR	0.00	1,867.80	0.00	1,867.80	0.00	100.00	10-1500-130-300-70
1150018170	UNDERWATER ROV SPONSOR	209.60	2,279.39	0.00	2,017.41	(261.98)	112.99	10-1500-130-300-70
1150018270	PAC LIGHT/SOUND COORDINATOR	0.00	5,200.00	0.00	5,200.00	0.00	100.00	10-1500-130-300-70
100 Salaries		110,990.18	1,165,692.06	0.00	1,301,086.83	135,394.77	89.59	Object
Employee Benefits								
10-1500-211	INVITATIONAL WORKERS (IC)	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-211
10-1500-211-30	ASST ATHLETIC DIR SALARY (IC)	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-211-30
1150021130	ATHLETIC TRS	7,727.65	77,171.93	0.00	84,530.67	7,358.74	91.29	10-1500-211-300-30
1150021230	ASST ATHLETIC DIRECTOR TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-211-300-30
1150021171	EXTRA-CURRICULAR TRS	3,509.46	36,455.05	0.00	43,628.26	7,173.21	83.56	10-1500-211-300-70
1150021270	ACTIVITIES TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-211-300-70
10-1500-221-300-30	ATHLETIC DIRECTOR SALARY (GTL)	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-221-300-30
10-1500-221-300-70	ACTIVITY DIRECTOR SALARY (GTL)	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-221-300-70

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Education Fund 10									
Function	1000	Instruction	M.T.D.	Y.T.D.	Open	Current	Budget	% of	State Account Number
Function	1500	Interscholastic Programs	Activity	Activity	Encumb.	Budget	Balance	Budget	
Object	200	Employee Benefits							
10-1500-222		INVITATIONAL WKRS (BCES-P)	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-222
10-1500-222-30		ASST ATHLETIC DIR SALARY (BHMF	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-222-30
11500222		MAIN OFFICE INS	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-222-300
115002230		ATHLETIC DIR/SECY GROUP INS	10,784.87	125,973.81	0.00	141,656.78	15,682.97	88.93	10-1500-222-300-30
115002270		STUDENT ACT/SECY GROUP INS	5,498.62	62,504.34	0.00	72,566.98	10,062.64	86.13	10-1500-222-300-70
	200	Employee Benefits	27,520.60	302,105.13	0.00	342,382.69	40,277.56	88.24	Object
Purchased Services									
1150030030		GIRLS TRACK PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150030130		BOYS SOCCER PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150030230		BOYS BASKETBALL PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150030330		WRESTLING PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150030430		BOYS VOLLEYBALL PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150030530		SOFTBALL PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150030630		CHEERLEADER PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150030730		GIRLS VOLLEYBALL PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150030830		GIRLS BOWLING PUR SERV	4,440.50	4,440.50	0.00	2,200.00	(2,240.50)	201.84	10-1500-300-300-30
1150030930		GOLF PURCHASE SERV	0.00	2,000.00	0.00	2,000.00	0.00	100.00	10-1500-300-300-30
1150031030		CROSS COUNTRY PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150031130		GIRLS BASKETBALL PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150031230		BASEBALL PUR SERV	0.00	0.00	0.00	8,000.00	8,000.00	0.00	10-1500-300-300-30
1150031330		GIRLS TENNIS PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150031430		POMS PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150031530		FOOTBALL PUR SERV	0.00	16,722.65	0.00	25,000.00	8,277.35	66.89	10-1500-300-300-30
1150031630		BOYS TRACK PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150031730		GIRLS SOCCER PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150032130		GEN ATHLETIC PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150033330		SUMMER BASEBALL PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150033630		ATH TRAINER PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150033730		BOYS BOWLING PUR SERV	0.00	6,043.75	0.00	4,000.00	(2,043.75)	151.09	10-1500-300-300-30
1150039330		BOYS TENNIS PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-30
1150039530		SWIMMING PUR SERVICE	0.00	11,205.00	0.00	24,000.00	12,795.00	46.69	10-1500-300-300-30
1150030070		MUSICAL PUR SERV	0.00	9,407.41	3,598.98	11,000.00	1,592.59	117.53	10-1500-300-300-70
1150030170		FALL PLAY PUR SERV	0.00	2,573.90	0.00	3,000.00	426.10	85.80	10-1500-300-300-70
1150030270		STUDENT ACT PUR SERV	0.00	1,908.72	0.00	2,500.00	591.28	76.35	10-1500-300-300-70
1150030370		NEWSPAPER PUR SERV	400.00	4,044.00	0.00	5,000.00	956.00	80.88	10-1500-300-300-70
1150030470		CHILDRENS THEATRE PUR SERV	0.00	246.00	0.00	1,500.00	1,254.00	16.40	10-1500-300-300-70
1150030570		INTL CLUB PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-70
1150030670		WINTERGUARD PUR SERV	2,250.00	2,250.00	0.00	2,000.00	(250.00)	112.50	10-1500-300-300-70

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MINOOKA COMM HIGH SCHOOL DIST #111

Education Fund 10								
Function	1000	Instruction						
Function	1500	Interscholastic Programs						
Object	300	Purchased Services						
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
1150030770	NHS PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-70
1150030870	FFA PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-70
1150030970	STUDENT ORGANIZATION PUR SER	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-70
1150031070	BOOK CLUB SPEAKER	0.00	0.00	0.00	250.00	250.00	0.00	10-1500-300-300-70
1150031670	MINOOKA ANGLERS STATE	0.00	0.00	0.00	1,200.00	1,200.00	0.00	10-1500-300-300-70
1150032070	FBLA	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-300-70
1150032270	FOOTBALL CLEANUP	0.00	1,440.00	0.00	1,200.00	(240.00)	120.00	10-1500-300-300-70
1150032370	REVTRAK ACTIVITY	(1,212.00)	28,731.08	0.00	10,000.00	(18,731.08)	287.31	10-1500-300-300-70
1150031170	INVESTMENT CLUB SPEAKER	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-70
1150031270	SADD/TATU RED RIBBON	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-70
1150031370	THESPIAN THEATRE FEST	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-70
1150031470	CHAPERONE FOR WINTERGUARD	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-70
1150031570	ICTM MATH TEAM	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-70
1150031770	TSA STATE	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-70
1150031870	JOURNALISM IHSA	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-70
1150032170	FFA	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-300-70
1150031930	GIRLS VOLLEYBALL OFFICIAL	0.00	2,688.00	0.00	2,500.00	(188.00)	107.52	10-1500-319-300-30
1150032030	BOYS SOCCER OFFICIAL	0.00	3,442.00	0.00	3,000.00	(442.00)	114.73	10-1500-319-300-30
1150032230	SOFTBALL OFFICIAL	0.00	0.00	0.00	3,800.00	3,800.00	0.00	10-1500-319-300-30
1150032330	FOOTBALL OFFICIAL	0.00	4,969.00	0.00	5,500.00	531.00	90.35	10-1500-319-300-30
1150032430	BOYS BASKETBALL OFFICIAL	0.00	6,481.00	0.00	4,600.00	(1,881.00)	140.89	10-1500-319-300-30
1150032530	GIRLS BASKETBALL OFFICIAL	0.00	4,405.00	0.00	5,000.00	595.00	88.10	10-1500-319-300-30
1150032630	WRESTLING OFFICIAL	0.00	2,581.00	0.00	3,000.00	419.00	86.03	10-1500-319-300-30
1150032730	BASEBALL OFFICIALS	0.00	720.00	0.00	4,700.00	3,980.00	15.32	10-1500-319-300-30
1150032830	CROSS COUNTRY OFFICIAL	0.00	428.00	0.00	500.00	72.00	85.60	10-1500-319-300-30
1150032930	BOYS VOLLEYBALL OFFICIAL	0.00	78.00	0.00	2,600.00	2,522.00	3.00	10-1500-319-300-30
1150033030	GIRLS TRACK OFFICIAL	0.00	0.00	0.00	600.00	600.00	0.00	10-1500-319-300-30
1150033130	BOYS TRACK OFFICIAL	0.00	0.00	0.00	700.00	700.00	0.00	10-1500-319-300-30
1150033230	GIRLS SOCCER OFFICIAL	0.00	183.00	0.00	1,800.00	1,617.00	10.17	10-1500-319-300-30
1150033830	INVITATIONAL OFFICIALS	0.00	290.00	0.00	2,500.00	2,210.00	11.60	10-1500-319-300-30
1150033930	LACROSSE OFFICIALS	0.00	0.00	0.00	3,000.00	3,000.00	0.00	10-1500-319-300-30
1150031970	STUDENT ACT OFFICIAL/JUDGE	0.00	1,375.00	0.00	1,800.00	425.00	76.39	10-1500-319-300-70
1150031830	ATHLETIC TOWEL CONTRACT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-322-300-30
1150033430	GENERAL ATHLETIC TRAVEL	0.00	0.00	0.00	2,000.00	2,000.00	0.00	10-1500-332-300-30
1150033530	ATHLETIC DIRECTOR TRAVEL	0.00	175.00	0.00	1,200.00	1,025.00	14.58	10-1500-332-300-30
1150033270	STUDENT ACT/TRAVEL	0.00	3,390.91	0.00	3,500.00	109.09	96.88	10-1500-332-300-70
1150033570	ACTIVITY DIRECTOR TRAVEL	0.00	408.39	0.00	900.00	491.61	45.38	10-1500-332-300-70
1150039030	GEN ATHLETIC TOURNAMENTS	0.00	38,473.03	0.00	45,000.00	6,526.97	85.50	10-1500-390-300-30

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Education Fund 10									
Function	1000	Instruction							
Function	1500	Interscholastic Programs							
Object	300	Purchased Services							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
1150039430	GEN ATHLETIC POST SEASON	(230.48)	57,417.13	2,952.75	53,000.00	(4,417.13)	113.83	10-1500-390-300-30	
1150139030	GATE RECEIPTS CASH BOX	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-390-300-30	
	300 Purchased Services	5,648.02	218,517.47	6,551.73	254,050.00	35,532.53	88.55	Object	
	Supplies And Materials								
1150041030	WRESTLING SUPPLIES	0.00	5,683.00	0.00	6,500.00	817.00	87.43	10-1500-410-300-30	
1150041130	GIRLS TENNIS SUPPLIES	0.00	550.00	0.00	1,000.00	450.00	55.00	10-1500-410-300-30	
1150041230	BOYS TENNIS SUPPLIES	840.00	994.00	0.00	1,000.00	6.00	99.40	10-1500-410-300-30	
1150041330	CROSS COUNTRY SUPPLIES	0.00	0.00	0.00	1,500.00	1,500.00	0.00	10-1500-410-300-30	
1150041430	CHEERLEADER SUPPLIES	0.00	0.00	0.00	2,000.00	2,000.00	0.00	10-1500-410-300-30	
1150041530	BOYS GOLF SUPPLIES	0.00	3,799.00	0.00	3,800.00	1.00	99.97	10-1500-410-300-30	
1150041630	BOYS TRACK SUPPLIES	0.00	836.59	0.00	1,700.00	863.41	49.21	10-1500-410-300-30	
1150041730	GIRLS TRACK SUPPLIES	0.00	0.00	847.00	2,000.00	2,000.00	42.35	10-1500-410-300-30	
1150041830	GEN ATHLETIC SUPPLIES	0.00	4,305.35	0.00	4,500.00	194.65	95.67	10-1500-410-300-30	
1150041930	GIRLS SOCCER SUPPLIES	795.59	1,733.89	0.00	3,300.00	1,566.11	52.54	10-1500-410-300-30	
1150042030	BASEBALL SUPPLIES	0.00	4,503.00	0.00	4,500.00	(3.00)	100.07	10-1500-410-300-30	
1150042130	SOFTBALL SUPPLIES	0.00	0.00	0.00	4,500.00	4,500.00	0.00	10-1500-410-300-30	
1150042230	BOYS VOLLEYBALL SUPPLIES	0.00	0.00	0.00	2,000.00	2,000.00	0.00	10-1500-410-300-30	
1150042330	GIRLS VOLLEYBALL SUPPLIES	0.00	2,113.24	0.00	2,000.00	(113.24)	105.66	10-1500-410-300-30	
1150042430	GIRLS BASKETBALL SUPPLIES	0.00	1,259.68	0.00	1,400.00	140.32	89.98	10-1500-410-300-30	
1150042530	BOYS SOCCER SUPPLIES	0.00	658.50	636.55	1,750.00	1,091.50	74.00	10-1500-410-300-30	
1150042630	BOYS BASKETBALL SUPPLIES	0.00	1,347.78	0.00	1,350.00	2.22	99.84	10-1500-410-300-30	
1150042730	ATHLETIC DIRECTOR SUPPLIES	87.84	4,876.82	0.00	5,500.00	623.18	88.67	10-1500-410-300-30	
1150042830	FOOTBALL SUPPLIES	0.00	39,897.38	0.00	40,000.00	102.62	99.74	10-1500-410-300-30	
1150042930	GIRLS BOWLING SUPPLIES	0.00	0.00	0.00	200.00	200.00	0.00	10-1500-410-300-30	
1150043030	POMS SUPPLIES	0.00	4,353.68	0.00	2,500.00	(1,853.68)	174.15	10-1500-410-300-30	
1150043130	ATHLETIC AWARD SUPPLIES	0.00	14,862.11	0.00	22,500.00	7,637.89	66.05	10-1500-410-300-30	
1150043230	GIRLS GOLF SUPPLIES	0.00	1,992.00	0.00	3,700.00	1,708.00	53.84	10-1500-410-300-30	
1150043330	SUMMER BASEBALL SUPPLIES	0.00	0.00	0.00	1,400.00	1,400.00	0.00	10-1500-410-300-30	
1150043430	BOYS BOWLING SUPPLIES	0.00	0.00	0.00	200.00	200.00	0.00	10-1500-410-300-30	
1150043530	ATHLETIC COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-300-30	
1150043630	LACROSSE SUPPLIES	0.00	0.00	0.00	4,000.00	4,000.00	0.00	10-1500-410-300-30	
1150044030	BOYS GOLF UNIFORMS	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-300-30	
1150044130	GIRLS GOLF UNIFORMS	0.00	2,079.00	0.00	0.00	(2,079.00)	0.00	10-1500-410-300-30	
1150044230	GIRLS TENNIS UNIFORMS	0.00	0.00	1,065.59	0.00	0.00	0.00	10-1500-410-300-30	
1150044330	BOYS BOWLING UNIFORMS	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-300-30	
1150044430	GIRLS BOWLING UNIFORMS	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-300-30	
1150044530	WRESTLING UNIFORMS	0.00	1,800.00	0.00	1,800.00	0.00	100.00	10-1500-410-300-30	
1150044630	BOYS TRACK UNIFORMS	1,797.00	1,797.00	0.00	1,800.00	3.00	99.83	10-1500-410-300-30	

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Education Fund 10								
Function	1000	Instruction						
Function	1500	Interscholastic Programs						
Object	400	Supplies And Materials						
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
1150044730	GIRLS TRACK UNIFORMS	5,046.00	5,046.00	0.00	5,100.00	54.00	98.94	10-1500-410-300-30
1150044830	BOYS TENNIS UNIFORMS	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-300-30
1150044930	BASEBALL UNIFORMS	0.00	4,400.00	0.00	4,400.00	0.00	100.00	10-1500-410-300-30
1150045030	SOFTBALL UNIFORMS	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-300-30
1150045130	GIRLS BASKETBALL UNIFORMS	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-300-30
1150045230	BOYS SOCCER UNIFORMS	0.00	0.00	0.00	2,500.00	2,500.00	0.00	10-1500-410-300-30
1150045330	GIRLS VOLLEYBALL UNIFORMS	0.00	2,718.05	0.00	2,500.00	(218.05)	108.72	10-1500-410-300-30
1150045430	CROSS COUNTRY UNIFORMS	0.00	0.00	0.00	4,500.00	4,500.00	0.00	10-1500-410-300-30
1150045530	POMS UNIFORMS	0.00	5,304.10	0.00	5,500.00	195.90	96.44	10-1500-410-300-30
1150045630	BOYS BASKETBALL UNIFORMS	0.00	4,961.11	0.00	0.00	(4,961.11)	0.00	10-1500-410-300-30
1150045730	BOYS VOLLEYBALL UNIFORMS	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-300-30
1150045830	GIRLS SOCCER UNIFORMS	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-300-30
1150045930	FOOTBALL UNIFORMS	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-300-30
1150046030	CHEERLEADING UNIFORMS	0.00	0.00	0.00	2,500.00	2,500.00	0.00	10-1500-410-300-30
1150046130	LACROSSE UNIFORMS	1,799.50	1,799.50	0.00	2,500.00	700.50	71.98	10-1500-410-300-30
1150141030	ATHLETIC TRAINER SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-300-30
1150041070	NEWSPAPER SUPPLIES	0.00	0.00	0.00	100.00	100.00	0.00	10-1500-410-300-70
1150041170	SPEECH SUPPLIES	0.00	151.75	0.00	100.00	(51.75)	151.75	10-1500-410-300-70
1150041270	KALEIDOSCOPE SUPPLIES	0.00	0.00	0.00	100.00	100.00	0.00	10-1500-410-300-70
1150041370	NHS SUPPLIES	351.00	1,521.28	4,782.24	1,500.00	(21.28)	420.23	10-1500-410-300-70
1150041470	MUSICAL SUPPLIES	0.00	2,568.51	4,782.24	5,000.00	2,431.49	147.02	10-1500-410-300-70
1150041570	FALL PLAY SUPPLIES	0.00	1,186.39	0.00	1,400.00	213.61	84.74	10-1500-410-300-70
1150041670	STUDENT ACT SUPPLIES	0.00	1,702.72	65.40	1,800.00	97.28	98.23	10-1500-410-300-70
1150041770	ACTIVITY OFFICE SUPPLIES	0.00	0.00	0.00	500.00	500.00	0.00	10-1500-410-300-70
1150041870	CHILDRENS THEATRE SUPPLIES	0.00	0.00	0.00	1,000.00	1,000.00	0.00	10-1500-410-300-70
1150041970	INTL CLUB SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-300-70
1150042070	WINTERGUARD SUPPLIES	0.00	3,625.24	53.85	5,000.00	1,374.76	73.58	10-1500-410-300-70
1150042170	BOOK CLUB AWARDS	0.00	0.00	0.00	100.00	100.00	0.00	10-1500-410-300-70
1150042270	FBLA SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-300-70
1150042370	FNHS INDUCTION SUPPLIES	0.00	0.00	0.00	100.00	100.00	0.00	10-1500-410-300-70
1150042470	INVESTMENT CLUB SUPPLIES	0.00	89.45	0.00	100.00	10.55	89.45	10-1500-410-300-70
1150042570	SPANISH NHS INDUCTION	0.00	0.00	0.00	100.00	100.00	0.00	10-1500-410-300-70
1150042670	SADD/TATU SUPPLIES	0.00	0.00	0.00	100.00	100.00	0.00	10-1500-410-300-70
1150042870	SCHOLASTIC BOWL SUPPLIES	0.00	0.00	0.00	100.00	100.00	0.00	10-1500-410-300-70
1150043170	MADRIGAL SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-300-70
1150043370	SENIOR MURAL	0.00	230.00	0.00	250.00	20.00	92.00	10-1500-410-300-70
1150043470	COLOR PAPER SUPPLIES	0.00	350.56	0.00	400.00	49.44	87.64	10-1500-410-300-70
1150043670	ACTIVITY P-CARD ORDERS	70.00	(499.02)	0.00	3,000.00	3,499.02	-16.63	10-1500-410-300-70
1150043770	INTL THESPIAN SUPPLIES	0.00	279.38	0.00	500.00	220.62	55.88	10-1500-410-300-70

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Function 1000 Instruction
Function 1500 Interscholastic Programs
Object 400 Supplies And Materials

Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
1150043870	CHESSE TEAM SUPPLIES	0.00	0.00	0.00	100.00	100.00	0.00	10-1500-410-300-70
1150043970	PAC SOUND ROOM SUPPLIES	0.00	464.68	0.00	500.00	35.32	92.94	10-1500-410-300-70
1150042770	INTERNATIONAL CLUB SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-70
1150042970	YEARBOOK SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-70
1150043270	WEBSITE	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-70
1150043570	INVESTMENT CLUB SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-410-70
1150043070	STUDENT ACT PERIODICALS	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-440-300-70
1150049070	STUDENT ACT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-470-300-70
	VIDEO/SOFTWARE							
400	Supplies And Materials	10,786.93	135,341.72	12,232.87	179,750.00	44,408.28	82.10	Object
Capital Outlay								
1150054030	GIRLS TRACK EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150054130	BOYS TENNIS EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150054230	FOOTBALL EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150054330	GIRLS TENNIS EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150054430	BOYS TRACK EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150054530	GENERAL ATHLETIC EQUIPMENT	0.00	12,519.00	262.00	20,000.00	7,481.00	63.91	10-1500-540-300-30
1150054630	BASEBALL EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150054730	BOYS GOLF EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150054830	GIRLS VOLLEYBALL EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150054930	BOYS VOLLEYBALL EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150055030	BOYS BASKETBALL EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150055130	SOFTBALL EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150055230	WRESTLING EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150055330	GIRLS BASKETBALL EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150055430	CROSS COUNTRY EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150055530	GIRLS BOWLING EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150055630	BOYS SOCCER EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150055730	ATHLETIC DIRECTOR EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150055830	GIRLS SOCCER EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150055930	POMS EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150056030	GIRLS GOLF EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150056130	CHEERLEADER EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150056230	BOYS BOWLING EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150056330	SUMMER BASEBALL EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30
1150056430	LACROSSE EQUIPMENT	0.00	0.00	0.00	5,000.00	5,000.00	0.00	10-1500-540-300-30
1150154030	ATHLETIC TRAINER EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-30

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Education Fund 10									
Function	1000	Instruction							
Function	1500	Interscholastic Programs							
Object	500	Capital Outlay							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
1150054070	STUDENT ACT EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-70	
1150054170	MAIN OFFICE EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-70	
1150054270	WINTERGUARD EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-540-300-70	
1150054370	PAC SOUND ROOM EQUIPMENT	195.00	4,148.05	2,043.36	5,000.00	851.95	123.83	10-1500-540-300-70	
500	Capital Outlay	195.00	16,667.05	2,305.36	30,000.00	13,332.95	63.24	Object	
Other Objects									
1150039130	GEN ATHLETIC CLINICS	0.00	2,560.31	0.00	5,500.00	2,939.69	46.55	10-1500-640-300-30	
1150039230	ATHLETIC DIRECTOR CLINICS	0.00	380.00	0.00	500.00	120.00	76.00	10-1500-640-300-30	
1150064030	ATHLETIC DUES/FEES	0.00	0.00	0.00	200.00	200.00	0.00	10-1500-640-300-30	
1150039070	SPEECH ENTRY FEES	0.00	825.00	0.00	1,000.00	175.00	82.50	10-1500-640-300-70	
1150064070	SPEECH DUES/FEES	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-640-300-70	
1150064170	STUDENT ACT DUES/FEES/LIT	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-640-300-70	
1150064270	ICTM REGIONAL/ORAL	0.00	250.00	0.00	300.00	50.00	83.33	10-1500-640-300-70	
1150064370	WYSE REGISTRATION	0.00	220.00	0.00	300.00	80.00	73.33	10-1500-640-300-70	
1150064470	FBLA COMPETITION FEES	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-640-300-70	
1150064670	SPANISH NHS MEMBERSHIP	0.00	0.00	0.00	100.00	100.00	0.00	10-1500-640-300-70	
1150064770	JOURNALISM FEES/STATE	0.00	0.00	0.00	250.00	250.00	0.00	10-1500-640-300-70	
1150064870	FFA	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-640-300-70	
1150065170	WINTERGUARD CIRCUIT	0.00	2,100.00	0.00	2,100.00	0.00	100.00	10-1500-640-300-70	
1150065270	INDOOR PERCUSSION FEES	0.00	1,100.00	0.00	1,500.00	400.00	73.33	10-1500-640-300-70	
1150064570	TSA FEES	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-640-70	
1150064970	FNHS DUES	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-640-70	
1150065070	SADD/TUTA REG/TRAINING	0.00	0.00	0.00	0.00	0.00	0.00	10-1500-640-70	
600	Other Objects	0.00	7,435.31	0.00	11,750.00	4,314.69	63.28	Object	
1500	Interscholastic Programs	155,140.73	1,845,758.74	21,089.96	2,119,019.52	273,260.78	88.09	** Function	
Function 1600									
Salaries									
11600110	SUMMER SCHOOL SALARY	0.00	0.00	0.00	0.00	0.00	0.00	10-1600-110-300	
100	Salaries	0.00	0.00	0.00	0.00	0.00	0.00	Object	
Employee Benefits									
11600211	SUMMER SCHOOL TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-1600-211-300	
10-1600-222-300	SUMMER SCHOOL SALARY (BMES)	0.00	0.00	0.00	0.00	0.00	0.00	10-1600-222-300	
200	Employee Benefits	0.00	0.00	0.00	0.00	0.00	0.00	Object	
1600	Function 1600	0.00	0.00	0.00	0.00	0.00	0.00	** Function	

Gifted Programs

Expenditure Report

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MINOOKA COMM HIGH SCHOOL DIST #111

Education Fund 10									
Function	1000	Instruction							
Function	1650	Gifted Programs							
Object	300	Purchased Services							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Purchased Services									
11650390		GIFTED PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1650-300-300
	300	Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	Object
Supplies And Materials									
11650410		GIFTED SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1650-410-300
	400	Supplies And Materials	0.00	0.00	0.00	0.00	0.00	0.00	Object
Capital Outlay									
11650540		GIFTED EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1650-540-300
	500	Capital Outlay	0.00	0.00	0.00	0.00	0.00	0.00	Object
	1650	Gifted Programs	0.00	0.00	0.00	0.00	0.00	0.00	** Function
Drivers Education Program									
Salaries									
11700110		DRIVER ED SALARY	54,326.00	591,794.94	0.00	641,373.00	49,578.06	92.27	10-1700-110-300-21
11700111		SUMMER DR ED SALARY	0.00	8,031.60	0.00	20,000.00	11,968.40	40.16	10-1700-111-300
	100	Salaries	54,326.00	599,826.54	0.00	661,373.00	61,546.46	90.69	Object
Employee Benefits									
11700211		SUMMER DR ED TRS	0.00	457.05	0.00	2,520.00	2,062.95	18.14	10-1700-211-300
1170021121		DRIVER ED TRS	7,934.25	76,416.51	0.00	80,813.00	4,396.49	94.56	10-1700-211-300-21
11700222		DR ED INS	234.67	3,706.24	0.00	5,239.82	1,533.58	70.73	10-1700-222-300
10-1700-222-300-21		DRIVER ED SALARY (BCEC-L)	7,088.08	76,153.34	0.00	84,463.26	8,309.92	90.16	10-1700-222-300-21
	200	Employee Benefits	15,257.00	156,733.14	0.00	173,036.08	16,302.94	90.58	Object
Purchased Services									
1170030021		DRIVERS ED CONT SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1700-300-300-21
11700300212		DRIVERS ED CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-1700-300-302-21
11700323		DRIVERS ED REPAIR/MAINTENANCE	0.00	0.00	0.00	0.00	0.00	0.00	10-1700-323
1170038021		DRIVER ED CAR INS	0.00	0.00	0.00	0.00	0.00	0.00	10-1700-380-300-21
	300	Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	Object
Supplies And Materials									
1170041021		DRIVERS ED SUPPLIES	0.00	4,291.98	0.00	4,173.00	(118.98)	102.85	10-1700-410-300-21
11700410212		DRIVERS ED SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-1700-410-302-21
11700411212		DR ED COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1700-410-302-21
1170042021		DRIVERS ED TEXTBOOKS	0.00	0.00	0.00	1,673.00	1,673.00	0.00	10-1700-420-300-21
11700420212		DRIVERS ED TEXTBOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-1700-420-302-21
11700464		DR ED GAS	104.00	10,652.84	0.00	7,700.00	(2,952.84)	138.35	10-1700-464-300-21
1170049021		DRIVERS ED VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-1700-490-300-21

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Education Fund 10									
Function	1000	Instruction							
Function	1700	Drivers Education Program							
Object	400	Supplies And Materials							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
11700490212	DRIVERS ED VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-1700-490-302-21	
400	Supplies And Materials	104.00	14,944.82	0.00	13,546.00	(1,398.82)	110.33	Object	
Capital Outlay									
1170054021	DRIVERS ED EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1700-540-300-21	
11700540212	DRIVERS ED EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1700-540-302-21	
1170055021	DRIVERS ED VEHICLES	0.00	0.00	0.00	0.00	0.00	0.00	10-1700-550-300-21	
500	Capital Outlay	0.00	0.00	0.00	0.00	0.00	0.00	Object	
Other Objects									
1170064021	DRIVERS ED DUES/FEES/LIT	0.00	0.00	0.00	0.00	0.00	0.00	10-1700-640-300-21	
11700640212	DRIVERS ED DUES/FEES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	10-1700-640-302-21	
600	Other Objects	0.00	0.00	0.00	0.00	0.00	0.00	Object	
1700	Drivers Education Program	69,687.00	771,504.50	0.00	847,955.08	76,450.58	90.98	** Function	
Bilingual Programs									
Salaries									
11800110	ELL INSTRUCTION	0.00	0.00	0.00	0.00	0.00	0.00	10-1800-110	
100	Salaries	0.00	0.00	0.00	0.00	0.00	0.00	Object	
Employee Benefits									
11800211	ELL TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-1800-211	
200	Employee Benefits	0.00	0.00	0.00	0.00	0.00	0.00	Object	
1800	Bilingual Programs	0.00	0.00	0.00	0.00	0.00	0.00	** Function	
Truant Alternative & Optional Programs									
Salaries									
11900110	PROJ IND DIR SALARY	7,348.06	80,507.51	0.00	88,176.00	7,668.49	91.30	10-1900-110-301	
11900112	PROJ INDIAN AIDE	2,564.24	28,076.90	0.00	30,770.00	2,693.10	91.25	10-1900-110-301	
100	Salaries	9,912.30	108,584.41	0.00	118,946.00	10,361.59	91.29	Object	
Employee Benefits									
11900211	PROJ IND TRS	1,073.12	10,323.08	0.00	11,218.13	895.05	92.02	10-1900-211-301	
11900222	PROJ IND GROUP INS	3,339.72	29,121.79	0.00	15,072.41	(14,049.38)	193.21	10-1900-222-301	
200	Employee Benefits	4,412.84	39,444.87	0.00	26,290.54	(13,154.33)	150.03	Object	
Purchased Services									
11900390	PROJ IND PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-1900-300-301	
11900332	PROJ IND WORKSHOPS	0.00	0.00	0.00	0.00	0.00	0.00	10-1900-332-301	
300	Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	Object	
Supplies And Materials									

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Education Fund 10									
Function	1000	Instruction	M.T.D.	Y.T.D.	Open	Current	Budget	% of	State Account Number
Function	1900	Truant Alternative & Optional Programs	Activity	Activity	Encumb.	Budget	Balance	Budget	
Object	400	Supplies And Materials							
11900410		PROJ IND SUPPLIES	0.00	5.30	0.00	0.00	(5.30)	0.00	10-1900-410-301
11900411		PROJ IND COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-1900-410-301
11900420		PROJ IND TEXTBOOKS	0.00	0.00	0.00	0.00	0.00	0.00	10-1900-420-301
400	Supplies And Materials		0.00	5.30	0.00	0.00	(5.30)	0.00	Object
Capital Outlay									
11900540		PROJ IND EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-1900-540-301
500	Capital Outlay		0.00	0.00	0.00	0.00	0.00	0.00	Object
Other Objects									
11900640		PROJ IND DUES/FEES/LIT	0.00	0.00	0.00	0.00	0.00	0.00	10-1900-640-301
600	Other Objects		0.00	0.00	0.00	0.00	0.00	0.00	Object
1900	Truant Alternative & Optional Programs		14,325.14	148,034.58	0.00	145,236.54	(2,798.04)	101.93	** Function
Special Education Programs K-12 - Private Tuition									
Other Objects									
11912670		SPECIAL EDUCATION PROGRAM PRIVATE TUITION	371,929.92	1,921,627.66	0.00	3,489,948.00	1,568,320.34	55.06	10-1912-670-300
600	Other Objects		371,929.92	1,921,627.66	0.00	3,489,948.00	1,568,320.34	55.06	Object
1912	Special Education Programs K-12 - Private Tuition		371,929.92	1,921,627.66	0.00	3,489,948.00	1,568,320.34	55.06	** Function
1000	Instruction		1,881,591.92	19,057,500.44	94,962.02	22,573,954.94	3,516,454.50	84.86	* Function
Support Services									
Support Servs-Pupils									
Salaries									
12100112		ASST PRIN-LEARNING SALARY	0.00	0.00	0.00	0.00	0.00	0.00	10-2100-110-300
12100113		MAIN OFFICE SECY SALARY	3,267.86	36,067.04	0.00	38,886.08	2,819.04	92.75	10-2100-110-300
12100110		DIRECTOR STUDENT SERV. SALARY	10,068.25	110,750.75	0.00	120,819.00	10,068.25	91.67	10-2100-110-302
12100111		DIR OF STUDENT SERV SEC SALARY	0.00	0.00	0.00	1,521.31	1,521.31	0.00	10-2100-110-302
12100120		SUMMER MAIN OFFICE SECY	0.00	2,839.38	0.00	4,264.66	1,425.28	66.58	10-2100-120-300
100	Salaries		13,336.11	149,657.17	0.00	165,491.05	15,833.88	90.43	Object
Employee Benefits									
12100211		DIR OF STUDENT SERV TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-2100-211-300
121002111		ASST PRIN-LEARNING TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-2100-211-300
10-2100-211-302		DIRECTOR STUDENT SERV. SA (IC)	1,298.92	14,288.12	0.00	15,738.26	1,450.14	90.79	10-2100-211-302

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Function	2000	Support Services							
Function	2100	Support Servs-Pupils							
Object	200	Employee Benefits							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
10-2100-221-302	DIRECTOR STUDENT SERV. SA (GTL		0.00	0.00	0.00	0.00	0.00	0.00	10-2100-221-302
12100222	MAIN OFFICE GROUP INS		0.00	578.03	0.00	249.78	(328.25)	231.42	10-2100-222-300
12100223	DIRECTOR STUDENT SERVICE INS		8.00	88.00	0.00	100.80	12.80	87.30	10-2100-222-302
200	Employee Benefits		1,306.92	14,954.15	0.00	16,088.84	1,134.69	92.95	Object
Purchased Services									
12100300	MAIN OFFICE PUR SERV		0.00	0.00	0.00	0.00	0.00	0.00	10-2100-300-300
12100390	DIRECTOR STUDENT SERV PUR SER		0.00	2,807.22	0.00	200.00	(2,607.22)	1,403.61	10-2100-300-302
300	Purchased Services		0.00	2,807.22	0.00	200.00	(2,607.22)	1,403.61	Object
Supplies And Materials									
12100400	DIRECTOR STUDENT SERV SUPPLIES		0.00	215.47	0.00	350.00	134.53	61.56	10-2100-400-302
12100410	MAIN OFFICE SUPPLIES		0.00	0.00	0.00	250.00	250.00	0.00	10-2100-410-300
400	Supplies And Materials		0.00	215.47	0.00	600.00	384.53	35.91	Object
Capital Outlay									
12100540	MAIN OFFICE EQUIPMENT		0.00	0.00	0.00	0.00	0.00	0.00	10-2100-540-300
500	Capital Outlay		0.00	0.00	0.00	0.00	0.00	0.00	Object
Other Objects									
12100640	CLINICS/WORKSHOPS		0.00	0.00	0.00	0.00	0.00	0.00	10-2100-640-300
12100641	PROFESSIONAL DUES		0.00	0.00	0.00	0.00	0.00	0.00	10-2100-640-300
12100642	DIR STUDENT SER DUES/FEES/LIT		0.00	305.00	0.00	400.00	95.00	76.25	10-2100-640-302
12100643	DIR STUDENT SERV MILES/CLINIC		0.00	793.93	0.00	750.00	(43.93)	105.86	10-2100-640-302
600	Other Objects		0.00	1,098.93	0.00	1,150.00	51.07	95.56	Object
2100	Support Servs-Pupils		14,643.03	168,732.94	0.00	183,529.89	14,796.95	91.94	** Function
Function 2110									
Salaries									
12110100	TITLE 1 SALARIES		4,400.90	42,246.49	0.00	27,922.91	(14,323.58)	151.30	10-2110-100
100	Salaries		4,400.90	42,246.49	0.00	27,922.91	(14,323.58)	151.30	Object
Employee Benefits									
10-2110-211	TITLE 1 SALARIES (IC)		748.60	5,252.87	0.00	0.00	(5,252.87)	0.00	10-2110-211
10-2110-222	TITLE 1 SALARIES (BMF 2)		1,596.76	11,105.46	0.00	0.00	(11,105.46)	0.00	10-2110-222
200	Employee Benefits		2,345.36	16,358.33	0.00	0.00	(16,358.33)	0.00	Object

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Education Fund 10									
Function	2000	Support Services							
Function	2110	Function 2110							
Object	200	Employee Benefits							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
2110	Function 2110		6,746.26	58,604.82	0.00	27,922.91	(30,681.91)	209.88	** Function
Social Work Services									
Salaries									
12113110		SOCIAL WORKER SALARY	15,203.75	175,543.21	0.00	239,849.00	64,305.79	73.19	10-2113-110-300
	100	Salaries	15,203.75	175,543.21	0.00	239,849.00	64,305.79	73.19	Object
Employee Benefits									
12113211		SOCIAL WORKER TRS	2,301.97	23,281.45	0.00	23,784.31	502.86	97.89	10-2113-211-300
12113222		SOCIAL WORKERS GROUP INS	3,245.05	40,790.22	0.00	43,000.00	2,209.78	94.86	10-2113-222-300
	200	Employee Benefits	5,547.02	64,071.67	0.00	66,784.31	2,712.64	95.94	Object
Purchased Services									
12113390		SOCIAL WORKER PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-2113-300-300
121133902		SOCIAL WOKER CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-2113-300-302
12113332		SOCIAL WORKER REGISTRATION	0.00	0.00	0.00	0.00	0.00	0.00	10-2113-332-300
121133322		SOCIAL WORKER REGISTRATION S	0.00	0.00	0.00	0.00	0.00	0.00	10-2113-332-302
	300	Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	Object
Supplies And Materials									
12113410		SOCIAL WORKER SUPPLIES	0.00	181.58	0.00	1,300.00	1,118.42	13.97	10-2113-410-300
12113411		SOCIAL WKR COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-2113-410-300
12113414		SOCIAL WORKER TESTING	0.00	2,803.59	0.00	700.00	(2,103.59)	400.51	10-2113-410-300
121134102		SOCIAL WORKER SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-2113-410-302
121134112		SOC WKR COMP TECK SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-2113-410-302
121134142		SOCIAL WORKER TESTING S	0.00	0.00	0.00	0.00	0.00	0.00	10-2113-410-302
12113490		SOC WORKER VIDEO/SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	10-2113-470-300
121134902		SOCIAL WORKER VIDEO/SOFTWARE S	0.00	0.00	0.00	0.00	0.00	0.00	10-2113-470-302
	400	Supplies And Materials	0.00	2,985.17	0.00	2,000.00	(985.17)	149.26	Object
Other Objects									
12113640		SOC WORKER DUES/FEES/LIT	0.00	0.00	0.00	0.00	0.00	0.00	10-2113-640-300
121136402		SOCIAL WORKER DUES/FEES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	10-2113-640-302
	600	Other Objects	0.00	0.00	0.00	0.00	0.00	0.00	Object
	2113	Social Work Services	20,750.77	242,600.05	0.00	308,633.31	66,033.26	78.60	** Function

Guidance Services

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Education Fund 10									
Function	2000	Support Services							
Function	2120	Guidance Services							
Object	100	Salaries							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Salaries									
12120110		GUIDANCE SALARY	39,436.15	439,555.97	0.00	673,408.00	233,852.03	65.27	10-2120-110-300
	100 Salaries		39,436.15	439,555.97	0.00	673,408.00	233,852.03	65.27	Object
Employee Benefits									
12120211		GUIDANCE TRS	5,759.29	56,661.80	0.00	85,500.00	28,838.20	66.27	10-2120-211-300
12120222		GUIDANCE GROUP INS	8,906.14	95,561.62	0.00	125,000.00	29,438.38	76.45	10-2120-222-300
	200 Employee Benefits		14,665.43	152,223.42	0.00	210,500.00	58,276.58	72.32	Object
Purchased Services									
12120314		GUIDANCE PUR SERV	0.00	1,545.00	0.00	1,700.00	155.00	90.88	10-2120-314-300
12120415		A.P. TESTING SERVICES	0.00	0.00	0.00	40,000.00	40,000.00	0.00	10-2120-314-300
121203142		GUIDANCE CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-2120-314-302
121204152		A.P. TESTING SERVICES S	0.00	0.00	0.00	0.00	0.00	0.00	10-2120-314-302
	300 Purchased Services		0.00	1,545.00	0.00	41,700.00	40,155.00	3.71	Object
Supplies And Materials									
12120411		GUIDANCE COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-2120-410-300
12120412		GUIDANCE SUPPLIES	0.00	75.46	0.00	1,000.00	924.54	7.55	10-2120-410-300
12120414		GUIDANCE TESTING	0.00	286.00	0.00	500.00	214.00	57.20	10-2120-410-300
12120410301		ALC SUPPLIES & S/W	0.00	0.00	0.00	0.00	0.00	0.00	10-2120-410-301
121204112		GUIDANCE COMP TECH SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-2120-410-302
121204122		GUIDANCE SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-2120-410-302
121204142		GUIDANCE TESTING S	0.00	0.00	0.00	0.00	0.00	0.00	10-2120-410-302
12120420		GUIDANCE REF BOOKS	0.00	0.00	0.00	0.00	0.00	0.00	10-2120-420-300
121204202		GUIDANCE REFERENCE BOOKS S	0.00	0.00	0.00	0.00	0.00	0.00	10-2120-420-302
	400 Supplies And Materials		0.00	361.46	0.00	1,500.00	1,138.54	24.10	Object
Capital Outlay									
12120540		GUIDANCE EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-2120-540-300
121205402		GUIDANCE EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	10-2120-540-302
	500 Capital Outlay		0.00	0.00	0.00	0.00	0.00	0.00	Object
Other Objects									
12120640		GUIDANCE DUES	0.00	0.00	0.00	0.00	0.00	0.00	10-2120-640-300
12120641		GUIDANCE CLINICS/WORKSHOP	0.00	0.00	0.00	500.00	500.00	0.00	10-2120-640-300
121206402		GUIDANCE DUES/FEES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	10-2120-640-302
121206412		GUIDANCE CLINICS/WORKSHOPS S	0.00	0.00	0.00	0.00	0.00	0.00	10-2120-640-302

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Education Fund 10								
Function	2000	Support Services						
Function	2120	Guidance Services						
Object	600	Other Objects						
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number

600	Other Objects	0.00	0.00	0.00	500.00	500.00	0.00	Object
2120	Guidance Services	54,101.58	593,685.85	0.00	927,608.00	333,922.15	64.00	** Function

Record Maintenance Ser

Salaries

12125110	REGISTRAR SALARY	6,309.28	69,402.08	0.00	75,711.37	6,309.29	91.67	10-2125-110-300
12125111	ACADEMIC RESOURCE CTR AIDE	3,436.49	30,845.60	0.00	52,530.06	21,684.46	58.72	10-2125-110-300
12125112	ASST. REGISTRAR	3,240.25	36,320.72	0.00	40,028.52	3,707.80	90.74	10-2125-110-302
100	Salaries	12,986.02	136,568.40	0.00	168,269.95	31,701.55	81.16	Object

Employee Benefits

12125211	CAREER CENTER TRS	0.00	0.00	0.00	62.60	62.60	0.00	10-2125-211-300
12125222	REGISTRAR GROUP INS	93.88	1,033.78	0.00	1,185.16	151.38	87.23	10-2125-222-300
12125223	CAREER CTR GROUP INS	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-222-300
10-2125-222-302	ASST. REGISTRAR (BMF)	2,007.24	21,026.00	0.00	22,957.32	1,931.32	91.59	10-2125-222-302
200	Employee Benefits	2,101.12	22,059.78	0.00	24,205.08	2,145.30	91.14	Object

Purchased Services

12125300	REGISTRAR PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-300-300
12125390	CAREER CTR PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-300-300
121253002	REGISTRAR CONT SERV S	369.00	7,657.37	0.00	0.00	(7,657.37)	100.00	10-2125-300-302
121253902	CAREER CTR CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-300-302
12125323	CAREER CTR REPAIR/MAINT	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-323-300
12125324	REGISTRAR REPAIR/MAINT	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-323-300
121253232	CAREER CTR REPAIR/MAINT S	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-323-302
121253242	REGISTRAR REPAIR/MAINT S	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-323-302
300	Purchased Services	369.00	7,657.37	0.00	0.00	(7,657.37)	100.00	Object

Supplies And Materials

12125410	CAREER CENTER SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-410-300
121254101	CAREER CENTER COMP TECH SUP	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-410-300
12125411	REGISTRAR SUPPLIES	383.91	1,322.22	0.00	1,500.00	177.78	88.15	10-2125-410-300
12125412	REGISTRAR COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-410-300
121254102	CAREER CTR SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-410-302
121254112	REGISTRAR SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-410-302
121254122	REGISTRAR COMP TECH SUP S	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-410-302
400	Supplies And Materials	383.91	1,322.22	0.00	1,500.00	177.78	88.15	Object

Capital Outlay

12125540	CAREER CTR EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-2125-540-300
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Education Fund 10									
Function	2000	Support Services							
Function	2125	Record Maintenance Ser							
Object	500	Capital Outlay							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
12125541	REGISTRAR EQUIPMENT		0.00	0.00	2,252.00	0.00	0.00	0.00	10-2125-540-300
121255402	CAREER CTR EQUIPMENT S		0.00	0.00	0.00	0.00	0.00	0.00	10-2125-540-302
121255412	REGISTRAR EQUIPMENT S		0.00	0.00	0.00	0.00	0.00	0.00	10-2125-540-302
500	Capital Outlay		0.00	0.00	2,252.00	0.00	0.00	0.00	Object
2125	Record Maintenance Ser		15,840.05	167,607.77	2,252.00	193,975.03	26,367.26	87.57	** Function
Nurse Services									
Salaries									
12134110	NURSE SALARY		3,788.10	38,687.54	0.00	39,838.07	1,150.53	97.11	10-2134-110-300
12134111	NURSE SALARY S.C.		1,890.65	35,965.16	0.00	37,831.02	1,865.86	95.07	10-2134-110-302
100	Salaries		5,678.75	74,652.70	0.00	77,669.09	3,016.39	96.12	Object
Employee Benefits									
12134211	NURSE TRS		0.00	0.00	0.00	0.00	0.00	0.00	10-2134-211-300
10-2134-211-302	NURSE SALARY S.C. (IC)		0.00	0.00	0.00	0.00	0.00	0.00	10-2134-211-302
12134222	NURSE GROUP INS		12.00	397.11	0.00	642.98	245.87	61.76	10-2134-222-300
10-2134-222-302	NURSE SALARY S.C. (BDMF)		0.00	3,423.93	0.00	7,051.35	3,627.42	48.56	10-2134-222-302
200	Employee Benefits		12.00	3,821.04	0.00	7,694.33	3,873.29	49.66	Object
Purchased Services									
12134300	NURSE PUR SERV		50.00	442.25	0.00	300.00	(142.25)	147.42	10-2134-300-300
121343002	NURSE CONT SERV S		0.00	0.00	0.00	0.00	0.00	0.00	10-2134-300-302
12134323	NURSE REPAIR/MAINT		0.00	0.00	0.00	0.00	0.00	0.00	10-2134-323-300
121343232	NURSE REPAIR/MAINT S		0.00	0.00	0.00	0.00	0.00	0.00	10-2134-323-302
300	Purchased Services		50.00	442.25	0.00	300.00	(142.25)	147.42	Object
Supplies And Materials									
12134410	NURSE SUPPLIES		179.56	2,410.22	1,265.68	6,000.00	3,589.78	61.27	10-2134-410-300
12134411	NURSES SUPPLIES-BBP		0.00	0.00	0.00	0.00	0.00	0.00	10-2134-410-300
12134412	NURSE COMP TECH SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	10-2134-410-300
121344102	NURSE SUPPLIES S		0.00	0.00	0.00	0.00	0.00	0.00	10-2134-410-302
121344112	NURSES SUPPLIES-BBP S		0.00	0.00	0.00	0.00	0.00	0.00	10-2134-410-302
121344122	NURSE COMP TECH SUPPLIES S		0.00	0.00	0.00	0.00	0.00	0.00	10-2134-410-302
12134420	RN REFERENCE BOOKS		0.00	0.00	0.00	0.00	0.00	0.00	10-2134-420-300
121344202	NURSE REFERENCE BOOKS S		0.00	0.00	0.00	0.00	0.00	0.00	10-2134-420-302
400	Supplies And Materials		179.56	2,410.22	1,265.68	6,000.00	3,589.78	61.27	Object
Capital Outlay									
12134540	NURSE EQUIPMENT		0.00	559.93	0.00	200.00	(359.93)	279.97	10-2134-540-300
121345402	NURSE EQUIPMENT S		0.00	0.00	0.00	0.00	0.00	0.00	10-2134-540-302
500	Capital Outlay		0.00	559.93	0.00	200.00	(359.93)	279.97	Object

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Education Fund 10									
Function	2000	Support Services							
Function	2134	Nurse Services							
Object	500	Capital Outlay							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
2134	Nurse Services		5,920.31	81,886.14	1,265.68	91,863.42	9,977.28	90.52	** Function
Function 2140									
Salaries									
12140110		PSYCHOLOGIST SALARY	11,408.24	119,122.20	0.00	136,899.00	17,776.80	87.01	10-2140-110
100	Salaries		11,408.24	119,122.20	0.00	136,899.00	17,776.80	87.01	Object
Employee Benefits									
10-2140-211		PSYCHOLOGIST SALARY (IC)	1,666.08	16,090.36	0.00	9,891.22	(6,199.14)	162.67	10-2140-211
12140222		PSYCHOLOGIST INSURANCE	4.00	44.00	0.00	48.00	4.00	91.67	10-2140-222
200	Employee Benefits		1,670.08	16,134.36	0.00	9,939.22	(6,195.14)	162.33	Object
Supplies And Materials									
12140400		PSYCHOLOGIST SUPPLIES	0.00	1,605.57	0.00	750.00	(855.57)	214.08	10-2140-400-300
400	Supplies And Materials		0.00	1,605.57	0.00	750.00	(855.57)	214.08	Object
2140	Function 2140		13,078.32	136,862.13	0.00	147,588.22	10,726.09	92.73	** Function
Psychological Testing Sv									
Purchased Services									
12142300		PSYCHOLOGICAL ASSESSMENT PURCH	0.00	0.00	0.00	0.00	0.00	0.00	10-2142-300
300	Purchased Services		0.00	0.00	0.00	0.00	0.00	0.00	Object
2142	Psychological Testing Sv		0.00	0.00	0.00	0.00	0.00	0.00	** Function
Other Support Svs Pupils									
Employee Benefits									
10-2190-212-300		CSBO SALARY (BIM)	212.44	1,554.84	0.00	1,758.62	203.78	88.41	10-2190-212-300
200	Employee Benefits		212.44	1,554.84	0.00	1,758.62	203.78	88.41	Object
2190	Other Support Svs Pupils		212.44	1,554.84	0.00	1,758.62	203.78	88.41	** Function
Function 2210									
Salaries									
12210110		DIRECTOR C/I SALARY	8,566.77	94,234.44	0.00	102,801.21	8,566.77	91.67	10-2210-110-300
12210112		PROF. DEVELOPMENT SALARY	0.00	0.00	0.00	0.00	0.00	0.00	10-2210-110-300
12210113		SPECIAL ED TEACHERS - STIPEND	0.00	0.00	0.00	0.00	0.00	0.00	10-2210-110-300
12210111		DIR C/I SEC. SALARY	4,958.38	54,413.04	0.00	59,529.60	5,116.56	91.41	10-2210-110-302
100	Salaries		13,525.15	148,647.48	0.00	162,330.81	13,683.33	91.57	Object
Employee Benefits									
10-2210-211-300		DIRECTOR C/I SALARY (BT)	1,105.18	12,156.98	0.00	13,262.27	1,105.29	91.67	10-2210-211-300

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Education Fund 10									
Function	2000	Support Services							
Function	2210	Function 2210							
Object	200	Employee Benefits							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
12210211	DIR OF C/I TRS		0.00	0.00	0.00	0.00	0.00	0.00	10-2210-211-300
10-2210-221-300	DIRECTOR C/I SALARY (GTL)		0.00	0.00	0.00	0.00	0.00	0.00	10-2210-221-300
12210222	DIRECTOR C/I INS		1,928.35	20,789.81	0.00	22,771.63	1,981.82	91.30	10-2210-222-300
12210223	DIR C/I SEC INSURANCE		13.05	143.55	0.00	285.81	142.26	50.23	10-2210-222-302
200 Employee Benefits			3,046.58	33,090.34	0.00	36,319.71	3,229.37	91.11	Object
Purchased Services									
12210305	TITLE 11 PURCHASE SERVICE		0.00	17,234.34	0.00	24,636.00	7,401.66	69.96	10-2210-300
12200303	IDEA PART B SP ED PROF ADMIN		0.00	0.00	0.00	0.00	0.00	0.00	10-2210-300-300
12200304	IDEA PART B SP ED PROF IL`S		0.00	0.00	0.00	0.00	0.00	0.00	10-2210-300-300
12210300	IDEA PART B SP ED PROF DEVEL		438.88	4,372.51	0.00	10,000.00	5,627.49	43.73	10-2210-300-300
12210302	IDEA PART B SP ED PROF PARA		0.00	0.00	0.00	0.00	0.00	0.00	10-2210-300-300
12210303	IDEA PART B SP ED PROF ADMIN		0.00	0.00	0.00	0.00	0.00	0.00	10-2210-300-300
12210304	IDEA PART B SP ED PROF ILS		0.00	0.00	0.00	0.00	0.00	0.00	10-2210-300-300
12210306	TESTING SERVICE		8,817.00	18,745.80	0.00	40,000.00	21,254.20	53.06	10-2210-300-300
12210390	DIRECTOR C/I PURCHASE SERVICE		0.00	10,500.00	0.00	0.00	(10,500.00)	0.00	10-2210-300-300
1221031005	FPROF DEVEL ENGLISH		0.00	170.00	0.00	3,800.00	3,630.00	4.47	10-2210-300-300-05
1221031106	PROF DEVEL WORLD LANG/MUSIC/ART		299.00	1,544.12	0.00	3,800.00	2,255.88	40.63	10-2210-300-300-06
1221031210	PROF DEVEL CTE		0.00	2,644.60	0.00	3,800.00	1,155.40	69.59	10-2210-300-300-10
1221030811	PROF DELEV MATH		425.00	725.00	0.00	3,800.00	3,075.00	19.08	10-2210-300-300-11
1221030913	PROF DEVEL SCIENCE		0.00	6,000.00	0.00	3,800.00	(2,200.00)	157.89	10-2210-300-300-13
1221031315	PROF DEVEL SOCIAL SCIENCE		0.00	2,245.32	0.00	3,800.00	1,554.68	59.09	10-2210-300-300-15
1221030750	PROF DEVEL PE/HEALTH/DR ED		0.00	1,108.00	0.00	3,800.00	2,692.00	29.16	10-2210-300-300-50
12210301	PROF. DEVELOPMENT STAFF		7,384.98	16,103.21	0.00	0.00	(16,103.21)	0.00	10-2210-312-300
300 Purchased Services			17,364.86	81,392.90	0.00	101,236.00	19,843.10	82.85	Object
Supplies And Materials									
12210401	SPECIAL ED GRANT		0.00	0.00	0.00	7,000.00	7,000.00	0.00	10-2210-400
12210400	DIRECTOR C/I SUPPLIES		0.00	73,613.38	0.00	0.00	(73,613.38)	0.00	10-2210-400-300
12210402	TITLE II SUPPLIES		0.00	2,082.72	0.00	0.00	(2,082.72)	0.00	10-2210-400-300
400 Supplies And Materials			0.00	75,696.10	0.00	7,000.00	(68,696.10)	1,081.37	Object
Other Objects									
12210640	DIRECTOR C/I DUES/FEES/LIT		0.00	0.00	0.00	500.00	500.00	0.00	10-2210-640-300
12210642	DIRECTOR C/I CLINICS/MILEAGE		0.00	152.28	0.00	500.00	347.72	30.46	10-2210-640-300
600 Other Objects			0.00	152.28	0.00	1,000.00	847.72	15.23	Object
2210 Function 2210			33,936.59	338,979.10	0.00	307,886.52	(31,092.58)	110.90	** Function

Instruction & Curriculum

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Education Fund 10									
Function	2000	Support Services							
Function	2212	Instruction & Curriculum							
Object	200	Employee Benefits							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Employee Benefits									
12212211		CURR DEVLOP/LEARN OBJECT TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-2212-211-300
	200 Employee Benefits		0.00	0.00	0.00	0.00	0.00	0.00	Object
	2212 Instruction & Curriculum		0.00	0.00	0.00	0.00	0.00	0.00	** Function
<u>Instrctnl Staff Training</u>									
Employee Benefits									
12213211		TYPE 75 TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-2213-211-300
	200 Employee Benefits		0.00	0.00	0.00	0.00	0.00	0.00	Object
	2213 Instrctnl Staff Training		0.00	0.00	0.00	0.00	0.00	0.00	** Function
<u>Educational Media Serv</u>									
Supplies And Materials									
12220400		LIBRARY CHAPTER II	0.00	0.00	0.00	0.00	0.00	0.00	10-2220-400-300
	400 Supplies And Materials		0.00	0.00	0.00	0.00	0.00	0.00	Object
	2220 Educational Media Serv		0.00	0.00	0.00	0.00	0.00	0.00	** Function
<u>Sch Library Services</u>									
Salaries									
12222110		CYBRARY AIDE SALARY	3,425.15	42,227.21	0.00	50,214.68	7,987.47	84.09	10-2222-110-300
12222111		LIBRARY SALARY	3,942.91	56,200.55	0.00	47,304.00	(8,896.55)	118.81	10-2222-110-300
12222112		CYBRARY AIDE SALARY S.C.	2,070.20	22,666.60	0.00	24,522.56	1,855.96	92.43	10-2222-110-302
	100 Salaries		9,438.26	121,094.36	0.00	122,041.24	946.88	99.22	Object
Employee Benefits									
12222211		LIBRARY TRS	575.84	5,979.31	0.00	16,554.33	10,575.02	36.12	10-2222-211-300
122222112		LIB ASST TRS S.C.	0.00	0.00	0.00	0.00	0.00	0.00	10-2222-211-302
12222222		LIBRARY GROUP INS	681.67	9,286.14	0.00	24,146.96	14,860.82	38.46	10-2222-222-300
10-2222-222-302		LIB ASST SALARY S.C. (BMEC)	0.00	0.00	0.00	0.00	0.00	0.00	10-2222-222-302
	200 Employee Benefits		1,257.51	15,265.45	0.00	40,701.29	25,435.84	37.51	Object
Purchased Services									
12222300		LIBRARY CONTRACT SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-2222-300-300
122223002		LIBRARY CONT SERV S.C.	0.00	0.00	0.00	0.00	0.00	0.00	10-2222-300-302
	300 Purchased Services		0.00	0.00	0.00	0.00	0.00	0.00	Object
Supplies And Materials									
12222410		LIBRARY SUPPLIES	0.00	2,126.96	1,394.00	9,000.00	6,873.04	39.12	10-2222-410-300
12222411		LIBRARY COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-2222-410-300
122224102		LIBRARY SUPPLIES S.C.	0.00	0.00	0.00	0.00	0.00	0.00	10-2222-410-302

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Education Fund 10									
Function	2000	Support Services							
Function	2222	Sch Library Services							
Object	400	Supplies And Materials							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
122224112	LIBRARY COMP TECH SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	10-2222-410-302
	S								
12222430	LIBRARY BOOKS		272.47	13,877.20	5,412.61	20,000.00	6,122.80	101.33	10-2222-430-300
12222431	PER CAPITA GRANT		0.00	0.00	0.00	2,043.00	2,043.00	0.00	10-2222-430-300
122224302	LIBRARY BOOKS S.C.		0.00	0.00	0.00	0.00	0.00	0.00	10-2222-430-302
12222440	LIBRARY PERIODICALS		0.00	46,228.11	4,161.62	57,435.00	11,206.89	100.25	10-2222-440-300
122224402	LIBRARY PERIODICALS S.C.		0.00	0.00	0.00	0.00	0.00	0.00	10-2222-440-302
400	Supplies And Materials		272.47	62,232.27	10,968.23	88,478.00	26,245.73	91.96	Object
Capital Outlay									
12222540	LIBRARY EQUIPMENT		0.00	0.00	0.00	0.00	0.00	0.00	10-2222-540-300
122225402	LIBRARY EQUIPMENT S.C.		0.00	0.00	0.00	0.00	0.00	0.00	10-2222-540-302
500	Capital Outlay		0.00	0.00	0.00	0.00	0.00	0.00	Object
Other Objects									
12222640	LIBRARY DUES/FEES/LIT		0.00	0.00	0.00	0.00	0.00	0.00	10-2222-640-300
122226402	LIBRARY DUES/FEES/LIT S		0.00	0.00	0.00	0.00	0.00	0.00	10-2222-640-302
600	Other Objects		0.00	0.00	0.00	0.00	0.00	0.00	Object
2222	Sch Library Services		10,968.24	198,592.08	10,968.23	251,220.53	52,628.45	86.67	** Function
Computer-Assisted Inst									
Salaries									
12225110	TECH COORD SALARY		6,890.63	75,796.87	0.00	81,506.25	5,709.38	93.00	10-2225-110-300
12225111	TECH ASST SALARY		5,450.61	77,544.79	0.00	104,684.90	27,140.11	74.07	10-2225-110-300
12225112	TECH/CYBRARY AIDE SALARY		0.00	0.00	0.00	0.00	0.00	0.00	10-2225-110-300
12225113	TECH ASST SALARY S.C.		0.00	0.00	0.00	0.00	0.00	0.00	10-2225-110-302
12225120	SUMMER TECH HELPERS		0.00	4,242.75	0.00	7,000.00	2,757.25	60.61	10-2225-120-300
100	Salaries		12,341.24	157,584.41	0.00	193,191.15	35,606.74	81.57	Object
Employee Benefits									
12225211	TECH/CYBRARY AIDE TRS		0.00	0.00	0.00	0.00	0.00	0.00	10-2225-211-300
10-2225-211-302	TECH ASST SALARY S.C. (IC)		0.00	0.00	0.00	0.00	0.00	0.00	10-2225-211-302
12225222	TECHNOLOGY GROUP INS		2,345.32	44,293.05	0.00	64,275.67	19,982.62	68.91	10-2225-222-300
200	Employee Benefits		2,345.32	44,293.05	0.00	64,275.67	19,982.62	68.91	Object
Purchased Services									
12225300	COMPUTER CONTRACT SERV		162.52	11,978.52	3,050.00	13,000.00	1,021.48	115.60	10-2225-300-300
12225301	INTERNET SERVICE		7,329.88	44,677.53	0.00	34,000.00	(10,677.53)	131.40	10-2225-300-300
12225390	CLOSING THE GAP		0.00	0.00	0.00	0.00	0.00	0.00	10-2225-300-300
12225393	POWER SCHOOL TECH SUPPORT		0.00	43,263.53	0.00	44,000.00	736.47	98.33	10-2225-390-300
300	Purchased Services		7,492.40	99,919.58	3,050.00	91,000.00	(8,919.58)	113.15	Object

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Education Fund 10									
Function	2000	Support Services							
Function	2225	Computer-Assisted Inst							
Object	400	Supplies And Materials							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Supplies And Materials									
12225400	COMPUTER RESALE SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	10-2225-400-300
12225410	COMPUTER SUPPLIES		5,726.63	22,521.53	816.50	32,000.00	9,478.47	72.93	10-2225-410-300
12225411	COMPUTER COMP TECH SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	10-2225-410-300
12225420	COMPUTER TEXTBOOKS		0.00	0.00	0.00	0.00	0.00	0.00	10-2225-420-300
12225490	COMPUTER SOFTWARE		2,920.65	93,814.05	137,945.00	88,000.00	(5,814.05)	263.36	10-2225-470-300
400	Supplies And Materials		8,647.28	116,335.58	138,761.50	120,000.00	3,664.42	212.58	Object
Capital Outlay									
12225540	COMPUTER EQUIPMENT		90,082.08	279,429.19	158,496.98	195,000.00	(84,429.19)	224.58	10-2225-540-300
12225541	TECH COMPUTER LEASE		0.00	0.00	0.00	0.00	0.00	0.00	10-2225-540-300
12225542	COMPUTER LEASE		0.00	0.00	0.00	0.00	0.00	0.00	10-2225-540-300
12225543	POWER SCHOOL EQUIPMENT		0.00	0.00	0.00	0.00	0.00	0.00	10-2225-540-300
500	Capital Outlay		90,082.08	279,429.19	158,496.98	195,000.00	(84,429.19)	224.58	Object
Other Objects									
12225640	COMPUTER DUES & CLINICS		0.00	0.00	0.00	0.00	0.00	0.00	10-2225-640-300
600	Other Objects		0.00	0.00	0.00	0.00	0.00	0.00	Object
Non-Capitalized Equipment									
12225710	COMPUTERS - NON CAPITAL OUTLAY		0.00	0.00	0.00	0.00	0.00	0.00	10-2225-710-300
700	Non-Capitalized Equipment		0.00	0.00	0.00	0.00	0.00	0.00	Object
2225	Computer-Assisted Inst		120,908.32	697,561.81	300,308.48	663,466.82	(34,094.99)	150.45	** Function
Assessment/Testing									
Purchased Services									
12230300	TITLE 1 PURCHASE SERVICE		0.00	0.00	0.00	0.00	0.00	0.00	10-2230-300-300
300	Purchased Services		0.00	0.00	0.00	0.00	0.00	0.00	Object
Supplies And Materials									
12230400	IDEA SUPPLIES SOC W/PSYCHO		0.00	0.00	0.00	0.00	0.00	0.00	10-2230-400-300
400	Supplies And Materials		0.00	0.00	0.00	0.00	0.00	0.00	Object
2230	Assessment/Testing		0.00	0.00	0.00	0.00	0.00	0.00	** Function
Function 2300									
Salaries									
12300100	TITLE 1 DIRECTOR SALARY		0.00	0.00	0.00	0.00	0.00	0.00	10-2300-100
12300120	TEST PROCTOR		0.00	2,229.83	0.00	0.00	(2,229.83)	0.00	10-2300-120
100	Salaries		0.00	2,229.83	0.00	0.00	(2,229.83)	0.00	Object

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Education Fund 10									
Function	2000	Support Services							
Function	2300	Function 2300							
Object	200	Employee Benefits							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Employee Benefits									
10-2300-211		TEST PROCTOR (BT)	0.00	257.32	0.00	0.00	(257.32)	0.00	10-2300-211
10-2300-222		TEST PROCTOR (BME 1500)	0.00	375.46	0.00	0.00	(375.46)	0.00	10-2300-222
200	Employee Benefits		0.00	632.78	0.00	0.00	(632.78)	0.00	Object
Capital Outlay									
12300500		IDEA GRANT DIR STUDENT SER EQ	0.00	0.00	0.00	0.00	0.00	0.00	10-2300-500-300
500	Capital Outlay		0.00	0.00	0.00	0.00	0.00	0.00	Object
2300	Function 2300		0.00	2,862.61	0.00	0.00	(2,862.61)	0.00	** Function
Brd Ed Services									
Employee Benefits									
12310200		BOARD OF ED-OTHER	0.00	0.00	0.00	0.00	0.00	0.00	10-2310-200-300
12310211		BOARD OF ED TRS	0.00	3,553.69	0.00	3,000.00	(553.69)	118.46	10-2310-211-300
12310222		COBRA INSURANCE	0.00	(1,620.23)	0.00	3,600.00	5,220.23	-45.01	10-2310-222-300
200	Employee Benefits		0.00	1,933.46	0.00	6,600.00	4,666.54	29.29	Object
Purchased Services									
12310301		FORMER EMPLOYEE INSURANCE	0.00	0.00	0.00	0.00	0.00	0.00	10-2310-300
12310300		BOARD OF ED PUR SERV	6,360.25	29,978.59	0.00	21,000.00	(8,978.59)	163.50	10-2310-300-300
12310302		COBRA INSURANCE	0.00	0.00	0.00	0.00	0.00	0.00	10-2310-300-300
12310310		ARCHITECT FEES	0.00	0.00	0.00	0.00	0.00	0.00	10-2310-310-300
12310311		HEARING OFFICER PUR SERV	0.00	4,650.00	0.00	7,200.00	2,550.00	64.58	10-2310-311-300
12310316		TREES ADMIN	0.00	4,912.00	0.00	4,800.00	(112.00)	102.33	10-2310-311-300
12310314		COLLECTION FEE CC	1,378.82	34,991.65	0.00	35,000.00	8.35	99.98	10-2310-315-300
12310317		AUDIT SERVICES	0.00	10,430.00	0.00	11,000.00	570.00	94.82	10-2310-317-300
12310315		ASSESSMENT APPEALS	0.00	0.00	0.00	0.00	0.00	0.00	10-2310-318-300
12310318		ATTORNEY FEES	0.00	0.00	0.00	0.00	0.00	0.00	10-2310-318-300
12310319		BACKGROUND INVEST	0.00	0.00	0.00	0.00	0.00	0.00	10-2310-319-300
12310380		GEN LIABILITY INSURANCE	0.00	0.00	0.00	0.00	0.00	0.00	10-2310-380-300
12310381		INSURANCE CONSULTING	0.00	0.00	0.00	0.00	0.00	0.00	10-2310-380-300
12310382		TREASURERS BOND	0.00	7,230.00	0.00	11,000.00	3,770.00	65.73	10-2310-380-300
12310390		BOARD OF ED/OTH PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-2310-390-300
300	Purchased Services		7,739.07	92,192.24	0.00	90,000.00	(2,192.24)	107.28	Object
Supplies And Materials									
12310411		DONATIONS	0.00	0.00	0.00	0.00	0.00	0.00	10-2310-400
12310410		BOARD OF ED SUPPLIES	15,997.90	32,723.80	0.00	15,000.00	(17,723.80)	218.16	10-2310-410-300
12310412		EDUCATION FOUNDATION GRANTS	0.00	2,497.22	0.00	0.00	(2,497.22)	0.00	10-2310-410-300

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Education Fund 10									
Function	2000	Support Services							
Function	2310	Brd Ed Services							
Object	400	Supplies And Materials							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
400	Supplies And Materials		15,997.90	35,221.02	0.00	15,000.00	(20,221.02)	234.81	Object
Capital Outlay									
12310540	BOARD OF ED EQUIPMENT		0.00	0.00	0.00	0.00	0.00	0.00	10-2310-540-300
500	Capital Outlay		0.00	0.00	0.00	0.00	0.00	0.00	Object
Other Objects									
12310640	BOARD OF ED CLINICS		0.00	9,746.64	0.00	17,000.00	7,253.36	57.33	10-2310-640-300
12310641	BOARD OF ED DUES		0.00	11,762.06	0.00	15,000.00	3,237.94	78.41	10-2310-640-300
600	Other Objects		0.00	21,508.70	0.00	32,000.00	10,491.30	67.21	Object
2310	Brd Ed Services		23,736.97	150,855.42	0.00	143,600.00	(7,255.42)	108.09	** Function
<u>Brd Secretary Services</u>									
Salaries									
12312110	BOARD SECY SALARY		0.00	2,508.03	0.00	2,500.00	(8.03)	100.32	10-2312-110-300
100	Salaries		0.00	2,508.03	0.00	2,500.00	(8.03)	100.32	Object
2312	Brd Secretary Services		0.00	2,508.03	0.00	2,500.00	(8.03)	100.32	** Function
<u>Brd Treasurer Services</u>									
Salaries									
12313110	PERFORMANCE PAY		0.00	0.00	0.00	0.00	0.00	0.00	10-2313-110-300
100	Salaries		0.00	0.00	0.00	0.00	0.00	0.00	Object
Employee Benefits									
12313211	PERFORMANCE TRS		0.00	0.00	0.00	0.00	0.00	0.00	10-2313-211-300
12313216	PERFORMANCE ANNUITY		0.00	0.00	0.00	0.00	0.00	0.00	10-2313-216-300
200	Employee Benefits		0.00	0.00	0.00	0.00	0.00	0.00	Object
2313	Brd Treasurer Services		0.00	0.00	0.00	0.00	0.00	0.00	** Function
<u>Office Of Supt Services</u>									
Salaries									
12321110	SUPT SECY SALARY		5,788.06	63,668.66	0.00	69,119.55	5,450.89	92.11	10-2321-110-300
12321111	SUPT SALARY		15,672.31	172,395.37	0.00	188,067.00	15,671.63	91.67	10-2321-110-300
12321112	PRIOR SUPERINTENDENT SALARY		0.00	0.00	0.00	0.00	0.00	0.00	10-2321-110-300
12321113	INTERIM SUPT SALARY		0.00	0.00	0.00	0.00	0.00	0.00	10-2321-110-300
100	Salaries		21,460.37	236,064.03	0.00	257,186.55	21,122.52	91.79	Object
Employee Benefits									
12321211	SUPT TRS		2,021.90	24,425.53	0.00	26,054.54	1,629.01	93.75	10-2321-211-300
12321212	INTERIM SUPT TRS		0.00	0.00	0.00	0.00	0.00	0.00	10-2321-211-300
12321216	SUPT ANNUITY		0.00	0.00	0.00	0.00	0.00	0.00	10-2321-216-300

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Education Fund 10									
Function	2000	Support Services	M.T.D.	Y.T.D.	Open	Current	Budget	% of	State Account Number
Function	2321	Office Of Supt Services	Activity	Activity	Encumb.	Budget	Balance	Budget	
Object	200	Employee Benefits							
10-2321-221-300		SUPT SALARY (GTL)	0.00	0.00	0.00	0.00	0.00	0.00	10-2321-221-300
12321222		SUPT GROUP INS	692.79	7,556.88	0.00	8,503.43	946.55	88.87	10-2321-222-300
12321223		SUPT SECY GROUP INS	46.94	516.89	0.00	592.58	75.69	87.23	10-2321-222-300
200 Employee Benefits			2,761.63	32,499.30	0.00	35,150.55	2,651.25	92.46	Object
Purchased Services									
12321390		SUPT CONTRACT SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-2321-300-300
12321310		SUPT PHYSICAL	0.00	0.00	0.00	0.00	0.00	0.00	10-2321-310-300
12321323		SUPT REPAIR/MAINT	0.00	0.00	0.00	0.00	0.00	0.00	10-2321-323-300
12321332		SUPT SECY MILEAGE	0.00	0.00	0.00	0.00	0.00	0.00	10-2321-332-300
12321333		SUPT MILEAGE	0.00	2,021.95	0.00	2,500.00	478.05	80.88	10-2321-332-300
300 Purchased Services			0.00	2,021.95	0.00	2,500.00	478.05	80.88	Object
Supplies And Materials									
12321410		SUPT SUPPLIES	0.00	663.65	0.00	1,500.00	836.35	44.24	10-2321-410-300
400 Supplies And Materials			0.00	663.65	0.00	1,500.00	836.35	44.24	Object
Capital Outlay									
12321540		SUPT EQUIPMENT	0.00	0.00	0.00	1,500.00	1,500.00	0.00	10-2321-540-300
500 Capital Outlay			0.00	0.00	0.00	1,500.00	1,500.00	0.00	Object
Other Objects									
12321640		SUPT DUES/LIT	0.00	580.00	0.00	4,000.00	3,420.00	14.50	10-2321-640-300
12321641		SUPT SECY CLINIC	0.00	0.00	0.00	0.00	0.00	0.00	10-2321-640-300
12321642		SUPT CLINIC	0.00	916.27	0.00	3,000.00	2,083.73	30.54	10-2321-640-300
600 Other Objects			0.00	1,496.27	0.00	7,000.00	5,503.73	21.38	Object
2321 Office Of Supt Services			24,222.00	272,745.20	0.00	304,837.10	32,091.90	89.47	** Function
Service Area Administrative Services									
Supplies And Materials									
12300400		IDEA GRANT GENERAL SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-2330-400-300
400 Supplies And Materials			0.00	0.00	0.00	0.00	0.00	0.00	Object
2330 Service Area Administrative Services			0.00	0.00	0.00	0.00	0.00	0.00	** Function
Office Of Principal Serv									
Salaries									
12410110		PRIN SECYS SALARY	3,144.37	34,665.54	0.00	37,937.24	3,271.70	91.38	10-2410-110-300
12410111		PRINCIPAL SALARY	11,250.00	188,140.91	0.00	135,000.00	(53,140.91)	139.36	10-2410-110-300
12410112		ASST PRIN SECY SALARY	4,100.74	45,108.21	0.00	48,055.34	2,947.13	93.87	10-2410-110-300
12410113		ASST PRINCIPAL SALARY	8,651.57	94,789.25	0.00	104,066.76	9,277.51	91.09	10-2410-110-300
12410115		DEANS SALARY	26,045.56	289,238.10	0.00	313,869.14	24,631.04	92.15	10-2410-110-300

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Education Fund 10									
Function	2000	Support Services							
Function	2410	Office Of Principal Serv							
Object	100	Salaries							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
124101132		ASST PRIN SALARY S.C.	8,625.00	94,437.49	0.00	90,562.51	(3,874.98)	104.28	10-2410-110-302
12410114		PRINCIPAL SALARY S.C.	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-110-302
	100	Salaries	61,817.24	746,379.50	0.00	729,490.99	(16,888.51)	102.32	Object
Employee Benefits									
12410211		PRINCIPAL TRS	6,542.38	65,627.31	0.00	70,000.00	4,372.69	93.75	10-2410-211-300
12410212		ASST PRINCIPAL TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-211-300
12410214		PRINCIPAL TRS S.C.	1,283.32	12,397.31	0.00	12,963.23	565.92	95.63	10-2410-211-302
10-2410-221-300		PRINCIPAL SALARY (GTL)	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-221-300
10-2410-221-302		ASST PRIN SALARY S.C. (GTL)	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-221-302
12410222		PRIN SEC GROUP INS	7,379.30	81,362.06	0.00	78,258.82	(3,103.24)	103.97	10-2410-222-300
12410223		PRINCIPAL GROUP INS	138.67	1,786.23	0.00	1,711.96	(74.27)	104.34	10-2410-222-300
12410224		ASST PRIN GROUP INS	197.85	2,176.31	0.00	2,791.87	615.56	77.95	10-2410-222-300
10-2410-222-302		ASST PRIN SALARY S (BMEC)	2,007.24	21,628.04	0.00	24,500.88	2,872.84	88.27	10-2410-222-302
	200	Employee Benefits	17,548.76	184,977.26	0.00	190,226.76	5,249.50	97.24	Object
Purchased Services									
12410390		ASST PRIN PURCHASE SERV	0.00	591.95	0.00	10,000.00	9,408.05	5.92	10-2410-300-300
12410391		PRIN PURCHASE SERV	0.00	875.23	750.00	13,000.00	12,124.77	12.50	10-2410-300-300
124103902		ASST PRIN CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-300-302
124103912		PRIN CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-300-302
12410340		POSTAGE	2,060.92	27,317.04	0.00	25,500.00	(1,817.04)	107.13	10-2410-340-300
	300	Purchased Services	2,060.92	28,784.22	750.00	48,500.00	19,715.78	60.90	Object
Supplies And Materials									
12410410		ASST PRIN SUPPLIES	0.00	8,618.84	0.00	7,500.00	(1,118.84)	114.92	10-2410-410-300
12410411		PRINCIPAL SUPPLIES	0.00	14,482.13	0.00	13,000.00	(1,482.13)	111.40	10-2410-410-300
12410412		GRADUATION SUPPLIES	0.00	8,258.68	0.00	15,000.00	6,741.32	55.06	10-2410-410-300
12410413		PRINCIPAL COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-410-300
12410414		ASST PRIN COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-410-300
12410415		IMTT GRANT SUPPLIES	0.00	0.00	0.00	5,000.00	5,000.00	0.00	10-2410-410-300
124104102		ASST PRIN SUPPLIES S	0.00	6,981.20	0.00	7,000.00	18.80	99.73	10-2410-410-302
124104112		PRINCIPAL SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-410-302
124104132		PRINCIPAL COMP TECH SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-410-302
124104142		ASST PRIN COMP TECH SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-410-302
	400	Supplies And Materials	0.00	38,340.85	0.00	47,500.00	9,159.15	80.72	Object
Capital Outlay									

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Education Fund 10									
Function	2000	Support Services							
Function	2410	Office Of Principal Serv							
Object	500	Capital Outlay							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
12410540	PRINCIPAL EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-540-300
12410541	ASST PRIN EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-540-300
124105402	PRINCIPAL EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-540-302
124105412	ASST PRIN EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10-2410-540-302
500	Capital Outlay	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Object
Other Objects									
12410640	PRINCIPAL DUES/LIT	0.00	767.00	0.00	2,500.00	1,733.00	30.68		10-2410-640-300
12410641	ASST PRIN DUES/LIT	0.00	399.00	0.00	0.00	(399.00)	0.00		10-2410-640-300
12410642	PRINCIPAL CLINIC/MILEAGE	0.00	1,023.84	0.00	2,000.00	976.16	51.19		10-2410-640-300
12410643	ASST PRIN CLINIC/MILEAGE	0.00	199.00	0.00	500.00	301.00	39.80		10-2410-640-300
12410644	SPC DUES	0.00	8,500.00	0.00	7,000.00	(1,500.00)	121.43		10-2410-640-300
124106402	PRINCIPAL DUES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00		10-2410-640-302
124106412	ASST PRIN DUES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00		10-2410-640-302
124106422	PRINCIPAL CLINIC/MILEAGE S	0.00	0.00	0.00	0.00	0.00	0.00		10-2410-640-302
124106432	ASST PRIN CLINIC/MILEAGE S	0.00	0.00	0.00	500.00	500.00	0.00		10-2410-640-302
600	Other Objects	0.00	10,888.84	0.00	12,500.00	1,611.16	87.11		Object
2410	Office Of Principal Serv	81,426.92	1,009,370.67	750.00	1,028,217.75	18,847.08	98.24	**	Function
Other Supp. Serv Sch Adm									
Salaries									
12490110	DEANS SECY SALARY	5,537.33	60,608.07	0.00	64,454.41	3,846.34	94.03		10-2490-110-300
12490112	DEANS SALARY	0.00	0.00	0.00	2,941.47	2,941.47	0.00		10-2490-110-300
100	Salaries	5,537.33	60,608.07	0.00	67,395.88	6,787.81	89.93		Object
Employee Benefits									
12490212	DEANS TRS	0.00	0.00	0.00	419.53	419.53	0.00		10-2490-211-300
12490222	DEANS SEC INS	3,527.04	36,747.87	0.00	35,393.21	(1,354.66)	103.83		10-2490-222-300
12490223	DEANS GROUP INS	153.85	1,694.10	0.00	1,942.16	248.06	87.23		10-2490-222-300
200	Employee Benefits	3,680.89	38,441.97	0.00	37,754.90	(687.07)	101.82		Object
Purchased Services									
12490390	DEANS PURCHASE SERVICE	0.00	552.14	0.00	600.00	47.86	92.02		10-2490-300-300
124903902	DEANS CONT SERV S	0.00	0.00	0.00	0.00	0.00	0.00		10-2490-300-302
300	Purchased Services	0.00	552.14	0.00	600.00	47.86	92.02		Object
Supplies And Materials									
12490410	DEANS SUPPLIES	0.00	1,598.98	0.00	4,000.00	2,401.02	39.97		10-2490-410-300
12490411	DEANS COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00		10-2490-410-300
124904102	DEANS SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00		10-2490-410-302
124904112	DEANS COMP TECH SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00		10-2490-410-302
400	Supplies And Materials	0.00	1,598.98	0.00	4,000.00	2,401.02	39.97		Object

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Education Fund 10									
Function	2000	Support Services							
Function	2490	Other Supp. Serv Sch Adm							
Object	400	Supplies And Materials							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Capital Outlay									
12490540		DEANS EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-2490-540-300
124905402		DEANS EQUIPMENT S	0.00	0.00	0.00	0.00	0.00	0.00	10-2490-540-302
500	Capital Outlay		0.00	0.00	0.00	0.00	0.00	0.00	Object
Other Objects									
12490640		DEANS MILEAGE	0.00	0.00	0.00	0.00	0.00	0.00	10-2490-640-300
12490641		DEANS PROF DUES & LITERATURE	0.00	0.00	0.00	0.00	0.00	0.00	10-2490-640-300
124906402		DEANS MILEAGE S	0.00	0.00	0.00	0.00	0.00	0.00	10-2490-640-302
124906412		DEANS DUES/LIT S	0.00	0.00	0.00	0.00	0.00	0.00	10-2490-640-302
600	Other Objects		0.00	0.00	0.00	0.00	0.00	0.00	Object
2490	Other Supp. Serv Sch Adm		9,218.22	101,201.16	0.00	109,750.78	8,549.62	92.21	** Function
Dirctn Business Suppt Ser									
Salaries									
12510110		CSBO SALARY	4,509.63	49,606.01	0.00	54,115.31	4,509.30	91.67	10-2510-110-300
100	Salaries		4,509.63	49,606.01	0.00	54,115.31	4,509.30	91.67	Object
Employee Benefits									
12510211		CSBO TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-2510-211-300
10-2510-212-300		CSBO SALARY (BIM)	424.92	3,109.99	0.00	3,568.88	458.89	87.14	10-2510-212-300
10-2510-221-300		CSBO SALARY (GTL)	0.00	0.00	0.00	0.00	0.00	0.00	10-2510-221-300
12510222		CSBO GROUP INS	669.20	7,210.80	0.00	7,853.10	642.30	91.82	10-2510-222-300
200	Employee Benefits		1,094.12	10,320.79	0.00	11,421.98	1,101.19	90.36	Object
Purchased Services									
12510332		CSBO MILEAGE	0.00	295.04	0.00	1,000.00	704.96	29.50	10-2510-332-300
300	Purchased Services		0.00	295.04	0.00	1,000.00	704.96	29.50	Object
Other Objects									
12510640		CSBO DUES/CLINICS	0.00	1,921.00	0.00	4,000.00	2,079.00	48.03	10-2510-640-300
12510641		SECY SUPPORT CLINICS	0.00	0.00	0.00	0.00	0.00	0.00	10-2510-640-300
600	Other Objects		0.00	1,921.00	0.00	4,000.00	2,079.00	48.03	Object
2510	Dirctn Business Suppt Ser		5,603.75	62,142.84	0.00	70,537.29	8,394.45	88.10	** Function
Financial Accnt Services									
Salaries									
12525110		BUSINESS OFFICE SALARY	11,866.12	130,527.34	0.00	142,393.30	11,865.96	91.67	10-2525-110-300
100	Salaries		11,866.12	130,527.34	0.00	142,393.30	11,865.96	91.67	Object
Employee Benefits									

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Education Fund 10									
Function	2000	Support Services							
Function	2525	Financial Acct Services							
Object	200	Employee Benefits							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
12525222		BUSINESS OFFICE GRP INS	1,281.34	13,818.49	0.00	14,363.24	544.75	96.21	10-2525-222-300
	200 Employee Benefits		1,281.34	13,818.49	0.00	14,363.24	544.75	96.21	Object
Purchased Services									
12525390		BUSINESS OFFICE PUR SERV	120.00	156,725.00	0.00	20,000.00	(136,725.00)	783.63	10-2525-300-300
12525323		BUSINESS OFFICE REPAIR	0.00	0.00	0.00	0.00	0.00	0.00	10-2525-323-300
12525332		BOOKKEEPER MILEAGE	0.00	173.49	0.00	400.00	226.51	43.37	10-2525-332-300
12525391		BUSINESS OFFICE CONT SER	0.00	0.00	0.00	65,000.00	65,000.00	0.00	10-2525-391-300
	300 Purchased Services		120.00	156,898.49	0.00	85,400.00	(71,498.49)	183.72	Object
Supplies And Materials									
12525411		BUSINESS OFFICE COMP TECH SUP	0.00	0.00	0.00	0.00	0.00	0.00	10-2525-410
12525410		BUSINESS OFFICE SUPPLIES	0.00	1,822.35	0.00	3,000.00	1,177.65	60.75	10-2525-410-300
	400 Supplies And Materials		0.00	1,822.35	0.00	3,000.00	1,177.65	60.75	Object
Capital Outlay									
12525540		BUSINESS OFFICE EQUIPMENT	0.00	0.00	0.00	1,000.00	1,000.00	0.00	10-2525-540-300
	500 Capital Outlay		0.00	0.00	0.00	1,000.00	1,000.00	0.00	Object
Other Objects									
12525640		BOOKKEEPER CLINICS	0.00	0.00	0.00	500.00	500.00	0.00	10-2525-640-300
	600 Other Objects		0.00	0.00	0.00	500.00	500.00	0.00	Object
	2525 Financial Acct Services		13,267.46	303,066.67	0.00	246,656.54	(56,410.13)	122.87	** Function
Food Services									
Purchased Services									
12560300		CAFETERIA CONTRACT SERV	24,947.62	771,846.78	0.00	900,000.00	128,153.22	86.42	10-2560-300-300
12560302		CAFE TECH CONT SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-2560-300-300
125603002		CAFE PUR SER SOUTH	0.00	0.00	0.00	0.00	0.00	0.00	10-2560-300-302
12560301		SPECIAL FUNCTION	0.00	32,736.17	0.00	35,000.00	2,263.83	93.53	10-2560-315-300
125603012		SPECIAL FUNCTION SOUTH	0.00	0.00	0.00	0.00	0.00	0.00	10-2560-315-302
12560323		CAFETERIA REPAIR/MAINT	0.00	0.00	0.00	0.00	0.00	0.00	10-2560-323-300
125603232		CAFE REPAIR/MAINT SOUTH	0.00	0.00	0.00	0.00	0.00	0.00	10-2560-323-302
	300 Purchased Services		24,947.62	804,582.95	0.00	935,000.00	130,417.05	86.69	Object
Supplies And Materials									
12560410		CAFETERIA SUPPLIES	0.00	0.00	0.00	2,000.00	2,000.00	0.00	10-2560-410-300
12560411		CAFE COMP TECH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-2560-410-300
125604102		CAFE SUPPLIES SOUTH	0.00	0.00	0.00	0.00	0.00	0.00	10-2560-410-302
125604112		CAFE COMP TECH SUPPLIES S	0.00	0.00	0.00	0.00	0.00	0.00	10-2560-410-302
	400 Supplies And Materials		0.00	0.00	0.00	2,000.00	2,000.00	0.00	Object

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Education Fund 10									
Function	2000	Support Services							
Function	2560	Food Services							
Object	500	Capital Outlay							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Capital Outlay									
12560540		CAFETERIA EQUIPMENT	0.00	13,459.60	0.00	5,000.00	(8,459.60)	269.19	10-2560-540-300
125605402		CAFE EQUIPMENT SOUTH	0.00	0.00	0.00	0.00	0.00	0.00	10-2560-540-302
	500	Capital Outlay	0.00	13,459.60	0.00	5,000.00	(8,459.60)	269.19	Object
Other Objects									
125606902		CAFE SOUTH REFUND	1,803.30	2,156.55	0.00	1,000.00	(1,156.55)	215.66	10-2560-690-302
	600	Other Objects	1,803.30	2,156.55	0.00	1,000.00	(1,156.55)	215.66	Object
	2560	Food Services	26,750.92	820,199.10	0.00	943,000.00	122,800.90	87.61	** Function
Internal Information Srv									
Salaries									
12632110		INTERNAL INFO SALARY	2,175.78	24,402.00	0.00	27,461.39	3,059.39	88.86	10-2632-110-300
	100	Salaries	2,175.78	24,402.00	0.00	27,461.39	3,059.39	88.86	Object
Employee Benefits									
12632211		INTERNAL INFO TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-2632-211-300
12632222		INTERNAL INFO GROUP INS	2,054.18	22,154.48	0.00	25,982.00	3,827.52	85.27	10-2632-222-300
	200	Employee Benefits	2,054.18	22,154.48	0.00	25,982.00	3,827.52	85.27	Object
Purchased Services									
12632390		INTERNAL INFO PUR SER/LEASE	15,878.06	230,682.61	0.00	220,000.00	(10,682.61)	104.86	10-2632-300-300
12632323		INTERNAL INFO REPAIR/MAINT	0.00	240.50	0.00	0.00	(240.50)	0.00	10-2632-323-300
	300	Purchased Services	15,878.06	230,923.11	0.00	220,000.00	(10,923.11)	104.97	Object
Supplies And Materials									
12632411		INTERNAL INFO COMP TECH SUP	0.00	0.00	0.00	0.00	0.00	0.00	10-2632-410
12632410		INTERNAL INFO SUPPLIES	0.00	35,426.52	97.26	40,000.00	4,573.48	88.81	10-2632-410-300
	400	Supplies And Materials	0.00	35,426.52	97.26	40,000.00	4,573.48	88.81	Object
Capital Outlay									
12632540		INTERNAL INFO EQUIP	0.00	0.00	0.00	0.00	0.00	0.00	10-2632-540-300
	500	Capital Outlay	0.00	0.00	0.00	0.00	0.00	0.00	Object
	2632	Internal Information Srv	20,108.02	312,906.11	97.26	313,443.39	537.28	99.86	** Function
Public Information Serv									
Salaries									
12633110		COMM RELATIONS SALARY	5,579.17	61,370.83	0.00	66,950.00	5,579.17	91.67	10-2633-110-300
	100	Salaries	5,579.17	61,370.83	0.00	66,950.00	5,579.17	91.67	Object
Employee Benefits									
12633222		COMM RELATIONS GROUP INS	4.00	44.00	0.00	44.00	0.00	100.00	10-2633-222-300
	200	Employee Benefits	4.00	44.00	0.00	44.00	0.00	100.00	Object

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Education Fund 10									
Function	2000	Support Services							
Function	2633	Public Information Serv							
Object	300	Purchased Services							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Purchased Services									
12633390		COMM RELATIONS PUR SERV	240.00	6,033.30	0.00	9,300.00	3,266.70	64.87	10-2633-300-300
12633323		COMM RELATIONS	0.00	0.00	0.00	0.00	0.00	0.00	10-2633-323-300
		REPAIR/MAINT							
12633332		COMM RELATIONS MILEAGE	0.00	0.00	0.00	500.00	500.00	0.00	10-2633-332-300
	300	Purchased Services	240.00	6,033.30	0.00	9,800.00	3,766.70	61.56	Object
Supplies And Materials									
12633410		COMM RELATIONS SUPPLIES	0.00	218.10	0.00	1,000.00	781.90	21.81	10-2633-410-300
	400	Supplies And Materials	0.00	218.10	0.00	1,000.00	781.90	21.81	Object
Capital Outlay									
12633540		COMM RELATIONS EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-2633-540-300
	500	Capital Outlay	0.00	0.00	0.00	0.00	0.00	0.00	Object
Other Objects									
12633640		COMM RELATIONS DUES	0.00	265.00	0.00	1,000.00	735.00	26.50	10-2633-640-300
	600	Other Objects	0.00	265.00	0.00	1,000.00	735.00	26.50	Object
	2633	Public Information Serv	5,823.17	67,931.23	0.00	78,794.00	10,862.77	86.21	** Function
Other Support Services									
Supplies And Materials									
12900400		TITLE 1 HOMELESS SUPPLIES	0.00	0.00	0.00	1,000.00	1,000.00	0.00	10-2900-400-300
	400	Supplies And Materials	0.00	0.00	0.00	1,000.00	1,000.00	0.00	Object
	2900	Other Support Services	0.00	0.00	0.00	1,000.00	1,000.00	0.00	** Function
	2000	Support Services	507,263.34	5,792,456.57	315,641.65	6,347,790.12	555,333.55	96.56	* Function
Community Services									
Function 3000									
Purchased Services									
13000300		TITLE 1 PARENT ACTIVITIES	0.00	0.00	0.00	700.00	700.00	0.00	10-3000-300-300
	300	Purchased Services	0.00	0.00	0.00	700.00	700.00	0.00	Object
Supplies And Materials									
13000400		TITLE 1 PARENT AWARENESS SUPPLIES	0.00	0.00	0.00	1,000.00	1,000.00	0.00	10-3000-410-300
	400	Supplies And Materials	0.00	0.00	0.00	1,000.00	1,000.00	0.00	Object
	3000	Function 3000	0.00	0.00	0.00	1,700.00	1,700.00	0.00	** Function
Community Recreation Srv									
Salaries									

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Education Fund 10									
Function	3000	Community Services							
Function	3200	Community Recreation Srv							
Object	100	Salaries							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
13200130		WELLNESS CNTR/STUDENTS	0.00	0.00	0.00	0.00	0.00	0.00	10-3200-130-300
13200131		WELLNESS CNTR/PUBLIC	0.00	0.00	0.00	0.00	0.00	0.00	10-3200-130-300
	100 Salaries		0.00	0.00	0.00	0.00	0.00	0.00	Object
Employee Benefits									
13200211		WELLNESS CENTER TRS	0.00	0.00	0.00	0.00	0.00	0.00	10-3200-211-300
10-3200-222-300		WELLNESS CNTR/STUDENTS (BHMS)	0.00	0.00	0.00	0.00	0.00	0.00	10-3200-222-300
	200 Employee Benefits		0.00	0.00	0.00	0.00	0.00	0.00	Object
Capital Outlay									
13200500		WELNESS CENTER EQUIPMENT	0.00	10,335.00	0.00	10,335.00	0.00	100.00	10-3200-500-300
	500 Capital Outlay		0.00	10,335.00	0.00	10,335.00	0.00	100.00	Object
	3200 Community Recreation Srv		0.00	10,335.00	0.00	10,335.00	0.00	100.00	** Function
	3000 Community Services		0.00	10,335.00	0.00	12,035.00	1,700.00	85.87	* Function
Nonprog									
Function 4100									
Salaries									
14100110		TITLE I SALARY	0.00	0.00	0.00	0.00	0.00	0.00	10-4100-110-300
	100 Salaries		0.00	0.00	0.00	0.00	0.00	0.00	Object
Purchased Services									
14100300		TITLE I PUR SERV	0.00	0.00	0.00	0.00	0.00	0.00	10-4100-300-300
14100332		TITLE II	0.00	0.00	0.00	0.00	0.00	0.00	10-4100-332-300-2210
14100390		TITLE II-PART D TECHNOLOGY	0.00	0.00	0.00	0.00	0.00	0.00	10-4100-390-300
	300 Purchased Services		0.00	0.00	0.00	0.00	0.00	0.00	Object
Supplies And Materials									
14100412		TITLE IV	0.00	0.00	0.00	0.00	0.00	0.00	10-4100-410-300-2120
14100411		TITLE V SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	10-4100-410-300-2220
	400 Supplies And Materials		0.00	0.00	0.00	0.00	0.00	0.00	Object
Capital Outlay									
14100540		TITLE V EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-4100-540-300-1000
	500 Capital Outlay		0.00	0.00	0.00	0.00	0.00	0.00	Object
	4100 Function 4100		0.00	0.00	0.00	0.00	0.00	0.00	** Function
Payments Sp Ed Programs									
Purchased Services									
14120300		COOP HOUSING ASSESS	0.00	0.00	0.00	0.00	0.00	0.00	10-4120-300-300
14120301		COOP ADMIN ASSESS	0.00	0.00	0.00	165,371.00	165,371.00	0.00	10-4120-300-300

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Education Fund 10									
Function	4000	Nonprog	M.T.D.	Y.T.D.	Open	Current	Budget	% of	State Account Number
Function	4120	Payments Sp Ed Programs	Activity	Activity	Encumb.	Budget	Balance	Budget	
Object	300	Purchased Services							
300	Purchased Services		0.00	0.00	0.00	165,371.00	165,371.00	0.00	Object
Other Objects									
14120670		COOP HOMEBOUND/HOSP	0.00	140.00	0.00	32,000.00	31,860.00	0.44	10-4120-670
600	Other Objects		0.00	140.00	0.00	32,000.00	31,860.00	0.44	Object
4120	Payments Sp Ed Programs		0.00	140.00	0.00	197,371.00	197,231.00	0.07	** Function
Payments for CTE Programs									
Other Objects									
14140600		GAVC ED EXPENSE	49,782.10	608,298.67	0.00	765,000.00	156,701.33	79.52	10-4140-600
600	Other Objects		49,782.10	608,298.67	0.00	765,000.00	156,701.33	79.52	Object
4140	Payments for CTE Programs		49,782.10	608,298.67	0.00	765,000.00	156,701.33	79.52	** Function
Reserved for "On-Behalf" Payments by the State									
14180		DISBURSEMENTS/EXPENDITURE S ON BEHALF PAYMENT	0.00	0.00	0.00	0.00	0.00	0.00	10-4180
4180	Reserved for "On-Behalf" Payments by the State		0.00	0.00	0.00	0.00	0.00	0.00	** Function
Other Pymnts Gov In State									
Other Objects									
14190600		CHANNAHON TAX ABATEMENT PAYMENT	0.00	99,829.28	0.00	99,829.28	0.00	100.00	10-4190-600-300
600	Other Objects		0.00	99,829.28	0.00	99,829.28	0.00	100.00	Object
4190	Other Pymnts Gov In State		0.00	99,829.28	0.00	99,829.28	0.00	100.00	** Function
Payments for Regular Programs - Tuition									
Other Objects									
14210670		PAYMENTS FOR REGULAR PROGRAMS	0.00	11,445.72	0.00	200.00	(11,245.72)	5,722.86	10-4210-670
600	Other Objects		0.00	11,445.72	0.00	200.00	(11,245.72)	5,722.86	Object
4210	Payments for Regular Programs - Tuition		0.00	11,445.72	0.00	200.00	(11,245.72)	5,722.86	** Function
Payments for Special Education Programs - Tuition									
Other Objects									
14220670		PAYMENTS SPECIAL ED PROGRAMS	0.00	1,051,885.57	0.00	0.00	(1,051,885.57)	0.00	10-4220-670
600	Other Objects		0.00	1,051,885.57	0.00	0.00	(1,051,885.57)	0.00	Object
4220	Payments for Special Education Programs - Tuition		0.00	1,051,885.57	0.00	0.00	(1,051,885.57)	0.00	** Function
4000	Nonprog		49,782.10	1,771,599.24	0.00	1,062,400.28	(709,198.96)	166.75	* Function

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Education Fund 10									
Function	5000	Debt Services							
Function	5900	Debt Serv Other							
Object	300	Purchased Services							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
Debt Services									
Debt Serv Other									
Purchased Services									
15900390	SERVICE CHARGE	0.00	0.00	0.00	0.00	0.00	0.00	10-5900-390-300	
300	Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	Object	
5900	Debt Serv Other	0.00	0.00	0.00	0.00	0.00	0.00	** Function	
5000	Debt Services	0.00	0.00	0.00	0.00	0.00	0.00	* Function	
Other Financing Uses									
Permnt Trans From Ed Fund									
Other Objects									
18130660	PERM TRANS TO O & M FUND	0.00	0.00	0.00	0.00	0.00	0.00	10-8130-660-300	
600	Other Objects	0.00	0.00	0.00	0.00	0.00	0.00	Object	
8130	Permnt Trans From Ed Fund	0.00	0.00	0.00	0.00	0.00	0.00	** Function	
Trans to Fund 30/Principal on Capitol Leases									
Other Objects									
18400660	TRANS TO DEBT SERV/PRINCIPLE	0.00	0.00	0.00	0.00	0.00	0.00	10-8400-660-300	
600	Other Objects	0.00	0.00	0.00	0.00	0.00	0.00	Object	
8400	Trans to Fund 30/Principal on Capitol Leases	0.00	0.00	0.00	0.00	0.00	0.00	** Function	
Trans to Fund 30/Interest on Capitol Leases									
Other Objects									
18500660	TRANS TO DEBT SERV/INTEREST	0.00	0.00	0.00	0.00	0.00	0.00	10-8500-660-300	
600	Other Objects	0.00	0.00	0.00	0.00	0.00	0.00	Object	
8500	Trans to Fund 30/Interest on Capitol Leases	0.00	0.00	0.00	0.00	0.00	0.00	** Function	
8000	Other Financing Uses	0.00	0.00	0.00	0.00	0.00	0.00	* Function	
10	Education Fund	2,438,637.36	26,631,891.25	410,603.67	29,996,180.34	3,364,289.09	90.24	Fund	

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Operations & Maint Fund 20									
Function									
Function									
Object	200	Employee Benefits							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
Employee Benefits									
20-481-222-454		IMRF (BMF 3000)	0.00	0.00	0.00	0.00	0.00	0.00	20-0-222-454
20-481-222-454-1		IMRF (BMF 3000)	0.00	0.00	0.00	0.00	0.00	0.00	20-0-222-454
200	Employee Benefits		0.00	0.00	0.00	0.00	0.00	0.00	Object
Support Services									
Brd Ed Services									
Employee Benefits									
22310200		BOARD OF ED-OTHER	0.00	0.00	0.00	0.00	0.00	0.00	20-2310-200-300
200	Employee Benefits		0.00	0.00	0.00	0.00	0.00	0.00	Object
2310	Brd Ed Services		0.00	0.00	0.00	0.00	0.00	0.00	** Function
Dirctn Business Suppt Ser									
Salaries									
22510110		CSBO SALARY	4,508.26	49,590.86	0.00	54,099.28	4,508.42	91.67	20-2510-110-300
100	Salaries		4,508.26	49,590.86	0.00	54,099.28	4,508.42	91.67	Object
Employee Benefits									
22510211		CSBO TRS	0.00	0.00	0.00	0.00	0.00	0.00	20-2510-211-300
20-2510-221-300		CSBO SALARY (GTL)	0.00	0.00	0.00	0.00	0.00	0.00	20-2510-221-300
22510222		CSBO GROUP INS	809.93	8,194.99	0.00	7,850.64	(344.35)	104.39	20-2510-222-300
200	Employee Benefits		809.93	8,194.99	0.00	7,850.64	(344.35)	104.39	Object
Purchased Services									
22510332		CSBO MILEAGE	0.00	0.00	0.00	0.00	0.00	0.00	20-2510-332-300
300	Purchased Services		0.00	0.00	0.00	0.00	0.00	0.00	Object
Other Objects									
22510640		CSBO DUES/CLINICS	0.00	0.00	0.00	0.00	0.00	0.00	20-2510-640-300
600	Other Objects		0.00	0.00	0.00	0.00	0.00	0.00	Object
2510	Dirctn Business Suppt Ser		5,318.19	57,785.85	0.00	61,949.92	4,164.07	93.28	** Function
Operation Maint. Plnt Ser									
Salaries									
22540100		DIR OF BUILDING/GROUND SALARY	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-110-300
22540110		CUSTODIANS SALARY	50,149.89	616,888.09	0.00	701,378.00	84,489.91	87.95	20-2540-110-300
22540111		CUSTODIAN SALARY S.C.	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-110-302
22540130		CUSTODIAN OVERTIME SALARY	80.04	18,073.93	0.00	30,000.00	11,926.07	60.25	20-2540-130-300
22540131		BUILDING EXTRA PAY SALARY	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-130-300
100	Salaries		50,229.93	634,962.02	0.00	731,378.00	96,415.98	86.82	Object

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Operations & Maint Fund 20

Function 2000 Support Services
Function 2540 Operation Maint. Plnt Ser
Object 200 Employee Benefits

Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Employee Benefits								
20-2540-211-300	CUSTODIANS SALARY (IC)	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-211-300
22540222	CUSTODIAN GROUP INS	11,948.50	178,171.20	0.00	202,207.92	24,036.72	88.11	20-2540-222-300
20-2540-222-302	CUSTODIAN GROUP INS S.C. (BMF)	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-222-302
200 Employee Benefits		11,948.50	178,171.20	0.00	202,207.92	24,036.72	88.11	Object
Purchased Services								
22540300	WAN PURCHASE SERV	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-300-300
22540301	BLDG CONTRACT SERV	1,476.00	29,498.12	0.00	35,000.00	5,501.88	84.28	20-2540-300-300
22540302	HVAC - CENTRAL	0.00	97,600.18	0.00	65,000.00	(32,600.18)	150.15	20-2540-300-300
22540303	LAWN CARE	0.00	0.00	0.00	15,000.00	15,000.00	0.00	20-2540-300-300
22540304	SNOW REMOVAL - CENTRAL	0.00	21,696.92	0.00	25,000.00	3,303.08	86.79	20-2540-300-300
22540305	EXTERMINATING FEES - CENTRAL	370.00	1,820.00	0.00	1,800.00	(20.00)	101.11	20-2540-300-300
225403022	HVAC - SOUTH	21,907.73	64,094.85	0.00	50,000.00	(14,094.85)	128.19	20-2540-300-302
225403032	LAWN CARE - SOUTH	1,731.20	1,731.20	0.00	5,000.00	3,268.80	34.62	20-2540-300-302
225403042	SNOW REMOVAL - SOUTH	0.00	10,057.18	0.00	25,000.00	14,942.82	40.23	20-2540-300-302
225403052	EXTERMINATING FEES - SOUTH	350.00	2,070.00	0.00	2,500.00	430.00	82.80	20-2540-300-302
22540310	CUSTODIAN HEALTH EXAMS	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-310-300
22540311	CUSTODIAN LICENSE	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-310-300
22540318	A & E FEES	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-319-300
22540321	DISTRICT OFFICE LEASE	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-320-300
22540320	PROJ IND LEASE	1,660.80	18,268.80	0.00	22,000.00	3,731.20	83.04	20-2540-320-301
225403211	GARBAGE - CENTRAL	1,062.67	27,346.94	0.00	36,000.00	8,653.06	75.96	20-2540-321-300
225403212	GARBAGE - SOUTH	1,837.04	39,544.45	0.00	46,000.00	6,455.55	85.97	20-2540-321-302
22540322	PCU LEASES	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-322-300
22540323	BLDG REPAIR/MAINT	896.80	86,367.08	0.00	90,000.00	3,632.92	96.18	20-2540-323-300
22540324	HVAC REPAIRS - CENTRAL	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-323-300
225403232	BLDG REPAIR/MAINT SOUTH	5,454.39	81,512.75	0.00	50,000.00	(31,512.75)	163.03	20-2540-323-302
225403242	HVAC REPAIRS - SOUTH	0.00	665.00	0.00	0.00	(665.00)	0.00	20-2540-323-302
22540332	CUSTODIAN MILEAGE	0.00	853.27	0.00	1,000.00	146.73	85.33	20-2540-332-300
22540340	DISTRICT OFF UTILITIES	0.00	145.40	0.00	0.00	(145.40)	0.00	20-2540-340-300
22540342	PHONE	5,729.91	59,515.61	0.00	80,000.00	20,484.39	75.50	20-2540-340-300
22540341	PROJ INDIAN UTILITIES	196.58	1,775.54	0.00	2,200.00	424.46	80.71	20-2540-340-301
22540370	WATER-SEWER SERVICES	227.66	21,945.10	0.00	20,000.00	(1,945.10)	109.73	20-2540-370-300
225403702	WATER-SEWER SOUTH	3,811.70	23,612.00	0.00	33,000.00	9,388.00	71.55	20-2540-370-302
22540380	UNEMPLOY INSURANCE	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-380-300
22540381	WORKERS COMP INSURANCE	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-380-300
22540382	BLDG FLEET INSURANCE	0.00	0.00	0.00	0.00	0.00	0.00	20-2540-380-300

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Operations & Maint Fund 20									
Function	2000	Support Services	M.T.D.	Y.T.D.	Open	Current	Budget	% of	State Account Number
Function	2540	Operation Maint. Plnt Ser	Activity	Activity	Encumb.	Budget	Balance	Budget	
Object	300	Purchased Services							
Account	Description								
22540391	BLDG SECURITY PUR SERV		0.00	0.00	0.00	0.00	0.00	0.00	20-2540-390-300
225403902	CONTRACT SERV S.C.		12,845.66	50,028.83	0.00	80,000.00	29,971.17	62.72	20-2540-390-302
225403903	SOUTH MAINTENANCE		0.00	514,599.03	0.00	600,000.00	85,400.97	85.77	20-2540-390-302
225403912	BLDG SECURITY PS SOUTH		0.00	0.00	0.00	0.00	0.00	0.00	20-2540-390-302
22540392	PRECISION CONTROL - SOUTH		0.00	0.00	0.00	0.00	0.00	0.00	20-2540-390-302
225403932	SOUTH SITE CROP PURCHASE SER		0.00	0.00	0.00	0.00	0.00	0.00	20-2540-390-302
300 Purchased Services			59,558.14	1,154,748.25	0.00	1,284,500.00	129,751.75	89.99	Object
Supplies And Materials									
22540410	BUILDING SUPPLIES		17,757.09	318,544.44	0.00	300,000.00	(18,544.44)	106.40	20-2540-410-300
22540411	GROUND SUPPLIES		0.00	19,829.21	0.00	35,000.00	15,170.79	61.56	20-2540-410-300
225404102	BLDG SUPPLIES SOUTH		9,376.69	20,785.87	523.70	50,000.00	29,214.13	42.90	20-2540-410-302
225404122	SOUTH SITE CROP SUPPLIES		0.00	11,715.31	0.00	0.00	(11,715.31)	0.00	20-2540-410-302
22540465	NATURAL GAS		10,358.23	50,610.91	0.00	65,000.00	14,389.09	77.86	20-2540-465-300
225404652	NATURAL GAS SOUTH		7,103.27	36,389.11	0.00	35,000.00	(1,389.11)	103.97	20-2540-465-302
22540466	ELECTRICITY		35,965.97	251,451.32	0.00	250,000.00	(1,451.32)	100.58	20-2540-466-300
225404662	ELECTRICITY SOUTH		22,001.14	262,619.29	0.00	360,000.00	97,380.71	72.95	20-2540-466-302
22540490	911 SOFTWARE		0.00	0.00	0.00	0.00	0.00	0.00	20-2540-470-300
400 Supplies And Materials			102,562.39	971,945.46	523.70	1,095,000.00	123,054.54	89.04	Object
Capital Outlay									
22540541	BLDG EQUIPMENT		0.00	25,207.74	705.84	55,000.00	29,792.26	47.12	20-2540-540-300
22540542	WAN EQUIPMENT		0.00	0.00	0.00	0.00	0.00	0.00	20-2540-540-300
22540540	PROJ IND EQUIP		0.00	0.00	0.00	2,500.00	2,500.00	0.00	20-2540-540-301
225405412	BLDG EQUIPMENT SOUTH		0.00	15,908.04	0.00	10,000.00	(5,908.04)	159.08	20-2540-540-302
500 Capital Outlay			0.00	41,115.78	705.84	67,500.00	26,384.22	61.96	Object
Other Objects									
22540640	CUSTODIAN CLINIC		0.00	0.00	0.00	500.00	500.00	0.00	20-2540-640-300
22540690	REAL ESTATE TAXES-FARMS		0.00	1,706.50	0.00	3,500.00	1,793.50	101.00	20-2540-690-300
600 Other Objects			0.00	1,706.50	0.00	4,000.00	2,293.50	88.37	Object
2540 Operation Maint. Plnt Ser			224,298.96	2,982,649.21	1,229.54	3,384,585.92	401,936.71	88.33	** Function
Service Area Direction									
Salaries									
22541120	SUMMER CUSTODIAN SALARY		0.00	30,645.50	0.00	36,000.00	5,354.50	85.13	20-2541-120-300
100 Salaries			0.00	30,645.50	0.00	36,000.00	5,354.50	85.13	Object
Purchased Services									
22541390	BLDG SECURITY CONTRACT		0.00	0.00	0.00	0.00	0.00	0.00	20-2541-390-300
22541391	BLDG SECURITY/PUR SERV		0.00	0.00	0.00	25,000.00	25,000.00	0.00	20-2541-390-300

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Operations & Maint Fund 20									
Function	2000	Support Services							
Function	2541	Service Area Direction							
Object	300	Purchased Services							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
225413902		BLDG SECURITY CS SOUTH	0.00	0.00	0.00	0.00	0.00	0.00	20-2541-390-302
225413912		BLDG SECURITY PS SOUTH	0.00	0.00	0.00	0.00	0.00	0.00	20-2541-390-302
	300	Purchased Services	0.00	0.00	0.00	25,000.00	25,000.00	0.00	Object
Supplies And Materials									
22541410		BLDG SECURITY SUPPLIES	0.00	0.00	0.00	15,000.00	15,000.00	0.00	20-2541-410-300
225414102		BLDG SECURITY SUPPLY S	0.00	0.00	0.00	0.00	0.00	0.00	20-2541-410-302
	400	Supplies And Materials	0.00	0.00	0.00	15,000.00	15,000.00	0.00	Object
Capital Outlay									
22541540		BLDG SECURITY EQUIPMENT	0.00	0.00	0.00	25,000.00	25,000.00	0.00	20-2541-540-300
225415402		BLDG SECURITY EQ SOUTH	0.00	0.00	0.00	25,000.00	25,000.00	0.00	20-2541-540-302
	500	Capital Outlay	0.00	0.00	0.00	50,000.00	50,000.00	0.00	Object
	2541	Service Area Direction	0.00	30,645.50	0.00	126,000.00	95,354.50	24.32	** Function
Care & Upkeep Bldg Serv									
Capital Outlay									
22542530		SITE IMPROVEMENT	0.00	30,730.00	0.00	60,000.00	29,270.00	51.22	20-2542-530-300
22542531		BLDG IMPROVEMENT	0.00	0.00	0.00	90,000.00	90,000.00	0.00	20-2542-530-300
225425302		SITE IMPROVEMNT SOUTH	0.00	4,560.00	0.00	40,000.00	35,440.00	11.40	20-2542-530-302
225425312		BLDG IMPROVEMNT SOUTH	0.00	0.00	0.00	20,000.00	20,000.00	0.00	20-2542-530-302
	500	Capital Outlay	0.00	35,290.00	0.00	210,000.00	174,710.00	16.80	Object
	2542	Care & Upkeep Bldg Serv	0.00	35,290.00	0.00	210,000.00	174,710.00	16.80	** Function
Care Upkeep Grnds Serv									
Capital Outlay									
22543540		ATHLETIC FIELDS IMPROVEMENT	0.00	12,047.00	0.00	28,000.00	15,953.00	43.03	20-2543-540-300
	500	Capital Outlay	0.00	12,047.00	0.00	28,000.00	15,953.00	43.03	Object
	2543	Care Upkeep Grnds Serv	0.00	12,047.00	0.00	28,000.00	15,953.00	43.03	** Function
Other Oper/Maint Plnt Ser									
Purchased Services									
2380600		COMMERCIAL LIAB INSURANCE	0.00	0.00	0.00	0.00	0.00	0.00	20-2549-380-300
	300	Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	Object
	2549	Other Oper/Maint Plnt Ser	0.00	0.00	0.00	0.00	0.00	0.00	** Function
	2000	Support Services	229,617.15	3,118,417.56	1,229.54	3,810,535.84	692,118.28	82.02	* Function
Nonprog									
Payments for CTE Programs									

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Operations & Maint Fund 20									
Function	4000	Nonprog							
Function	4140	Payments for CTE Programs							
Object	500	Capital Outlay							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
Capital Outlay									
24140520									20-4140-520-300
	500 Capital Outlay								Object
Other Objects									
24140600		15,456.17	287,235.10	0.00	350,000.00	62,764.90	82.07		20-4140-600
24140620		0.00	0.00	0.00	0.00	0.00	0.00		20-4140-600
	600 Other Objects	15,456.17	287,235.10	0.00	350,000.00	62,764.90	82.07		Object
	4140 Payments for CTE Programs	15,456.17	287,235.10	0.00	350,000.00	62,764.90	82.07	**	Function
	4000 Nonprog	15,456.17	287,235.10	0.00	350,000.00	62,764.90	82.07	*	Function
Other Financing Uses									
Permnt Trans From Ed Fund									
Other Objects									
28130		0.00	0.00	0.00	0.00	0.00	0.00		20-8130-661-300
	600 Other Objects	0.00	0.00	0.00	0.00	0.00	0.00		Object
	8130 Permnt Trans From Ed Fund	0.00	0.00	0.00	0.00	0.00	0.00	**	Function
Trans to Fund 30/Principal on Capitol Leases									
Other Objects									
28400		0.00	0.00	0.00	0.00	0.00	0.00		20-8400-661-300
	600 Other Objects	0.00	0.00	0.00	0.00	0.00	0.00		Object
	8400 Trans to Fund 30/Principal on Capitol Leases	0.00	0.00	0.00	0.00	0.00	0.00	**	Function
Trans to Capitol Projects									
Other Objects									
28800660		0.00	0.00	0.00	0.00	0.00	0.00		20-8800-660-300
	600 Other Objects	0.00	0.00	0.00	0.00	0.00	0.00		Object
	8800 Trans to Capitol Projects	0.00	0.00	0.00	0.00	0.00	0.00	**	Function
	8000 Other Financing Uses	0.00	0.00	0.00	0.00	0.00	0.00	*	Function
	20 Operations & Maint Fund	245,073.32	3,405,652.66	1,229.54	4,160,535.84	754,883.18	82.02		Fund

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Debt Service Fund or Fund Group 30								
Function	4000	Nonprog						
Function	4190	Other Pymnts Gov In State						
Object	600	Other Objects						
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number

Nonprog

Other Pymnts Gov In State

Other Objects

34190690	DEVELOPMENT AGREEMENT	0.00	0.00	0.00	0.00	0.00	0.00	30-4190-690-300
600	Other Objects	0.00	0.00	0.00	0.00	0.00	0.00	Object
4190	Other Pymnts Gov In State	0.00	0.00	0.00	0.00	0.00	0.00	** Function
4000	Nonprog	0.00	0.00	0.00	0.00	0.00	0.00	* Function

Debt Services

State Aid Anticipation Certificates

Other Objects

35140620	INTEREST ON BONDS-2001	0.00	0.00	0.00	0.00	0.00	0.00	30-5140-620-300
35140621	INTEREST ON BONDS-1999	0.00	0.00	0.00	0.00	0.00	0.00	30-5140-620-300
35140622	INTEREST ON BONDS-2005	0.00	0.00	0.00	0.00	0.00	0.00	30-5140-620-300
35140623	INTEREST ON CONST BONDS 2006A	0.00	0.00	0.00	0.00	0.00	0.00	30-5140-620-300
35140624	INTEREST ON VAR RATE 2006B	0.00	0.00	0.00	0.00	0.00	0.00	30-5140-620-300
35140626	INTEREST ON BONDS-2008	443,125.00	443,125.00	0.00	0.00	(443,125.00)	0.00	30-5140-620-300
35140627	INTEREST ON BONDS 2010	0.00	0.00	0.00	0.00	0.00	0.00	30-5140-620-300
35140628	INTEREST ON BONDS -2011	0.00	0.00	0.00	0.00	0.00	0.00	30-5140-620-300
35140629	INTEREST ON BONDS 2012B	0.00	32,026.50	0.00	32,026.50	0.00	100.00	30-5140-621
35140630	INTEREST ON BONDS 2012A	0.00	284,100.00	0.00	284,100.00	0.00	100.00	30-5140-621
35140625	APPLE LEASE INTEREST	0.00	0.00	0.00	0.00	0.00	0.00	30-5140-621-300
35140631	INTEREST ON BONDS 2014	0.00	348,250.00	0.00	348,250.00	0.00	100.00	30-5140-621-300
35140632	INTEREST ON BONDS - 2015A	0.00	0.00	0.00	0.00	0.00	0.00	30-5140-621-300
35140633	INTEREST ON BONDS - 2015B	0.00	365,200.00	0.00	365,200.00	0.00	100.00	30-5140-621-300
35140634	INTEREST ON BONDS-2016A	0.00	47,000.00	0.00	47,000.00	0.00	100.00	30-5140-621-300
35140635	INTEREST ON BONDS-2016B	0.00	350,000.00	0.00	350,000.00	0.00	100.00	30-5140-621-300
35140636	INTEREST ON BONDS -2018	0.00	124,600.00	0.00	163,500.00	38,900.00	76.21	30-5140-621-300
35140637	INTEREST ON BONDS 2019	0.00	416,045.14	0.00	0.00	(416,045.14)	0.00	30-5140-621-300
600	Other Objects	443,125.00	2,410,346.64	0.00	1,590,076.50	(820,270.14)	151.59	Object
5140	State Aid Anticipation Certificates	443,125.00	2,410,346.64	0.00	1,590,076.50	(820,270.14)	151.59	** Function

Debt Service - Interest on Long-Term Debt

Other Objects

35200619	BONDS RETIRED 2011	0.00	0.00	0.00	0.00	0.00	0.00	30-5200-610
35200620	BONDS RETIRED 2012A	0.00	0.00	0.00	0.00	0.00	0.00	30-5200-610

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Debt Service Fund or Fund Group 30									
Function	5000	Debt Services							
Function	5200	Debt Service - Interest on Long-Term Debt							
Object	600	Other Objects							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
35200621	BONDS RETIRED 2012B	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5200-610
35200622	BOND RETIRED THROUGH ESCROW	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5200-610
35200610	BONDS RETIRED 2006B	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5200-610-300
35200611	BOND RETIRED-1999	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5200-610-300
35200612	BONDS RETIRED-2005	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5200-610-300
35200613	BOND RETIRED 2006A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5200-610-300
35200614	BOND RETIRED 2010	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5200-610-300
35200615	APPLE LEASE PRINCIPAL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5200-610-300
35200616	BONDS RETIRED - 2001	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5200-610-300
35200617	BONDS RETIRED	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5200-610-300
35200618	BONDS RETIRED 2008	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5200-610-300
35200623	INTEREST PAYMENT ON BONDS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5200-621-300
600 Other Objects		0.00	0.00	0.00	0.00	0.00	0.00	0.00	Object
5200 Debt Service - Interest on Long-Term Debt		0.00	0.00	0.00	0.00	0.00	0.00	0.00	** Function
<u>Debt Service - Payment of Principal Long Term Debt</u>									
Other Objects									
35300624	PRINCIPAL ON BONDS 2018	0.00	4,285,000.00	0.00	4,285,000.00	0.00	100.00	0.00	30-5300-610-300
35300611	BOND PRINCIPAL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-611
35300612	COST OF BOND ISSUANCE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-611
35300613	PRINCIPAL ON BOND 2006A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-611
35300614	PRINCIPAL ON BOND 2008	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-611
35300615	PRINCIPAL ON BOND 2010	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-611
35300616	PRINCIPAL ON BONDS 2011	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-611
35300617	PRINCIPAL ON BONDS 2012B	0.00	600,000.00	0.00	600,000.00	0.00	100.00	0.00	30-5300-611
35300618	PRINCIPAL ON BONDS 2012A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-611
35300619	PRINCIPAL ON BONDS 2014	0.00	700,000.00	0.00	700,000.00	0.00	100.00	0.00	30-5300-611
35300620	PRINCIPAL ON BONDS 2015A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-611
35300621	PRINCIPAL ON BONDS 2015B	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-611
35300622	PRINCIPAL ON BONDS 2016A	0.00	1,175,000.00	0.00	1,175,000.00	0.00	100.00	0.00	30-5300-611
35300623	PRINCIPAL ON BONDS 2016B	0.00	700,000.00	0.00	700,000.00	0.00	100.00	0.00	30-5300-611
35300712	COMPUTER LEASE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-661
35300710	PRINTROOM COPIER LEASE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-661-300
35300711	OTHER COPIERS LEASE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-661-300
35300714	DISTRICT OFFICE LEASE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-661-300
35300715	PROJECT INDIAN LEASE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-661-300
353007122	PRINTROOM COPIER LEASE S.C.	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-661-302
353007132	OTHER COPIERS LEASE S.C.	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30-5300-661-302

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Debt Service Fund or Fund Group 30								
Function	5000	Debt Services						
Function	5300	Debt Service - Payment of Principal Long Term Debt						
Object	600	Other Objects						
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
600	Other Objects	0.00	7,460,000.00	0.00	7,460,000.00	0.00	100.00	Object
5300	Debt Service - Payment of Principal Long Term Debt	0.00	7,460,000.00	0.00	7,460,000.00	0.00	100.00	** Function
Debt Serv Other								
Purchased Services								
35900318	BOND LEGAL FEES	0.00	0.00	0.00	0.00	0.00	0.00	30-5900-318
35900319	BOND CLOSING COSTS	0.00	0.00	0.00	0.00	0.00	0.00	30-5900-319
35900320	BOND PREMIUM ESCROW	0.00	0.00	0.00	0.00	0.00	0.00	30-5900-319
35900390	SERVICE CHARGE	0.00	3,434.93	0.00	0.00	(3,434.93)	0.00	30-5900-390-300
35900391	REMARKETING AGENT FEE	0.00	0.00	0.00	0.00	0.00	0.00	30-5900-390-300
300	Purchased Services	0.00	3,434.93	0.00	0.00	(3,434.93)	0.00	Object
Other Objects								
35900611	ESCROW ADJUSTMENTS	0.00	0.00	0.00	0.00	0.00	0.00	30-5900-611
600	Other Objects	0.00	0.00	0.00	0.00	0.00	0.00	Object
5900	Debt Serv Other	0.00	3,434.93	0.00	0.00	(3,434.93)	0.00	** Function
5000	Debt Services	443,125.00	9,873,781.57	0.00	9,050,076.50	(823,705.07)	109.10	* Function
Other Financing Uses								
Other Uses Not Classified Elsewhere								
38990000	OTHER MISC FINANCING	0.00	0.00	0.00	0.00	0.00	0.00	30-8990
8990	Other Uses Not Classified Elsewhere	0.00	0.00	0.00	0.00	0.00	0.00	** Function
8000	Other Financing Uses	0.00	0.00	0.00	0.00	0.00	0.00	* Function
30	Debt Service Fund or Fund Group	443,125.00	9,873,781.57	0.00	9,050,076.50	(823,705.07)	109.10	Fund

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Transportation Fund 40									
Function									
Function									
Object	200	Employee Benefits							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
Employee Benefits									
40-481-222-454		IMRF (BMF 3000)	0.00	0.00	0.00	0.00	0.00	0.00	40-0-222-454
40-481-222-454-1		IMRF (BMF 3000)	0.00	0.00	0.00	0.00	0.00	0.00	40-0-222-454
	200	Employee Benefits	0.00	0.00	0.00	0.00	0.00	0.00	Object
Support Services									
Other Support Svcs Pupils									
Salaries									
42190110		CSBO SALARY	4,508.26	49,590.86	0.00	54,099.28	4,508.42	91.67	40-2190-110-300
	100	Salaries	4,508.26	49,590.86	0.00	54,099.28	4,508.42	91.67	Object
Employee Benefits									
42190211		CSBO TRS	0.00	0.00	0.00	0.00	0.00	0.00	40-2190-211-300
40-2190-221-300		CSBO SALARY (GTL)	0.00	0.00	0.00	0.00	0.00	0.00	40-2190-221-300
42190222		CSBO GROUP INS	669.02	7,772.26	0.00	9,562.60	1,790.34	81.28	40-2190-222-300
	200	Employee Benefits	669.02	7,772.26	0.00	9,562.60	1,790.34	81.28	Object
Purchased Services									
42190332		CSBO MILEAGE	0.00	0.00	0.00	0.00	0.00	0.00	40-2190-332-300
	300	Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	Object
Other Objects									
42190640		CSBO DUES/CLINICS	0.00	0.00	0.00	0.00	0.00	0.00	40-2190-640-300
	600	Other Objects	0.00	0.00	0.00	0.00	0.00	0.00	Object
	2190	Other Support Svcs Pupils	5,177.28	57,363.12	0.00	63,661.88	6,298.76	90.11	** Function
Brd Ed Services									
Employee Benefits									
42310200		BOARD OF ED-OTHER	0.00	0.00	0.00	0.00	0.00	0.00	40-2310-200-300
	200	Employee Benefits	0.00	0.00	0.00	0.00	0.00	0.00	Object
	2310	Brd Ed Services	0.00	0.00	0.00	0.00	0.00	0.00	** Function
Pupil Transportation Ser									
Salaries									
42550110		TRANS SECY SALARY	7,487.34	55,578.91	0.00	50,215.99	(5,362.92)	110.68	40-2550-110-300
42550111		GAVC/PREMIER ROUTE SALARY	0.00	0.00	0.00	0.00	0.00	0.00	40-2550-110-300
42550112		OUT OF DISTRICT ROUTE SALARY	31,728.73	372,218.41	0.00	350,000.00	(22,218.41)	106.35	40-2550-110-300
42550113		REGULAR ROUTE SALARY	39,216.35	437,607.80	0.00	530,000.00	92,392.20	82.57	40-2550-110-300
42550114		BKKPER TRANS SALARY	649.30	7,142.30	0.00	7,791.76	649.46	91.66	40-2550-110-300
42550115		OUT OF DISTRICT BUS AIDE	8,645.96	112,888.25	0.00	95,573.42	(17,314.83)	118.12	40-2550-110-300

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Transportation Fund 40								
Function	2000	Support Services						
Function	2550	Pupil Transportation Ser						
Object	100	Salaries						
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
42550116	SHUTTLE(S)	0.00	0.00	0.00	500.00	500.00	0.00	40-2550-110-300
42550117	BUS SUBS 201 FOR 111	0.00	0.00	0.00	0.00	0.00	0.00	40-2550-110-300
42550118	IDEA PART B SP ED BUS MONITORS	0.00	0.00	0.00	0.00	0.00	0.00	40-2550-110-300
42550119	FULL TIME DRIVER	4,421.12	55,554.29	0.00	90,000.00	34,445.71	61.73	40-2550-110-300
42550130	EXTRA DUTY (non-drive)	0.00	7,719.13	0.00	11,276.33	3,557.20	68.45	40-2550-130-300
42550131	ACADEMIC TRIP(S)	0.00	68,482.89	0.00	88,954.61	20,471.72	76.99	40-2550-130-300
42550132	ATHLETIC/ACTIVITES TRIP(S)	0.00	58,884.67	0.00	84,883.74	25,999.07	69.37	40-2550-130-300
42550133	ACTIVITIES TRIP	0.00	0.00	0.00	0.00	0.00	0.00	40-2550-130-300
100 Salaries		92,148.80	1,176,076.65	0.00	1,309,195.85	133,119.20	89.83	Object
Employee Benefits								
42550223	TRANS SEC INSURANCE	46.93	516.83	0.00	592.58	75.75	87.22	40-2550-222
42554223	TRANS. DIR. INSURANCE	46.94	516.89	0.00	7,879.05	7,362.16	6.56	40-2550-222
40-2550-222-300	TRANSPORTATION INSURANCE	136.72	1,473.12	0.00	0.00	(1,473.12)	0.00	40-2550-222-300
42550230	COURSE REIMBURSEMENT	0.00	0.00	0.00	0.00	0.00	0.00	40-2550-230-300
200 Employee Benefits		230.59	2,506.84	0.00	8,471.63	5,964.79	29.59	Object
Purchased Services								
42550310	TRANS HEALTH EXAMS	240.00	9,093.26	0.00	12,000.00	2,906.74	75.78	40-2550-310-300
42551310	TANK TESTING	0.00	0.00	0.00	0.00	0.00	0.00	40-2550-310-300
42550320	BUS LEASES	0.00	168,121.59	0.00	395,000.00	226,878.41	42.56	40-2550-320
42550321	GARBAGE DISPOSAL SERVICES	893.03	4,956.30	0.00	3,800.00	(1,156.30)	130.43	40-2550-321-300
42550322	CLEANING SERVICES	374.51	3,322.18	0.00	10,000.00	6,677.82	33.22	40-2550-322-300
42551322	SNOW REMOVAL-BUS GARAGE	1,954.77	10,595.65	0.00	9,000.00	(1,595.65)	117.73	40-2550-322-300
42550331	SPECIAL ED TRANS	0.00	57,114.03	0.00	120,000.00	62,885.97	47.60	40-2550-331-300
42550332	TRANS MILEAGE	0.00	1,428.34	0.00	2,500.00	1,071.66	57.13	40-2550-332-300
42550340	PHONE-BUS GARAGE	259.14	1,068.67	0.00	2,500.00	1,431.33	42.75	40-2550-340-300
42551340	TRANS POSTAGE	0.00	0.00	0.00	0.00	0.00	0.00	40-2550-340-300
42550350	TRANS ADVERTISING	0.00	(50.00)	0.00	400.00	450.00	-12.50	40-2550-350
42550370	WATER-BUS GARAGE	62.25	365.67	0.00	2,500.00	2,134.33	14.63	40-2550-370-300
42550380	UNEMPLOY INSURANCE	0.00	0.00	0.00	0.00	0.00	0.00	40-2550-380-300
42550381	WORKERS COMP INSURANCE	0.00	0.00	0.00	0.00	0.00	0.00	40-2550-380-300
42550382	BUS FLEET INSURANCE	0.00	0.00	0.00	25,000.00	25,000.00	0.00	40-2550-380-300
42550390	MECHANICS SALARY/BENEFITS PS	0.00	0.00	0.00	0.00	0.00	0.00	40-2550-390-300
42550391	ROUTING SOFTWARE	0.00	3,362.51	0.00	5,000.00	1,637.49	67.25	40-2550-390-300
300 Purchased Services		3,783.70	259,378.20	0.00	587,700.00	328,321.80	44.13	Object
Supplies And Materials								
42550464	VAN GAS & SUPPLIES	778.44	25,792.88	0.00	35,000.00	9,207.12	75.19	40-2550-464-300

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Transportation Fund 40									
Function	2000	Support Services	M.T.D.	Y.T.D.	Open	Current	Budget	% of	State Account Number
Function	2550	Pupil Transportation Ser	Activity	Activity	Encumb.	Budget	Balance	Budget	
Object	400	Supplies And Materials							
Account	Description								
400	Supplies And Materials		778.44	25,792.88	0.00	35,000.00	9,207.12	75.19	Object
Other Objects									
42550640		TRANS DIR DUES/FEES/CLINIC	0.00	173.33	0.00	600.00	426.67	28.89	40-2550-640
42550690		REFUND ACCOUNT	0.00	0.00	0.00	0.00	0.00	0.00	40-2550-690-300
600	Other Objects		0.00	173.33	0.00	600.00	426.67	28.89	Object
2550	Pupil Transportation Ser		96,941.53	1,463,927.90	0.00	1,940,967.48	477,039.58	75.45	** Function
Vehicle Operation Service									
Supplies And Materials									
42552410		BUS SUPPLIES	4,771.83	54,647.37	0.00	50,000.00	(4,647.37)	109.29	40-2552-410-300
42552411		MECH/CUST SUPPLIES	2,938.50	8,246.25	0.00	15,000.00	6,753.75	54.98	40-2552-410-300
42552464		BUS FUEL	4,043.16	154,549.20	0.00	190,000.00	35,450.80	81.34	40-2552-464-300
42552465		NATURAL GAS-BUS GARAGE	170.91	1,348.69	0.00	2,200.00	851.31	61.30	40-2552-465-300
42552466		ELECTRICITY-BUS GARAGE	530.51	6,851.62	0.00	9,000.00	2,148.38	76.13	40-2552-466-300
400	Supplies And Materials		12,454.91	225,643.13	0.00	266,200.00	40,556.87	84.76	Object
2552	Vehicle Operation Service		12,454.91	225,643.13	0.00	266,200.00	40,556.87	84.76	** Function
Vehicle Srvc/Maint Srvc									
Salaries									
42554110		BUS MECHANIC SALARY	7,497.42	89,574.83	0.00	105,000.00	15,425.17	85.31	40-2554-110-300
42554111		TRANS DIRECTORS SALARY	5,670.00	38,505.02	0.00	72,000.00	33,494.98	53.48	40-2554-110-300
100	Salaries		13,167.42	128,079.85	0.00	177,000.00	48,920.15	72.36	Object
Employee Benefits									
42554222		BUS MECH GROUP INS	5,652.21	60,922.61	0.00	69,000.00	8,077.39	88.29	40-2554-222-300
200	Employee Benefits		5,652.21	60,922.61	0.00	69,000.00	8,077.39	88.29	Object
Purchased Services									
42554300		TRANS CONTR SERV	2,153.15	43,916.15	0.00	20,000.00	(23,916.15)	219.58	40-2554-300-300
42554323		TRANS REPAIR/MAINT	192.21	54,431.04	0.00	140,000.00	85,568.96	38.88	40-2554-323-300
42554339		INSPECTION/LICENSE	702.00	10,305.39	0.00	8,000.00	(2,305.39)	128.82	40-2554-339-300
300	Purchased Services		3,047.36	108,652.58	0.00	168,000.00	59,347.42	64.67	Object
Capital Outlay									
42554540		TRANS EQUIPMENT	0.00	0.00	0.00	4,000.00	4,000.00	0.00	40-2554-540-300
42554550		TRANS VEHICLES	0.00	0.00	0.00	75,000.00	75,000.00	0.00	40-2554-560-300
500	Capital Outlay		0.00	0.00	0.00	79,000.00	79,000.00	0.00	Object
2554	Vehicle Srvc/Maint Srvc		21,866.99	297,655.04	0.00	493,000.00	195,344.96	60.38	** Function

Other Pupil Transp Serv

Capital Outlay

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Transportation Fund 40										
Function	2000	Support Services	M.T.D.	Y.T.D.	Open	Current	Budget	% of	State Account Number	
Function	2559	Other Pupil Transp Serv	Activity	Activity	Encumb.	Budget	Balance	Budget		
Object	500	Capital Outlay								
Account	Description									
42559520	BUS GARAGE ADDITION		0.00	0.00	0.00	0.00	0.00	0.00	40-2559-520-300	
42559530	TRANS BLDG IMPROVE		0.00	1,210.00	0.00	25,000.00	23,790.00	4.84	40-2559-530-300	
	500 Capital Outlay		0.00	1,210.00	0.00	25,000.00	23,790.00	4.84	Object	
Other Objects										
42559690	TRANS - OTHER		0.00	0.00	0.00	0.00	0.00	0.00	40-2559-690-300	
	600 Other Objects		0.00	0.00	0.00	0.00	0.00	0.00	Object	
	2559 Other Pupil Transp Serv		0.00	1,210.00	0.00	25,000.00	23,790.00	4.84	** Function	
	2000 Support Services		136,440.71	2,045,799.19	0.00	2,788,829.36	743,030.17	73.38	* Function	
	40 Transportation Fund		136,440.71	2,045,799.19	0.00	2,788,829.36	743,030.17	73.38	Fund	

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I.M.R.F./Soc. Sec. Fund 50									
Function									
Function									
Object	200	Employee Benefits							
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number	
Employee Benefits									
50-481-212-454	IMRF (RM)	0.00	0.00	0.00	0.00	0.00	0.00	50-0-212-454	
50-481-213-454	IMRF (FR)	0.00	0.00	0.00	0.00	0.00	0.00	50-0-213-454	
200	Employee Benefits	0.00	0.00	0.00	0.00	0.00	0.00	Object	
Instruction									
High School									
Employee Benefits									
50-1130-212	TITLE 1 SALARIES (RM)	864.02	5,721.41	0.00	4,584.49	(1,136.92)	124.80	50-1130-212	
51130212	INSTR IMRF	0.00	58.74	0.00	183.22	124.48	32.06	50-1130-212-300	
5113021250	ATH TRAINER IMRF	0.00	0.00	0.00	0.00	0.00	0.00	50-1130-212-300-50	
50-1130-213	TITLE 1 SALARIES (FR)	659.63	4,572.90	0.00	3,654.65	(918.25)	125.13	50-1130-213	
51130213	INSTR FICA	0.00	137.31	0.00	400.35	263.04	34.30	50-1130-213-300	
5113021305	ENGLISH/DRAMA FICA	0.00	0.00	0.00	0.00	0.00	0.00	50-1130-213-300-05	
5113021312	MUSIC SALARY FICA	0.00	0.00	0.00	0.00	0.00	0.00	50-1130-213-300-12	
5113021321	DRIVER ED FICA	0.00	0.00	0.00	0.00	0.00	0.00	50-1130-213-300-21	
50-1130-213-300-27	INSTR LEADER SALARY (FR)	0.00	0.00	0.00	0.00	0.00	0.00	50-1130-213-300-27	
5113021350	ATH TRAINER FICA	0.00	0.00	0.00	0.00	0.00	0.00	50-1130-213-300-50	
50-1130-214	OVERLOAD (MR)	0.00	0.00	0.00	0.00	0.00	0.00	50-1130-214	
51130214	INSTR MEDICARE	536.87	7,781.90	0.00	10,441.49	2,659.59	74.53	50-1130-214-300	
5113021402	ART MEDICARE	197.86	2,166.78	0.00	2,390.23	223.45	90.65	50-1130-214-300-02	
5113021405	ENGLISH/DRAMA MEDICARE	1,825.40	19,955.89	0.00	21,914.72	1,958.83	91.06	50-1130-214-300-05	
5113021406	FOREIGN LANG MEDICARE	760.01	8,248.21	0.00	8,337.67	89.46	98.93	50-1130-214-300-06	
5113021411	MATH MEDICARE	1,508.45	16,453.55	0.00	18,781.65	2,328.10	87.60	50-1130-214-300-11	
5113021412	MUSIC MEDICARE	301.34	3,330.69	0.00	3,924.37	593.68	84.87	50-1130-214-300-12	
5113021413	NAT SCIENCE MEDICARE	1,487.86	16,354.48	0.00	17,823.33	1,468.85	91.76	50-1130-214-300-13	
5113021415	SOC SCIENCE MEDICARE	1,430.55	15,735.29	0.00	17,640.80	1,905.51	89.20	50-1130-214-300-15	
5113021421	DRIVER ED MEDICARE	0.00	0.00	0.00	0.00	0.00	0.00	50-1130-214-300-21	
5113021427	INSTR LDR MEDICARE	646.98	7,052.67	0.00	7,233.47	180.80	97.50	50-1130-214-300-27	
5113021450	PHYS ED MEDICARE	1,235.19	13,556.77	0.00	14,760.45	1,203.68	91.85	50-1130-214-300-50	
200	Employee Benefits	11,454.16	121,126.59	0.00	132,070.89	10,944.30	91.71	Object	
1130	High School	11,454.16	121,126.59	0.00	132,070.89	10,944.30	91.71	** Function	
Function 1200									
Employee Benefits									
50-1200-212-300	IDEA PART B SP ED GRANT S (RM)	1,163.24	12,994.63	0.00	17,515.58	4,520.95	74.19	50-1200-212-300	
50-1200-215-300	IDEA SP ED LOCAL (RM)	0.00	0.00	0.00	0.00	0.00	0.00	50-1200-212-300	

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I.M.R.F./Soc. Sec. Fund 50									
Function	1000	Instruction	M.T.D.	Y.T.D.	Open	Current	Budget	% of	State Account Number
Function	1200	Function 1200	Activity	Activity	Encumb.	Budget	Balance	Budget	
Object	200	Employee Benefits							
50-1200-213-300		IDEA PART B SP ED GRANT S (FR)	874.74	10,273.92	0.00	13,676.18	3,402.26	75.12	50-1200-213-300
50-1200-216-300		IDEA SP ED LOCAL (FR)	0.00	0.00	0.00	0.00	0.00	0.00	50-1200-213-300
50-1200-214-300		SPECIAL ED SALARY (MR)	1,180.03	12,965.87	0.00	14,254.97	1,289.10	90.96	50-1200-214-300
200	Employee Benefits		3,218.01	36,234.42	0.00	45,446.73	9,212.31	79.73	Object
1200	Function 1200		3,218.01	36,234.42	0.00	45,446.73	9,212.31	79.73	** Function
Remedial and Supplemental Programs K-12									
Employee Benefits									
51250212		COOP HOMEBOUND/HOSP IMRF	0.00	0.00	0.00	0.00	0.00	0.00	50-1250-212-300
51250213		COOP HOMEBOUND/HOSP FICA	0.00	0.00	0.00	0.00	0.00	0.00	50-1250-213-300
51250214		COOP HB/HOSP MEDICARE	0.00	0.00	0.00	0.00	0.00	0.00	50-1250-214-300
200	Employee Benefits		0.00	0.00	0.00	0.00	0.00	0.00	Object
1250	Remedial and Supplemental Programs K-12		0.00	0.00	0.00	0.00	0.00	0.00	** Function
Career and Technical Education (CTE) Programs									
Employee Benefits									
50-1400-212-300		CTE SALARY (RM)	0.00	21.46	0.00	0.00	(21.46)	0.00	50-1400-212-300
51400213		VOC ED GRANT FICA	0.00	17.98	0.00	0.00	(17.98)	0.00	50-1400-213-300
51400214		VOC ED GRANT MEDICARE	258.74	3,155.56	0.00	3,019.49	(136.07)	104.51	50-1400-214-300
5140021410		IND TECH MEDICARE	133.86	1,463.12	0.00	1,566.27	103.15	93.41	50-1400-214-300-10
200	Employee Benefits		392.60	4,658.12	0.00	4,585.76	(72.36)	101.58	Object
1400	Career and Technical Education (CTE) Programs		392.60	4,658.12	0.00	4,585.76	(72.36)	101.58	** Function
Agricultural Occupations									
Employee Benefits									
5140121401		AG MEDICARE	245.32	2,702.81	0.00	2,975.30	272.49	90.84	50-1401-214-300-01
200	Employee Benefits		245.32	2,702.81	0.00	2,975.30	272.49	90.84	Object
1401	Agricultural Occupations		245.32	2,702.81	0.00	2,975.30	272.49	90.84	** Function
Business & Office									
Employee Benefits									
5140721403		BUSINESS ED MEDICARE	282.98	3,096.71	0.00	3,478.97	382.26	89.01	50-1407-214-300-03
200	Employee Benefits		282.98	3,096.71	0.00	3,478.97	382.26	89.01	Object
1407	Business & Office		282.98	3,096.71	0.00	3,478.97	382.26	89.01	** Function
Communication Technology									
Employee Benefits									
51410214		VIDEO EDIT MEDICARE	0.00	0.00	0.00	0.00	0.00	0.00	50-1410-214-300

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Function	1000	Instruction							
Function	1410	Communication Technology							
Object	200	Employee Benefits							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
200	Employee Benefits		0.00	0.00	0.00	0.00	0.00	0.00	Object
1410	Communication Technology		0.00	0.00	0.00	0.00	0.00	0.00	** Function
Instructional Technology									
Employee Benefits									
5141121430		INST. TECH MEDICARE	87.63	959.13	0.00	918.17	(40.96)	104.46	50-1411-214-300
200	Employee Benefits		87.63	959.13	0.00	918.17	(40.96)	104.46	Object
1411	Instructional Technology		87.63	959.13	0.00	918.17	(40.96)	104.46	** Function
Health Occupations									
Employee Benefits									
51417212		ATHLETIC TRAINER IMRF	431.18	4,513.18	0.00	5,037.18	524.00	89.60	50-1417-212-300
51417213		ATHLETIC TRAINER FICA	322.72	3,549.82	0.00	3,906.34	356.52	90.87	50-1417-213-300
51417214		ATHLETIC TRAINER MEDICARE	0.00	0.00	0.00	0.00	0.00	0.00	50-1417-214-300
200	Employee Benefits		753.90	8,063.00	0.00	8,943.52	880.52	90.15	Object
1417	Health Occupations		753.90	8,063.00	0.00	8,943.52	880.52	90.15	** Function
Function 1420									
Employee Benefits									
5142021409		FAM/CONS SCI MEDICARE	227.32	2,518.26	0.00	2,725.24	206.98	92.41	50-1420-214-300-09
200	Employee Benefits		227.32	2,518.26	0.00	2,725.24	206.98	92.41	Object
1420	Function 1420		227.32	2,518.26	0.00	2,725.24	206.98	92.41	** Function
Interscholastic Programs									
Employee Benefits									
50-1500-212		INVITATIONAL WKRS (RM)	0.00	0.00	0.00	0.00	0.00	0.00	50-1500-212
5150021230		ATHLETIC DIR SECY IMRF	412.90	6,456.85	0.00	8,253.62	1,796.77	78.23	50-1500-212-300-30
51500212		MAIN OFFICE IMRF	364.53	4,879.46	0.00	6,014.62	1,135.16	81.13	50-1500-212-300-70
5150021270		ACTIVITY DIR SECY IMRF	0.00	0.00	0.00	0.00	0.00	0.00	50-1500-212-300-70
50-1500-213		INVITATIONAL WKRS (FR)	0.00	0.00	0.00	0.00	0.00	0.00	50-1500-213
5150021330		GOLF COACH FICA	2,118.40	12,470.25	0.00	14,199.65	1,729.40	87.82	50-1500-213-300-30
51500213		MAIN OFFICE FICA	256.54	5,510.41	0.00	6,251.41	741.00	88.15	50-1500-213-300-70
5150021370		ACTIVITIES FICA	0.00	0.00	0.00	0.00	0.00	0.00	50-1500-213-300-70
50-1500-214		INVITATIONAL WKRS (MR)	0.00	0.00	0.00	0.00	0.00	0.00	50-1500-214
50-1500-214-30		ASST ATHLETIC DIR SALARY (MR)	0.00	0.00	0.00	0.00	0.00	0.00	50-1500-214-30
5150021530		ASST ATHLETIC DIR MEDICARE	0.00	0.00	0.00	0.00	0.00	0.00	50-1500-214-300
5150021430		ATHLETIC MEDICARE	781.15	8,872.63	0.00	9,695.89	823.26	91.51	50-1500-214-300-30
5150021470		ACTIVITIES MEDICARE	328.85	4,057.65	0.00	5,126.74	1,069.09	79.15	50-1500-214-300-70

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Function	1000	Instruction	M.T.D.	Y.T.D.	Open	Current	Budget	% of	State Account Number
Function	1500	Interscholastic Programs	Activity	Activity	Encumb.	Budget	Balance	Budget	
Object	200	Employee Benefits							
Account	Description								
200	Employee Benefits		4,262.37	42,247.25	0.00	49,541.93	7,294.68	85.28	Object
1500	Interscholastic Programs		4,262.37	42,247.25	0.00	49,541.93	7,294.68	85.28	** Function
Function 1600									
Employee Benefits									
50-1600-212-300	SUMMER SCHOOL SALARY (RM)		0.00	0.00	0.00	0.00	0.00	0.00	50-1600-212-300
50-1600-213-300	SUMMER SCHOOL SALARY (FR)		0.00	0.00	0.00	0.00	0.00	0.00	50-1600-213-300
51600214	SUMMER SCHOOL MEDICARE		0.00	0.00	0.00	0.00	0.00	0.00	50-1600-214-300
200	Employee Benefits		0.00	0.00	0.00	0.00	0.00	0.00	Object
1600	Function 1600		0.00	0.00	0.00	0.00	0.00	0.00	** Function
Drivers Education Program									
Employee Benefits									
50-1700-212-300	SUMMER DR ED SALARY (RM)		0.00	0.00	0.00	0.00	0.00	0.00	50-1700-212-300
50-1700-213-300	SUMMER DR ED SALARY (FR)		0.00	0.00	0.00	0.00	0.00	0.00	50-1700-213-300
5170021430	SUMMER DR ED MEDICARE		0.00	113.39	0.00	226.00	112.61	50.17	50-1700-214-300
5170021421	DRIVER ED MEDICARE		762.94	8,298.01	0.00	8,850.38	552.37	93.76	50-1700-214-300-21
200	Employee Benefits		762.94	8,411.40	0.00	9,076.38	664.98	92.67	Object
1700	Drivers Education Program		762.94	8,411.40	0.00	9,076.38	664.98	92.67	** Function
Truant Alternative & Optional Programs									
Employee Benefits									
51900212	PROJ IND SECY IMRF		256.94	2,677.56	0.00	2,988.46	310.90	89.60	50-1900-212-301
51900213	PROJ IND SECY FICA		172.42	2,041.30	0.00	2,344.14	302.84	87.08	50-1900-213-301
51900214	PROJ IND SECY MEDICARE		101.50	1,112.48	0.00	1,222.47	109.99	91.00	50-1900-214-301
200	Employee Benefits		530.86	5,831.34	0.00	6,555.07	723.73	88.96	Object
1900	Truant Alternative & Optional Programs		530.86	5,831.34	0.00	6,555.07	723.73	88.96	** Function
1000	Instruction		22,218.09	235,849.03	0.00	266,317.96	30,468.93	88.56	* Function
Support Services									
Support Servs-Pupils									
Employee Benefits									
50-2100-212-300	MAIN OFFICE SECY SALARY (RM)		327.44	3,697.57	0.00	4,082.84	385.27	90.56	50-2100-212-300
521002121	PROJ IND DIR SECY IMRF		0.00	0.00	0.00	0.00	0.00	0.00	50-2100-212-301
50-2100-212-302	DIR OF STUDENT SERV SEC S (RM)		0.00	0.00	0.00	158.67	158.67	0.00	50-2100-212-302
50-2100-213-300	MAIN OFFICE SECY SALARY (FR)		250.00	2,971.08	0.00	3,314.79	343.71	89.63	50-2100-213-300
521002131	PROJ IND DIR SECY FICA		0.00	0.00	0.00	0.00	0.00	0.00	50-2100-213-301

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Function	2000	Support Services							
Function	2100	Support Servs-Pupils							
Object	200	Employee Benefits							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
50-2100-213-302	DIR OF STUDENT SERV SEC S (FR)		0.00	0.00	0.00	116.93	116.93	0.00	50-2100-213-302
52100214	ASST PRIN-LEARN MED		0.00	0.00	0.00	0.00	0.00	0.00	50-2100-214-300
50-2100-214-302	DIRECTOR STUDENT SERV. SA (MR)		145.98	1,607.09	0.00	1,761.76	154.67	91.22	50-2100-214-302
52100215	DIR OF STUD SER MEDICARE		0.00	0.00	0.00	0.00	0.00	0.00	50-2100-214-302
200 Employee Benefits			723.42	8,275.74	0.00	9,434.99	1,159.25	87.71	Object
2100 Support Servs-Pupils			723.42	8,275.74	0.00	9,434.99	1,159.25	87.71	** Function
Function 2110									
Employee Benefits									
50-2110-212	TITLE 1 SALARIES (RM)		145.02	2,046.69	0.00	2,662.64	615.95	76.87	50-2110-212
50-2110-213	TITLE 1 SALARIES (FR)		110.72	1,642.51	0.00	2,146.47	503.96	76.52	50-2110-213
50-2110-214	TITLE 1 SALARIES (MR)		41.86	294.45	0.00	0.00	(294.45)	0.00	50-2110-214
200 Employee Benefits			297.60	3,983.65	0.00	4,809.11	825.46	82.84	Object
2110 Function 2110			297.60	3,983.65	0.00	4,809.11	825.46	82.84	** Function
Social Work Services									
Employee Benefits									
52113214	SOCIAL WORKER MEDICARE		220.04	2,537.05	0.00	2,562.28	25.23	99.02	50-2113-214-300
200 Employee Benefits			220.04	2,537.05	0.00	2,562.28	25.23	99.02	Object
2113 Social Work Services			220.04	2,537.05	0.00	2,562.28	25.23	99.02	** Function
Guidance Services									
Employee Benefits									
50-2120-212-300	GUIDANCE SALARY (RM)		0.00	0.00	0.00	31.89	31.89	0.00	50-2120-212-300
50-2120-213-300	GUIDANCE SALARY (FR)		0.00	0.00	0.00	23.50	23.50	0.00	50-2120-213-300
52120214	GUIDANCE MEDICARE		538.96	6,022.68	0.00	6,790.31	767.63	88.70	50-2120-214-300
200 Employee Benefits			538.96	6,022.68	0.00	6,845.70	823.02	87.98	Object
2120 Guidance Services			538.96	6,022.68	0.00	6,845.70	823.02	87.98	** Function
Record Maintenance Ser									
Employee Benefits									
521252120	REGISTRAR IMRF		976.52	9,537.01	0.00	12,206.02	2,669.01	78.13	50-2125-212-300
521252121	STDNT CENTER IMRF		0.00	0.00	0.00	0.00	0.00	0.00	50-2125-212-300
521252122	ASST REGISTRAR IMRF S.C.		324.68	3,460.33	0.00	3,911.94	451.61	88.46	50-2125-212-302
52125213	REGISTRAR FICA		744.74	7,660.06	0.00	9,626.72	1,966.66	79.57	50-2125-213-300
521252131	STDNT CENTER FICA		0.00	0.00	0.00	0.00	0.00	0.00	50-2125-213-300
521252132	ASST REGISTRAR FICA S.C.		214.64	2,423.11	0.00	2,659.59	236.48	91.11	50-2125-213-302

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I.M.R.F./Soc. Sec. Fund 50									
Function	2000	Support Services							
Function	2125	Record Maintenance Ser							
Object	200	Employee Benefits							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
52125214		CAREER CENTER MEDICARE	0.00	0.00	0.00	7.08	7.08	0.00	50-2125-214-300
	200 Employee Benefits		2,260.58	23,080.51	0.00	28,411.35	5,330.84	81.24	Object
	2125 Record Maintenance Ser		2,260.58	23,080.51	0.00	28,411.35	5,330.84	81.24	** Function
<u>Nurse Services</u>									
Employee Benefits									
52134212		NURSE IMRF	379.56	3,552.37	0.00	3,732.44	180.07	95.18	50-2134-212-300
521342122		NURSE IMRF S.C.	189.44	3,288.00	0.00	3,552.00	264.00	92.57	50-2134-212-302
52134213		NURSE FICA	289.78	2,959.57	0.00	3,047.59	88.02	97.11	50-2134-213-300
521342132		NURSE FICA S.C.	144.62	2,751.32	0.00	2,894.15	142.83	95.06	50-2134-213-302
50-2134-214-300		NURSE SALARY (MR)	0.00	0.00	0.00	0.00	0.00	0.00	50-2134-214-300
50-2134-214-302		NURSE SALARY S.C. (MR)	0.00	0.00	0.00	0.00	0.00	0.00	50-2134-214-302
	200 Employee Benefits		1,003.40	12,551.26	0.00	13,226.18	674.92	94.90	Object
	2134 Nurse Services		1,003.40	12,551.26	0.00	13,226.18	674.92	94.90	** Function
<u>Function 2140</u>									
Employee Benefits									
50-2140-214		PSYCHOLOGIST SALARY (MR)	165.42	1,727.28	0.00	1,066.27	(661.01)	161.99	50-2140-214
	200 Employee Benefits		165.42	1,727.28	0.00	1,066.27	(661.01)	161.99	Object
	2140 Function 2140		165.42	1,727.28	0.00	1,066.27	(661.01)	161.99	** Function
<u>Other Support Svs Pupils</u>									
Employee Benefits									
50-2190-212-300		CSBO SALARY (RM)	473.02	3,364.57	0.00	3,702.60	338.03	90.87	50-2190-212-300
50-2190-213-300		CSBO SALARY (FR)	361.14	3,256.70	0.00	3,549.86	293.16	91.74	50-2190-213-300
52190214		BUSINESS MGR MEDICARE	0.00	0.00	0.00	0.00	0.00	0.00	50-2190-214-300
	200 Employee Benefits		834.16	6,621.27	0.00	7,252.46	631.19	91.30	Object
	2190 Other Support Svs Pupils		834.16	6,621.27	0.00	7,252.46	631.19	91.30	** Function
<u>Function 2210</u>									
Employee Benefits									
50-2210-212-300		PROF. DEVELOPMENT SALARY (RM)	0.00	0.00	0.00	0.00	0.00	0.00	50-2210-212-300
50-2210-212-302		DIR C/I SEC. SALARY (RM)	496.82	5,188.54	0.00	5,670.15	481.61	91.51	50-2210-212-302
50-2210-213-300		PROF. DEVELOPMENT SALARY (FR)	0.00	0.00	0.00	0.00	0.00	0.00	50-2210-213-300
50-2210-213-302		DIR C/I SEC. SALARY (FR)	379.32	4,162.60	0.00	4,446.61	284.01	93.61	50-2210-213-302
50-2210-214-300		DIRECTOR C/I SALARY (MR)	121.50	1,337.34	0.00	1,464.96	127.62	91.29	50-2210-214-300
	200 Employee Benefits		997.64	10,688.48	0.00	11,581.72	893.24	92.29	Object

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I.M.R.F./Soc. Sec. Fund 50									
Function	2000	Support Services							
Function	2210	Function 2210							
Object	200	Employee Benefits							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
2210	Function 2210		997.64	10,688.48	0.00	11,581.72	893.24	92.29	** Function
<u>Instruction & Curriculum</u>									
Employee Benefits									
52212214		CURR DEVELOP/LEARN OBJ MEDICARE	0.00	0.00	0.00	0.00	0.00	0.00	50-2212-214-300
200	Employee Benefits		0.00	0.00	0.00	0.00	0.00	0.00	Object
2212	Instruction & Curriculum		0.00	0.00	0.00	0.00	0.00	0.00	** Function
<u>Instrctnl Staff Training</u>									
Employee Benefits									
52213212		STAFF DEVELOPMENT IMRF	0.00	0.00	0.00	0.00	0.00	0.00	50-2213-212-300
52213213		STAFF DEVELOPMENT FICA	0.00	0.00	0.00	0.00	0.00	0.00	50-2213-213-300
52213214		TYPE 75 MEDICARE	0.00	0.00	0.00	0.00	0.00	0.00	50-2213-214-300
200	Employee Benefits		0.00	0.00	0.00	0.00	0.00	0.00	Object
2213	Instrctnl Staff Training		0.00	0.00	0.00	0.00	0.00	0.00	** Function
<u>Sch Library Services</u>									
Employee Benefits									
52222212		LIBRARY IMRF	343.20	4,008.62	0.00	4,897.09	888.47	81.86	50-2222-212-300
522222122		LIBRARY IMRF S.C.	207.44	2,161.57	0.00	2,390.20	228.63	90.43	50-2222-212-302
52222213		LIBRARY FICA	262.02	3,230.36	0.00	3,841.49	611.13	84.09	50-2222-213-300
522222132		LIB ASST FICA S.C.	158.38	1,734.08	0.00	1,875.92	141.84	92.44	50-2222-213-302
52222214		LIBRARY MEDICARE	53.84	764.26	0.00	1,943.43	1,179.17	39.33	50-2222-214-300
522222142		LIB ASST MEDICARE S.C.	0.00	0.00	0.00	0.00	0.00	0.00	50-2222-214-302
200	Employee Benefits		1,024.88	11,898.89	0.00	14,948.13	3,049.24	79.60	Object
2222	Sch Library Services		1,024.88	11,898.89	0.00	14,948.13	3,049.24	79.60	** Function
<u>Computer-Assisted Inst</u>									
Employee Benefits									
52225212		TECH IMRF	1,236.64	14,551.33	0.00	24,511.85	9,960.52	59.36	50-2225-212-300
522252122		TECH IMRF S.C.	0.00	0.00	0.00	0.00	0.00	0.00	50-2225-212-302
52225213		TECH FICA	912.56	11,564.73	0.00	14,078.46	2,513.73	82.14	50-2225-213-300
522252132		TECH ASST FICA S.C.	0.00	0.00	0.00	0.00	0.00	0.00	50-2225-213-302
52225214		TECH/CYBRARY AIDE MEDICARE	0.00	0.00	0.00	0.00	0.00	0.00	50-2225-214-300
50-2225-214-302		TECH ASST SALARY S.C. (MR)	0.00	0.00	0.00	0.00	0.00	0.00	50-2225-214-302
200	Employee Benefits		2,149.20	26,116.06	0.00	38,590.31	12,474.25	67.68	Object
2225	Computer-Assisted Inst		2,149.20	26,116.06	0.00	38,590.31	12,474.25	67.68	** Function

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I.M.R.F./Soc. Sec. Fund 50

Function 2000 Support Services
Function 2300 Function 2300
Object 200 Employee Benefits

Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
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Function 2300

Employee Benefits

50-2300-212	TEST PROCTOR (RM)	0.00	41.32	0.00	54.87	13.55	75.31	50-2300-212
50-2300-213	TEST PROCTOR (FR)	0.00	33.38	0.00	40.06	6.68	83.33	50-2300-213
50-2300-214	TEST PROCTOR (MR)	0.00	24.40	0.00	26.18	1.78	93.20	50-2300-214
200	Employee Benefits	0.00	99.10	0.00	121.11	22.01	81.83	Object
2300	Function 2300	0.00	99.10	0.00	121.11	22.01	81.83	** Function

Brd Ed Services

Employee Benefits

52310213	BOARD OF ED FICA	0.00	0.00	0.00	0.00	0.00	0.00	50-2310-213-300
52310214	BOARD OF ED MEDICARE	0.00	0.00	0.00	0.00	0.00	0.00	50-2310-214-300
200	Employee Benefits	0.00	0.00	0.00	0.00	0.00	0.00	Object
2310	Brd Ed Services	0.00	0.00	0.00	0.00	0.00	0.00	** Function

Brd Secretary Services

Employee Benefits

52312212	BOARD SECY IMRF	0.00	228.99	0.00	259.47	30.48	88.25	50-2312-212-300
52312213	BOARD SECY FICA	0.00	191.00	0.00	190.18	(0.82)	100.43	50-2312-213-300
200	Employee Benefits	0.00	419.99	0.00	449.65	29.66	93.40	Object
2312	Brd Secretary Services	0.00	419.99	0.00	449.65	29.66	93.40	** Function

Brd Treasurer Services

Employee Benefits

52313214	PERFORMANCE MEDICARE	0.00	0.00	0.00	0.00	0.00	0.00	50-2313-214-300
200	Employee Benefits	0.00	0.00	0.00	0.00	0.00	0.00	Object
2313	Brd Treasurer Services	0.00	0.00	0.00	0.00	0.00	0.00	** Function

Office Of Supt Services

Employee Benefits

52321212	SUPT SECY IMRF	579.96	6,070.45	0.00	6,808.39	737.94	89.16	50-2321-212-300
52321213	SUPT SECY FICA	439.40	4,834.17	0.00	5,298.17	464.00	91.24	50-2321-213-300
52321214	SUPT MEDICARE	227.24	2,501.30	0.00	2,727.84	226.54	91.70	50-2321-214-300
200	Employee Benefits	1,246.60	13,405.92	0.00	14,834.40	1,428.48	90.37	Object
2321	Office Of Supt Services	1,246.60	13,405.92	0.00	14,834.40	1,428.48	90.37	** Function

Educational, Inspectional, Sup Serv due to loss

Employee Benefits

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I.M.R.F./Soc. Sec. Fund 50									
Function	2000	Support Services							
Function	2367	Educational, Inspectional, Sup Serv due to loss							
Object	200	Employee Benefits							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
52367212	CAMPUS MONITOR IMRF		2,290.62	20,640.20	0.00	24,000.00	3,359.80	86.00	50-2367-212-300
52367213	CAMPUS MONITOR FICA		1,692.31	15,788.03	0.00	18,000.00	2,211.97	87.71	50-2367-213-300
52367214	DEANS MEDICARE		50.02	568.56	0.00	650.69	82.13	87.38	50-2367-214-300
200	Employee Benefits		4,032.95	36,996.79	0.00	42,650.69	5,653.90	86.74	Object
2367	Educational, Inspectional, Sup Serv due to loss		4,032.95	36,996.79	0.00	42,650.69	5,653.90	86.74	** Function
Office Of Principal Serv									
Employee Benefits									
52410212	PRINCIPAL SECY IMRF		725.96	7,605.75	0.00	8,387.85	782.10	90.68	50-2410-212-300
52140213	PRINCIPAL SECY FICA		528.20	6,890.53	0.00	6,259.10	(631.43)	110.09	50-2410-213-300
52410214	PRINCIPAL MEDICARE		643.72	7,150.44	0.00	8,097.83	947.39	88.30	50-2410-214-300
524102142	PRINCIPAL MEDICARE S.C.		116.50	1,290.23	0.00	1,244.66	(45.57)	103.66	50-2410-214-302
200	Employee Benefits		2,014.38	22,936.95	0.00	23,989.44	1,052.49	95.61	Object
2410	Office Of Principal Serv		2,014.38	22,936.95	0.00	23,989.44	1,052.49	95.61	** Function
Other Supp. Serv Sch Adm									
Employee Benefits									
52490212	DEANS SECY IMRF		554.80	5,779.72	0.00	6,246.42	466.70	92.53	50-2490-212-300
52490213	DEANS SECY FICA		365.36	4,013.51	0.00	4,283.46	269.95	93.70	50-2490-213-300
52490214	DEANS OFFICE MEDICARE		0.00	0.00	0.00	42.65	42.65	0.00	50-2490-214-300
200	Employee Benefits		920.16	9,793.23	0.00	10,572.53	779.30	92.63	Object
2490	Other Supp. Serv Sch Adm		920.16	9,793.23	0.00	10,572.53	779.30	92.63	** Function
Dirctn Business Suppt Ser									
Employee Benefits									
50-2510-212-300	CSBO SALARY (RM)		946.16	6,730.03	0.00	7,406.40	676.37	90.87	50-2510-212-300
50-2510-213-300	CSBO SALARY (FR)		722.36	6,514.22	0.00	7,100.76	586.54	91.74	50-2510-213-300
52510214	CSBO MEDICARE		0.00	0.00	0.00	0.00	0.00	0.00	50-2510-214-300
200	Employee Benefits		1,668.52	13,244.25	0.00	14,507.16	1,262.91	91.29	Object
2510	Dirctn Business Suppt Ser		1,668.52	13,244.25	0.00	14,507.16	1,262.91	91.29	** Function
Financial Acct Services									
Employee Benefits									
52525212	BOOKKEEPER IMRF		1,188.98	12,445.18	0.00	13,890.49	1,445.31	89.59	50-2525-212-300
52525213	BOOKKEEPER FICA		904.72	9,951.82	0.00	10,854.23	902.41	91.69	50-2525-213-300
200	Employee Benefits		2,093.70	22,397.00	0.00	24,744.72	2,347.72	90.51	Object
2525	Financial Acct Services		2,093.70	22,397.00	0.00	24,744.72	2,347.72	90.51	** Function

Operation Maint. Pnt Ser

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I.M.R.F./Soc. Sec. Fund 50									
Function	2000	Support Services							
Function	2540	Operation Maint. Plnt Ser							
Object	200	Employee Benefits							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Employee Benefits									
52540212	CUSTODIAN IMRF		5,033.03	56,523.92	0.00	66,731.46	10,207.54	84.70	50-2540-212-300
525402122	CUSTODIAN IMRF S.C.		0.00	0.00	0.00	0.00	0.00	0.00	50-2540-212-302
52540213	CUSTODIAN FICA		3,744.44	47,186.79	0.00	54,478.38	7,291.59	86.62	50-2540-213-300
525402132	CUSTODIAN FICA S.C.		0.00	0.00	0.00	0.00	0.00	0.00	50-2540-213-302
50-2540-214-300	CUSTODIANS SALARY (MR)		0.00	0.00	0.00	0.00	0.00	0.00	50-2540-214-300
200	Employee Benefits		8,777.47	103,710.71	0.00	121,209.84	17,499.13	85.56	Object
2540	Operation Maint. Plnt Ser		8,777.47	103,710.71	0.00	121,209.84	17,499.13	85.56	** Function
Service Area Direction									
Employee Benefits									
52541212	SUMMER CUSTODIAN IMRF		0.00	0.00	0.00	0.00	0.00	0.00	50-2541-212-300
52541213	SUMMER CUSTODIAN FICA		0.00	2,344.35	0.00	2,787.12	442.77	84.11	50-2541-213-300
200	Employee Benefits		0.00	2,344.35	0.00	2,787.12	442.77	84.11	Object
2541	Service Area Direction		0.00	2,344.35	0.00	2,787.12	442.77	84.11	** Function
Pupil Transportation Ser									
Employee Benefits									
52550212	BUS DRIVER IMRF		8,773.85	108,330.55	0.00	125,000.00	16,669.45	86.66	50-2550-212-300
52550213	BUS DRIVER FICA		6,698.24	88,157.53	0.00	100,000.00	11,842.47	88.16	50-2550-213-300
200	Employee Benefits		15,472.09	196,488.08	0.00	225,000.00	28,511.92	87.33	Object
2550	Pupil Transportation Ser		15,472.09	196,488.08	0.00	225,000.00	28,511.92	87.33	** Function
Vehicle Srvc/Maint Srvc									
Employee Benefits									
52554212	BUS MECHANIC IMRF		1,319.38	15,228.30	0.00	16,815.82	1,587.52	90.56	50-2554-212-300
52554213	BUS MECHANIC FICA		955.24	11,646.06	0.00	12,588.58	942.52	92.51	50-2554-213-300
200	Employee Benefits		2,274.62	26,874.36	0.00	29,404.40	2,530.04	91.40	Object
2554	Vehicle Srvc/Maint Srvc		2,274.62	26,874.36	0.00	29,404.40	2,530.04	91.40	** Function
Internal Information Srv									
Employee Benefits									
52632212	INTERNAL INFO IMRF		218.04	2,324.90	0.00	2,687.48	362.58	86.51	50-2632-212-300
52632213	INTERNAL INFO FICA		126.90	1,431.30	0.00	1,610.79	179.49	88.86	50-2632-213-300
52632214	INTERNAL INFO MEDICARE		0.00	0.00	0.00	0.00	0.00	0.00	50-2632-214-300
200	Employee Benefits		344.94	3,756.20	0.00	4,298.27	542.07	87.39	Object
2632	Internal Information Srv		344.94	3,756.20	0.00	4,298.27	542.07	87.39	** Function
Public Information Serv									

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I.M.R.F./Soc. Sec. Fund 50

Function 2000 Support Services
Function 2633 Public Information Serv
Object 200 Employee Benefits

Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Employee Benefits								
52633212	PUBLIC INFO IMRF	559.04	5,851.48	0.00	5,702.21	(149.27)	102.62	50-2633-212-300
52633213	PUBLIC INFO FICA	426.80	4,694.80	0.00	4,513.06	(181.74)	104.03	50-2633-213-300
200	Employee Benefits	985.84	10,546.28	0.00	10,215.27	(331.01)	103.24	Object
2633	Public Information Serv	985.84	10,546.28	0.00	10,215.27	(331.01)	103.24	** Function
2000	Support Services	50,046.57	576,516.08	0.00	663,513.10	86,997.02	86.89	* Function
Community Services								
Community Recreation Srv								
Employee Benefits								
53200212	WELLNESS CENTER IMRF	0.00	0.00	0.00	0.00	0.00	0.00	50-3200-212-300
53200213	WELLNESS CENTER STDNT/FICA	0.00	0.00	0.00	0.00	0.00	0.00	50-3200-213-300
532002131	WELLNESS CENTER PUBLIC/FICA	0.00	0.00	0.00	0.00	0.00	0.00	50-3200-213-300
53200214	WELLNESS CENTER STDNT/MED	0.00	0.00	0.00	0.00	0.00	0.00	50-3200-214-300
200	Employee Benefits	0.00	0.00	0.00	0.00	0.00	0.00	Object
3200	Community Recreation Srv	0.00	0.00	0.00	0.00	0.00	0.00	** Function
3000	Community Services	0.00	0.00	0.00	0.00	0.00	0.00	* Function
Nonprog								
Function 4100								
Employee Benefits								
50-4100-212-300	TITLE I SALARY (RM)	0.00	0.00	0.00	0.00	0.00	0.00	50-4100-212-300
50-4100-213-300	TITLE I SALARY (FR)	0.00	0.00	0.00	0.00	0.00	0.00	50-4100-213-300
200	Employee Benefits	0.00	0.00	0.00	0.00	0.00	0.00	Object
4100	Function 4100	0.00	0.00	0.00	0.00	0.00	0.00	** Function
Payments Sp Ed Programs								
Employee Benefits								
54120214	SPEC ED HB MEDICARE	0.00	0.00	0.00	0.00	0.00	0.00	50-4120-214-300
200	Employee Benefits	0.00	0.00	0.00	0.00	0.00	0.00	Object
4120	Payments Sp Ed Programs	0.00	0.00	0.00	0.00	0.00	0.00	** Function
Function 481								
Employee Benefits								
50-481-212-454-1	IMRF (RM)	0.00	0.00	0.00	0.00	0.00	0.00	50-481-212-454
50-481-213-454-1	IMRF (FR)	0.00	0.00	0.00	0.00	0.00	0.00	50-481-213-454
200	Employee Benefits	0.00	0.00	0.00	0.00	0.00	0.00	Object

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I.M.R.F./Soc. Sec. Fund 50

Function 4000 Nonprog
Function 481 Function 481
Object 200 Employee Benefits

Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
481	Function 481	0.00	0.00	0.00	0.00	0.00	0.00	** Function
4000	Nonprog	0.00	0.00	0.00	0.00	0.00	0.00	* Function
50	I.M.R.F./Soc. Sec. Fund	72,264.66	812,365.11	0.00	929,831.06	117,465.95	87.37	Fund

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Capital Projects Fund or Fund Group 60

Function 2000 Support Services
Function 2530 Function 2530
Object 500 Capital Outlay

Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Support Services								
Function 2530								
Capital Outlay								
62530500	FAC ACQ & CONSTR SERV #2279	0.00	0.00	0.00	0.00	0.00	0.00	60-2530-500-300
62530501	FAC ACQ & CONSTR SERV #2299	0.00	0.00	0.00	0.00	0.00	0.00	60-2530-500-300
500	Capital Outlay	0.00	0.00	0.00	0.00	0.00	0.00	Object
2530	Function 2530	0.00	0.00	0.00	0.00	0.00	0.00	** Function
Land Acquistn/Devel Serv								
Purchased Services								
62532390	REIMB EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	60-2532-390-300
300	Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	Object
Capital Outlay								
62532520	TRANS BULDING PURCHASE	0.00	0.00	0.00	0.00	0.00	0.00	60-2532-520
	LAND							
62532530	SIGNALIZATION	0.00	0.00	0.00	0.00	0.00	0.00	60-2532-530
500	Capital Outlay	0.00	0.00	0.00	0.00	0.00	0.00	Object
2532	Land Acquistn/Devel Serv	0.00	0.00	0.00	0.00	0.00	0.00	** Function
Archtre Engineering Serv								
Purchased Services								
62533316	A & E FEES/ 2011	0.00	0.00	0.00	0.00	0.00	0.00	60-2533-300
62533314	TCC CONST FEES	0.00	0.00	0.00	0.00	0.00	0.00	60-2533-300-300
62533310	A & E FEES/PROJECT 2279	0.00	0.00	0.00	0.00	0.00	0.00	60-2533-310-300
62533311	A & E FEES/PROJECT 2299	0.00	0.00	0.00	0.00	0.00	0.00	60-2533-310-300
62533312	A & E FEES/PROJECT 2386	0.00	0.00	0.00	0.00	0.00	0.00	60-2533-310-300
62533313	A & E FEES/PROJECT 6003	0.00	0.00	0.00	0.00	0.00	0.00	60-2533-310-300
62533315	A & E FEES/2009	0.00	0.00	0.00	0.00	0.00	0.00	60-2533-310-300
62533320	A & E FEES/PROJECT CENTRAL	0.00	0.00	0.00	0.00	0.00	0.00	60-2533-310-300
	PAC							
62533318	LEGAL SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	60-2533-318-300
62533319	PROF TECH SERV	0.00	0.00	0.00	0.00	0.00	0.00	60-2533-319-300
62533390	OTHER PUR SERV-STRC #2279	0.00	0.00	0.00	0.00	0.00	0.00	60-2533-390-300
62533391	OTHER PUR SERV-STRC #2299	0.00	0.00	0.00	0.00	0.00	0.00	60-2533-390-300
300	Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	Object
2533	Archtre Engineering Serv	0.00	0.00	0.00	0.00	0.00	0.00	** Function

Bldg Acquistn Cons Impr

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Capital Projects Fund or Fund Group 60									
Function	2000	Support Services							
Function	2535	Bldg Acquistn Cons Impr							
Object	300	Purchased Services							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Purchased Services									
62535315		BLDRS RISK COVERAGE	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-300-300
62535325		CAPITAL IMPROVEMENT	3,885,675.90	7,535,370.40	0.00	0.00	(7,535,370.40)	0.00	60-2535-323
62535323		BLEACHER REPAIR & UPGRADES	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-323-300
62535324		CENTRAL PAC IMPROVEMENTS	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-323-300
300	Purchased Services		3,885,675.90	7,535,370.40	0.00	0.00	(7,535,370.40)	0.00	Object
Capital Outlay									
62535523		BLEACHER CAPITAL OUTLAY	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-500-300
62535525		CAPITAL IMPROVEMENTS	0.00	0.00	0.00	5,800,000.00	5,800,000.00	0.00	60-2535-500-300
62535554		CONTINGENCY COSTS #6003	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-500-300
62535555		CONSTR COSTS #6003	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-500-300
62535559		CONSTRUCTION COST BUILD 2011	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-531
62535558		TRANSPORTATION COST	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-540
62535558		CONSTRUCTION COST 2011	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-540
62535550		CONSTR COSTS #2279	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-550-300
62535551		CONSTR COSTS #2299	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-550-300
62535552		CONTINGENCY COSTS #2279	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-550-300
62535553		CONTINGENCY COSTS #2299	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-550-300
62535556		FF & E COSTS #6003	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-550-300
62535557		CONSTR COSTS/2009	0.00	0.00	0.00	0.00	0.00	0.00	60-2535-550-300
500	Capital Outlay		0.00	0.00	0.00	5,800,000.00	5,800,000.00	0.00	Object
2535	Bldg Acquistn Cons Impr		3,885,675.90	7,535,370.40	0.00	5,800,000.00	(1,735,370.40)	129.92	** Function
2000	Support Services		3,885,675.90	7,535,370.40	0.00	5,800,000.00	(1,735,370.40)	129.92	* Function
Other Financing Uses									
Permnt Trans Of Interest									
Other Objects									
68140		TRANS OF INTEREST	0.00	0.00	0.00	0.00	0.00	0.00	60-8140-661-300
600	Other Objects		0.00	0.00	0.00	0.00	0.00	0.00	Object
8140	Permnt Trans Of Interest		0.00	0.00	0.00	0.00	0.00	0.00	** Function
Permnt Trans W/C-Abatement									
Other Objects									
68180611		PERM TRANS FROM W/C ABATEMENT	0.00	0.00	0.00	0.00	0.00	0.00	60-8180-611-300
600	Other Objects		0.00	0.00	0.00	0.00	0.00	0.00	Object

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Capital Projects Fund or Fund Group 60								
Function	8000	Other Financing Uses						
Function	8180	Permnt Trans W/C-Abatement						
Object	600	Other Objects						
Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
8180	Permnt Trans W/C-Abatement	0.00	0.00	0.00	0.00	0.00	0.00	** Function
8000	Other Financing Uses	0.00	0.00	0.00	0.00	0.00	0.00	* Function
60	Capital Projects Fund or Fund Group	3,885,675.90	7,535,370.40	0.00	5,800,000.00	(1,735,370.40)	129.92	Fund

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Working Cash Fund 70

Function	8000	Other Financing Uses
Function	8180	Permnt Trans W/C-Abatement
Object	600	Other Objects

Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
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Other Financing Uses

Permnt Trans W/C-Abatement

Other Objects

78180611	PERM TRANS FROM W/C ABATEMENT	0.00	0.00	0.00	0.00	0.00	0.00	70-8180-611-300
78180710	PERM TRANS OF W/C-ABATEMENT	0.00	0.00	0.00	0.00	0.00	0.00	70-8180-661-300
600	Other Objects	0.00	0.00	0.00	0.00	0.00	0.00	Object
8180	Permnt Trans W/C-Abatement	0.00	0.00	0.00	0.00	0.00	0.00	** Function

Other Uses Not Classified Elsewhere

Other Objects

78990	OTHER USES NOT CLASSIFIED	0.00	0.00	0.00	0.00	0.00	0.00	70-8990-661-300
600	Other Objects	0.00	0.00	0.00	0.00	0.00	0.00	Object
8990	Other Uses Not Classified Elsewhere	0.00	0.00	0.00	0.00	0.00	0.00	** Function
8000	Other Financing Uses	0.00	0.00	0.00	0.00	0.00	0.00	* Function
70	Working Cash Fund	0.00	0.00	0.00	0.00	0.00	0.00	Fund

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Tort Immunity and Judgment Fund 80

Function 2000 Support Services
Function 2310 Brd Ed Services
Object 200 Employee Benefits

Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Support Services								
<u>Brd Ed Services</u>								
Employee Benefits								
82310200	BOARD OF ED-OTHER	0.00	0.00	0.00	0.00	0.00	0.00	80-2310-200-300
200	Employee Benefits	0.00	0.00	0.00	0.00	0.00	0.00	Object
Purchased Services								
82310318	ATTORNEY FEES	1,264.50	48,042.26	0.00	80,000.00	31,957.74	60.05	80-2310-318-300
300	Purchased Services	1,264.50	48,042.26	0.00	80,000.00	31,957.74	60.05	Object
2310	Brd Ed Services	1,264.50	48,042.26	0.00	80,000.00	31,957.74	60.05	** Function
<u>Workers Comp/Workers Occ Disease Acts Payments</u>								
Purchased Services								
82362381	WORK COMP PREMIUMS	14,532.00	161,422.80	0.00	160,000.00	(1,422.80)	109.44	80-2362-380-300
300	Purchased Services	14,532.00	161,422.80	0.00	160,000.00	(1,422.80)	109.44	Object
2362	Workers Comp/Workers Occ Disease Acts Payments	14,532.00	161,422.80	0.00	160,000.00	(1,422.80)	109.44	** Function
<u>Unemployment Insurance Act Payments</u>								
Purchased Services								
82363380	UNEMPLOYMENT INS	0.00	0.00	0.00	0.00	0.00	0.00	80-2363-380-300
300	Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	Object
2363	Unemployment Insurance Act Payments	0.00	0.00	0.00	0.00	0.00	0.00	** Function
<u>Insurance Payments (regular or self-insurance)</u>								
Purchased Services								
82364382	PROPERTY INLAND MARINE	0.00	0.00	0.00	0.00	0.00	0.00	80-2364-380-300
82364383	GEN LIABILITY INS	0.00	182,340.00	0.00	175,000.00	(7,340.00)	104.19	80-2364-380-300
82364384	SLEO/SMM	0.00	0.00	0.00	0.00	0.00	0.00	80-2364-380-300
82364385	UMBRELLA	0.00	12,596.00	0.00	15,000.00	2,404.00	83.97	80-2364-380-300
82364386	STUDENT CATASTROPHIC INSURANCE	0.00	1,782.50	0.00	3,500.00	1,717.50	50.93	80-2364-380-300
300	Purchased Services	0.00	196,718.50	0.00	193,500.00	(3,218.50)	101.66	Object
2364	Insurance Payments (regular or self-insurance)	0.00	196,718.50	0.00	193,500.00	(3,218.50)	101.66	** Function
<u>Risk Management and Claims Services Payments</u>								
Purchased Services								
82365395	SAFETY/INSURANCE CONSULTING	0.00	16,155.00	0.00	15,000.00	(1,155.00)	107.70	80-2365-390

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Tort Immunity and Judgment Fund 80									
Function	2000	Support Services	M.T.D.	Y.T.D.	Open	Current	Budget	% of	State Account Number
Function	2365	Risk Management and Claims Services Payments	Activity	Activity	Encumb.	Budget	Balance	Budget	
Object	300	Purchased Services							
Account	Description		Activity	Activity	Encumb.	Budget	Balance	% of	State Account Number
82365390	EVENT SECURITY P.S.		0.00	0.00	0.00	30,000.00	30,000.00	0.00	80-2365-390-300
82365391	SRO		18,329.70	95,896.20	0.00	75,000.00	(20,896.20)	127.86	80-2365-390-300
82365393	BUILD REPAIR MAINT/FIRE		9,469.57	72,300.75	0.00	50,000.00	(22,300.75)	144.60	80-2365-390-300
82365394	BUILD REPAIR/COMM EQUIP		0.00	0.00	0.00	35,000.00	35,000.00	0.00	80-2365-390-300
823653922	SRO - S.C.		9,009.68	66,306.00	0.00	70,000.00	3,694.00	94.72	80-2365-390-302
300	Purchased Services		36,808.95	250,657.95	0.00	275,000.00	24,342.05	91.15	Object
2365	Risk Management and Claims Services Payments		36,808.95	250,657.95	0.00	275,000.00	24,342.05	91.15	** Function
<u>Educational, Inspectional, Sup Serv due to loss</u>									
Salaries									
82367100	CAMPUS MONITOR SALARY		21,343.30	199,644.67	0.00	222,425.95	22,781.28	89.76	80-2367-100-300
82367101	NURSE SALARY		298.88	3,607.10	0.00	3,841.26	234.16	93.90	80-2367-100-300
82367102	DEANS SALARY		4,769.66	52,159.43	0.00	55,776.90	3,617.47	93.51	80-2367-100-300
82367110	CAMPUS MONITOR SUB SALARY		0.00	3,792.00	0.00	12,000.00	8,208.00	31.60	80-2367-120-300
82367130	CAMPUS MON. EXTRA DUTY SALARY		0.00	0.00	0.00	0.00	0.00	0.00	80-2367-130-300
100	Salaries		26,411.84	259,203.20	0.00	294,044.11	34,840.91	88.15	Object
Employee Benefits									
82367211	DEANS TRS		518.66	5,177.25	0.00	5,718.50	541.25	90.54	80-2367-211-300
80-2367-222-300	DEANS SALARY (BCE-P)		5,995.52	70,704.63	0.00	76,629.33	5,924.70	92.27	80-2367-222-300
200	Employee Benefits		6,514.18	75,881.88	0.00	82,347.83	6,465.95	92.15	Object
2367	Educational, Inspectional, Sup Serv due to loss		32,926.02	335,085.08	0.00	376,391.94	41,306.86	89.03	** Function
<u>Care & Upkeep Bldg Serv</u>									
Purchased Services									
82542301	BUILDING SECURITY SERVICES		0.00	0.00	0.00	25,000.00	25,000.00	0.00	80-2542-300
82542320	BUILDING INSPECTIONS		0.00	0.00	0.00	5,000.00	5,000.00	0.00	80-2542-320
300	Purchased Services		0.00	0.00	0.00	30,000.00	30,000.00	0.00	Object
2542	Care & Upkeep Bldg Serv		0.00	0.00	0.00	30,000.00	30,000.00	0.00	** Function
<u>Security Services</u>									
Supplies And Materials									
82546410	SECURITY SUPPLIES		0.00	414.37	0.00	15,000.00	14,585.63	2.76	80-2546-410-300
825464102	SECURITY SUPPLIES SOUTH		0.00	414.38	0.00	15,000.00	14,585.62	2.76	80-2546-410-302
400	Supplies And Materials		0.00	828.75	0.00	30,000.00	29,171.25	2.76	Object
Capital Outlay									
82546540	SECURITY EQUIPMENT		0.00	0.00	0.00	35,000.00	35,000.00	0.00	80-2546-540-300
825465402	SECURITY EQUIPMENT SOUTH		0.00	0.00	0.00	35,000.00	35,000.00	0.00	80-2546-540-302

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Tort Immunity and Judgment Fund 80

Function 2000 Support Services
Function 2546 Security Services
Object 500 Capital Outlay

Account	Description	M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
500	Capital Outlay	0.00	0.00	0.00	70,000.00	70,000.00	0.00	Object
2546	Security Services	0.00	828.75	0.00	100,000.00	99,171.25	0.83	** Function
2000	Support Services	85,531.47	992,755.34	0.00	1,214,891.94	222,136.60	82.84	* Function
80	Tort Immunity and Judgment Fund	85,531.47	992,755.34	0.00	1,214,891.94	222,136.60	82.84	Fund

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Fire Prevention & Safety Fund 90									
Function	2000	Support Services							
Function	2542	Care & Upkeep Bldg Serv							
Object	300	Purchased Services							
Account	Description		M.T.D. Activity	Y.T.D. Activity	Open Encumb.	Current Budget	Budget Balance	% of Budget	State Account Number
Support Services									
Care & Upkeep Bldg Serv									
Purchased Services									
92542310	LIFE SAFETY A & E		0.00	0.00	0.00	0.00	0.00	0.00	90-2542-300-300
92542311	SAFETY CONSULTATION FEES		0.00	0.00	0.00	0.00	0.00	0.00	90-2542-300-300
92542312	GAVC PROJECT UPGRADES		0.00	0.00	0.00	0.00	0.00	0.00	90-2542-300-300
300	Purchased Services		0.00	0.00	0.00	0.00	0.00	0.00	Object
Capital Outlay									
92542530	LIFE SAFETY REPAIRS		0.00	21,085.00	0.00	3,000,000.00	2,978,915.00	0.70	90-2542-530-300
92542531	LIFE SAFETY - ROOFING		0.00	0.00	0.00	0.00	0.00	0.00	90-2542-531-300
500	Capital Outlay		0.00	21,085.00	0.00	3,000,000.00	2,978,915.00	0.70	Object
2542	Care & Upkeep Bldg Serv		0.00	21,085.00	0.00	3,000,000.00	2,978,915.00	0.70	** Function
2000	Support Services		0.00	21,085.00	0.00	3,000,000.00	2,978,915.00	0.70	* Function
90	Fire Prevention & Safety Fund		0.00	21,085.00	0.00	3,000,000.00	2,978,915.00	0.70	Fund
Report Total:			7,306,748.42	51,318,700.52	411,833.21	56,940,345.04	5,621,644.52	90.93	

Revenue Report

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Education Fund 10							
Source of Revenue	1000	Levy					
Source of Revenue	1110	Source of Revenue 1110					
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
Levy							
Source of Revenue 1110							
111110	PRIOR YEAR TAXES	0.00	3.03	0.00	(3.03)	0.00	10-1110
111111	GRUNDY CO TAXES	0.00	6,018,816.48	6,029,509.00	10,692.52	99.82	10-1110
111112	KENDALL CO TAXES	0.00	942,551.38	943,616.00	1,064.62	99.89	10-1110
111113	WILL CO TAXES	0.00	4,269,917.15	4,296,341.00	26,423.85	99.38	10-1110
111114	GRUNDY CO EDPA SURPLUS	0.00	147,883.48	181,000.00	33,116.52	81.70	10-1110
111122	KENDALL CO - EARLY DISTR	0.00	0.00	1,075,720.00	1,075,720.00	0.00	10-1110
111123	WILL CO - EARLY DISTR	775,553.62	775,553.62	5,015,199.00	4,239,645.38	15.46	10-1110
1110 Source of Revenue 1110		775,553.62	12,154,725.14	17,541,385.00	5,386,659.86	69.29	** Source of Revenue
Source of Revenue 1120							
111211	GRUNDY CO TORT	0.00	0.00	0.00	0.00	0.00	10-1120
111212	KENDALL CO TORT	0.00	0.00	0.00	0.00	0.00	10-1120
111213	WILL CO TORT	0.00	0.00	0.00	0.00	0.00	10-1120
111222	KENDALL CO TORT-EARLY DISTR	0.00	0.00	0.00	0.00	0.00	10-1120
111223	WILL CO TORT-EARLY DISTR	0.00	0.00	0.00	0.00	0.00	10-1120
1120 Source of Revenue 1120		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Leasing Purposes Levy							
111311	GRUNDY CO LEASE	0.00	246,672.73	266,051.00	19,378.27	92.72	10-1130
111312	KENDALL CO LEASE	0.00	38,629.16	38,673.00	43.84	99.89	10-1130
111313	WILL CO LEASE	0.00	174,996.60	176,079.00	1,082.40	99.39	10-1130
111314	GRUNDY CO LEASE EDPA SURPLUS	0.00	6,060.80	0.00	(6,060.80)	0.00	10-1130
111322	KENDALL CO LEASE-EARLY DISTR	0.00	0.00	29,144.00	29,144.00	0.00	10-1130
111323	WILL CO LEASE-EARLY DISTR	21,558.83	21,558.83	135,877.00	114,318.17	15.87	10-1130
1130 Leasing Purposes Levy		21,558.83	487,918.12	645,824.00	157,905.88	75.55	** Source of Revenue
Source of Revenue 1140							
111411	GRUNDY CO SPEC ED	0.00	98,669.07	99,628.00	958.93	99.04	10-1140
1114111	GRUNDY CO SPEC ED TIF	0.00	0.00	0.00	0.00	0.00	10-1140
111412	KENDALL CO SPEC ED	0.00	15,451.68	15,469.00	17.32	99.89	10-1140
111413	WILL CO SPEC ED	0.00	69,998.66	70,432.00	433.34	99.38	10-1140
111414	GRUNDY CO SPEC ED EDPA SURPLUS	0.00	2,424.32	2,400.00	(24.32)	101.01	10-1140
111422	KENDALL CO SPEC ED-EARLY DISTR	0.00	0.00	16,328.00	16,328.00	0.00	10-1140
111423	WILL CO SPEC ED-EARLY DISTR	12,719.75	12,719.75	82,216.00	69,496.25	15.47	10-1140
1140 Source of Revenue 1140		12,719.75	199,263.48	286,473.00	87,209.52	69.56	** Source of Revenue
Mobile Home Privilege Tax							
11210	MOBILE HOME TAX	0.00	4,852.67	0.00	(4,852.67)	0.00	10-1210
11211	MOBILE HOME TAX SPECIAL ED	0.00	79.34	0.00	(79.34)	0.00	10-1210

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Education Fund 10							
Source of Revenue	1000	Levy					
Source of Revenue	1210	Mobile Home Privilege Tax					
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance	% of Budget	State Account Number
11212		MOBILE HOME TAX - LEASE	0.00	198.36	0.00	(198.36)	0.00 10-1210
	1210 Mobile Home Privilege Tax		0.00	5,130.37	0.00	(5,130.37)	0.00 ** Source of Revenue
<u>Tiff Contributions</u>							
112901		GRUNDY CO EDUCATION TIF	0.00	1,132,533.25	1,100,000.00	(32,533.25)	102.96 10-1211
112902		GRUNDY CO LEASE TIF	0.00	30,958.34	26,000.00	(4,958.34)	119.07 10-1211
112903		GRUNDY CO SPEC ED TIF	0.00	12,383.33	10,500.00	(1,883.33)	117.94 10-1211
	1211 Tiff Contributions		0.00	1,175,874.92	1,136,500.00	(39,374.92)	103.46 ** Source of Revenue
<u>Corp Pers Prop Repl Tax</u>							
11230		CPPRT	0.00	281,655.90	465,693.00	184,037.10	60.48 10-1230
	1230 Corp Pers Prop Repl Tax		0.00	281,655.90	465,693.00	184,037.10	60.48 ** Source of Revenue
<u>Other Pmts In Lieu Of Tax</u>							
11290		PAYMENTS IN LIEU OF TAXES	0.00	2,174.13	0.00	(2,174.13)	0.00 10-1290
11291		LAG FEES	0.00	0.00	0.00	0.00	0.00 10-1290
11292		PAYMENT IN LIEU OF TAXES SP ED	0.00	35.64	0.00	(35.64)	0.00 10-1290
11293		PAYMENT IN LIEU OF TAXES LEASE	0.00	89.10	0.00	(89.10)	0.00 10-1290
	1290 Other Pmts In Lieu Of Tax		0.00	2,298.87	0.00	(2,298.87)	0.00 ** Source of Revenue
<u>Reg Tuition-Pupils/Parent</u>							
11311		NON-RESIDENT TUITION	0.00	0.00	0.00	0.00	0.00 10-1311
	1311 Reg Tuition-Pupils/Parent		0.00	0.00	0.00	0.00	0.00 ** Source of Revenue
<u>Summer School Tuition - Pupils/ Parents (In-State)</u>							
11320		TOTAL SUMMER SCHOOL TUITION	3,360.00	3,360.00	13,000.00	9,640.00	25.85 10-1321
	1321 Summer School Tuition - Pupils/ Parents (In-State)		3,360.00	3,360.00	13,000.00	9,640.00	25.85 ** Source of Revenue
<u>Interest On Investments</u>							
11510		CHECKING INTEREST	0.00	0.00	0.00	0.00	0.00 10-1510
11511		INVESTMENT INTEREST	2,243.71	184,915.09	275,000.00	90,084.91	67.24 10-1510
	1510 Interest On Investments		2,243.71	184,915.09	275,000.00	90,084.91	67.24 ** Source of Revenue
<u>Sales To Pupils-Lunch</u>							
11611		CAFETERIA SALES CASH	0.00	277,119.79	500,000.00	222,880.21	55.42 10-1611
11612		CAFETERIA SALES CREDIT CARD	1,105.44	535,041.99	600,000.00	64,958.01	89.17 10-1611
	1611 Sales To Pupils-Lunch		1,105.44	812,161.78	1,100,000.00	287,838.22	73.83 ** Source of Revenue
<u>Sales To Adults</u>							
11620		COFFEE SALES	0.00	0.00	0.00	0.00	0.00 10-1620
	1620 Sales To Adults		0.00	0.00	0.00	0.00	0.00 ** Source of Revenue
<u>Admissions-Athletic</u>							
11709		POST SEASON GATE RECEIPTS	0.00	19,682.00	8,500.00	(11,182.00)	231.55 10-1711

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Education Fund 10							
Source of Revenue	1000	Levy					
Source of Revenue	1711	Admissions-Athletic					
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance	% of Budget	State Account Number
11710	ATHLETIC ENTRY FEES RECD	0.00	16,100.00	30,000.00	13,900.00	53.67	10-1711
11711	SOCCER ADMISSIONS	0.00	0.00	0.00	0.00	0.00	10-1711
11712	FOOTBALL ADMISSIONS	0.00	19,449.45	15,000.00	(4,449.45)	129.66	10-1711
11713	XC ADMISSIONS	0.00	0.00	0.00	0.00	0.00	10-1711
11714	WRESTLING ADMISSIONS	0.00	2,068.00	2,200.00	132.00	94.00	10-1711
11715	BOYS BSKTBLL ADMISSIONS	0.00	4,517.00	4,000.00	(517.00)	112.93	10-1711
11716	GIRLS BSKTBLL ADMISSIONS	0.00	1,881.95	2,000.00	118.05	94.10	10-1711
11717	VOLLEYBALL ADMISSIONS	0.00	4,678.00	7,000.00	2,322.00	66.83	10-1711
11718	SPORT PASSES	0.00	3,465.00	6,200.00	2,735.00	55.89	10-1711
11719	TRACK ADMISSIONS	0.00	0.00	0.00	0.00	0.00	10-1711
11725	BOWLING ADMISSIONS	0.00	0.00	0.00	0.00	0.00	10-1711
11729	INVITE ADMISSIONS	0.00	0.00	2,400.00	2,400.00	0.00	10-1711
11732	SPORT PASSES	0.00	1,205.00	0.00	(1,205.00)	0.00	10-1711
11733	LACROSSE ADMISSIONS	0.00	0.00	0.00	0.00	0.00	10-1711
1711 Admissions-Athletic							
		0.00	73,046.40	77,300.00	4,253.60	94.50	** Source of Revenue
Admissions-Other							
11726	SPRING MUSICAL ADMISSIONS	0.00	0.00	20,000.00	20,000.00	0.00	10-1719
11727	FALL PLAY ADMISSIONS	0.00	0.00	2,500.00	2,500.00	0.00	10-1719
11730	MADRIGALS ADMISSIONS	0.00	4,420.00	6,100.00	1,680.00	72.46	10-1719
11731	ACTIVITY MISC	0.00	0.00	0.00	0.00	0.00	10-1719
1719 Admissions-Other							
		0.00	4,420.00	28,600.00	24,180.00	15.45	** Source of Revenue
Fees							
11720	DRIVER EDUC FEES	0.00	0.00	0.00	0.00	0.00	10-1720
11721	LOCK FEES	0.00	3,156.00	5,000.00	1,844.00	63.12	10-1720
11722	MISCELLANEOUS FEES	13,601.44	116,349.69	150,000.00	33,650.31	77.57	10-1720
11723	P.E. UNIFORMS	0.00	0.00	2,100.00	2,100.00	0.00	10-1720
11724	STUDENT PARKING FEES	0.00	96,360.00	105,000.00	8,640.00	91.77	10-1720
11728	STUDENT PURCHASES	0.00	0.00	0.00	0.00	0.00	10-1720
1720 Fees							
		13,601.44	215,865.69	262,100.00	46,234.31	82.36	** Source of Revenue
Other Pupil Acitvty Rev							
11790	OTHER PUPIL ACT REVENUE	0.00	0.00	900.00	900.00	0.00	10-1790
1790 Other Pupil Acitvty Rev							
		0.00	0.00	900.00	900.00	0.00	** Source of Revenue
Rentals-Regular Textbook							
11811	TEXTBOOK FEES	6,274.35	550,197.70	550,000.00	(197.70)	100.04	10-1811
1811 Rentals-Regular Textbook							
		6,274.35	550,197.70	550,000.00	(197.70)	100.04	** Source of Revenue
Sales-Other							
11826	SAT TESTING FEES	0.00	6,257.00	6,000.00	(257.00)	104.28	10-1829

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Education Fund 10								
Source of Revenue	1000	Levy						
Source of Revenue	1829	Sales-Other						
Account	Description		M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance	% of Budget	State Account Number
11827	SALE OF EQUIPMENT		0.00	19,369.00	0.00	(19,369.00)	0.00	10-1829
11828	A/P TEST FEES		940.00	56,812.00	40,000.00	(16,812.00)	142.03	10-1829
11829	MATH RESALE REVENUE		0.00	0.00	0.00	0.00	0.00	10-1829
118291	AP TESTING FEE		0.00	0.00	0.00	0.00	0.00	10-1829
1829	Sales-Other		940.00	82,438.00	46,000.00	(36,438.00)	179.21	** Source of Revenue
Donations-Private Sources								
11920	IMTT GRANT		0.00	0.00	0.00	0.00	0.00	10-1920
1920	Donations-Private Sources		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Source of Revenue 1950								
11950	REFUND OF PRIOR YR EXPENSES		0.00	63,191.58	300,000.00	236,808.42	21.06	10-1950
1950	Source of Revenue 1950		0.00	63,191.58	300,000.00	236,808.42	21.06	** Source of Revenue
Payments from Surplus Moneys from TIF Districts								
119601	TIF SURPLUS DONATION		0.00	0.00	0.00	0.00	0.00	10-1960
1960	Payments from Surplus Moneys from TIF Districts		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Drivers Education Fees								
11970	DR ED FEES		175.00	39,725.00	40,000.00	275.00	99.31	10-1970
11971	SUMMER DR ED FEES		0.00	28,925.00	30,000.00	1,075.00	96.42	10-1970
1970	Drivers Education Fees		175.00	68,650.00	70,000.00	1,350.00	98.07	** Source of Revenue
Local Fees								
11993	WELLNESS CENTER		0.00	0.00	0.00	0.00	0.00	10-1993
1993	Local Fees		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Other Local Revenues								
11999	OTHER-LOCAL SOURCES		0.00	307,578.15	190,000.00	(117,578.15)	161.88	10-1999
119991	EDUCATION FOUNDATION GRANTS		0.00	2,003.26	10,000.00	7,996.74	20.03	10-1999
1999	Other Local Revenues		0.00	309,581.41	200,000.00	(109,581.41)	154.79	** Source of Revenue
1000	Levy		837,532.14	16,674,694.45	22,998,775.00	6,324,080.55	72.50	* Source of Revenue
Revenue From State Sources								
Flow-Thru Rev-State								
12100	ECO LAB GRANT		0.00	0.00	0.00	0.00	0.00	10-2100
2100	Flow-Thru Rev-State		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Other Flow-Through								
12230	OTHER STATE SOURCE REV.		0.00	0.00	0.00	0.00	0.00	10-2230
2230	Other Flow-Through		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
General State Aid								

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Education Fund 10								
Source of Revenue	2000	Revenue From State Sources						
Source of Revenue	3001	General State Aid						
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance	% of Budget	State Account Number	
13001	GENERAL STATE AID	536,403.04	5,384,612.27	5,900,433.00	515,820.73	91.26	10-3001	
	3001 General State Aid	536,403.04	5,384,612.27	5,900,433.00	515,820.73	91.26	**	Source of Revenue
Hold Harmless GSA								
13002	GSA HOLD HARMLESS	0.00	0.00	0.00	0.00	0.00	10-3002	
	3002 Hold Harmless GSA	0.00	0.00	0.00	0.00	0.00	**	Source of Revenue
GSA Fast Growth District Grants								
13030	FAST GROWTH GRANTS	0.00	0.00	0.00	0.00	0.00	10-3030	
	3030 GSA Fast Growth District Grants	0.00	0.00	0.00	0.00	0.00	**	Source of Revenue
Other Unrestricted In Aid Grants-State Sources								
13099	TRANSITION ASSISTANCE	0.00	0.00	0.00	0.00	0.00	10-3099	
	3099 Other Unrestricted In Aid Grants-State Sources	0.00	0.00	0.00	0.00	0.00	**	Source of Revenue
Spec Ed-Priv Facility Tui								
13100	SPEC ED-PRIVATE FACILITY	149,765.68	405,284.82	550,000.00	144,715.18	73.69	10-3100	
	3100 Spec Ed-Priv Facility Tui	149,765.68	405,284.82	550,000.00	144,715.18	73.69	**	Source of Revenue
Spec Ed -Extraordinary								
13105	SPEC ED- EXTRAORDINARY	0.00	0.00	0.00	0.00	0.00	10-3105	
	3105 Spec Ed -Extraordinary	0.00	0.00	0.00	0.00	0.00	**	Source of Revenue
Spec Ed-Personnel								
13110	SPEC ED- PERSONNEL	0.00	0.00	0.00	0.00	0.00	10-3110	
	3110 Spec Ed-Personnel	0.00	0.00	0.00	0.00	0.00	**	Source of Revenue
Spec Ed-Orphanage-Individ								
13120	SPEC ED- ORPHANAGE/INDIV	4,095.33	4,095.33	0.00	(4,095.33)	0.00	10-3120	
	3120 Spec Ed-Orphanage-Individ	4,095.33	4,095.33	0.00	(4,095.33)	0.00	**	Source of Revenue
Source of Revenue 3130								
13130	SP ED ORPHANAGE SUMMER IND	0.00	0.00	0.00	0.00	0.00	10-3130	
	3130 Source of Revenue 3130	0.00	0.00	0.00	0.00	0.00	**	Source of Revenue
Spec Ed -Summer School								
13145	SPEC ED- SUMMER SCHOOL	0.00	0.00	0.00	0.00	0.00	10-3145	
	3145 Spec Ed -Summer School	0.00	0.00	0.00	0.00	0.00	**	Source of Revenue
Voc Ed - Formula								
13215	VOC ED-FORMULA	0.00	0.00	0.00	0.00	0.00	10-3215	
	3215 Voc Ed - Formula	0.00	0.00	0.00	0.00	0.00	**	Source of Revenue
CTE-Secondary Program Improvement (CTEI)								
13220	CAREER/TECH EDUC IMPR GRNT	0.00	68,029.00	65,000.00	(3,029.00)	104.66	10-3220	

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Education Fund 10							
Source of Revenue	2000	Revenue From State Sources					
Source of Revenue	3220	CTE-Secondary Program Improvement (CTEI)					
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
3220	CTE-Secondary Program Improvement (CTEI)	0.00	68,029.00	65,000.00	(3,029.00)	104.66	** Source of Revenue
CTE - WECEP							
13225	VOC ED FORMULA REIMB.	0.00	0.00	0.00	0.00	0.00	10-3225
3225	CTE - WECEP	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Vocational Ed Grants							
13226	VOC ED PROGRAM IMPROVMT.	0.00	0.00	0.00	0.00	0.00	10-3226
3226	Vocational Ed Grants	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
CTE - Agriculture Education							
13235	VOC ED AG EDUC INCENTIVE	0.00	4,018.00	3,000.00	(1,018.00)	133.93	10-3235
3235	CTE - Agriculture Education	0.00	4,018.00	3,000.00	(1,018.00)	133.93	** Source of Revenue
Bilingual Ed-Downstate- TPI and TBE							
13305	BILINGUAL ED-DOWNSTATE	0.00	0.00	0.00	0.00	0.00	10-3305
3305	Bilingual Ed-Downstate- TPI and TBE	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Gifted Education							
13350	GIFTED EDUCATION	0.00	0.00	0.00	0.00	0.00	10-3350
3350	Gifted Education	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
State Free Lunch/BFfast							
13360	STATE FREE LUNCH & BRKFST	0.00	928.43	1,000.00	71.57	92.84	10-3360
3360	State Free Lunch/BFfast	0.00	928.43	1,000.00	71.57	92.84	** Source of Revenue
Driver Education							
13370	DRIVERS ED REIMBURSEMENT	0.00	67,846.25	100,000.00	32,153.75	67.85	10-3370
3370	Driver Education	0.00	67,846.25	100,000.00	32,153.75	67.85	** Source of Revenue
Learning Improvement-Change Grants							
13610	LEARNING IMPR-CHANGE GRNT	0.00	0.00	0.00	0.00	0.00	10-3610
3610	Learning Improvement-Change Grants	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Prof Devel Block Grant							
13640	PROF DEVELOP BLOCK GRANT	0.00	0.00	0.00	0.00	0.00	10-3640
3640	Prof Devel Block Grant	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Regional Safe Schools							
13696	REGIONAL SAFE SCHOOLS PROGRAM	0.00	0.00	60,000.00	60,000.00	0.00	10-3696
3696	Regional Safe Schools	0.00	0.00	60,000.00	60,000.00	0.00	** Source of Revenue
Criminal Background Inv							
13740	CRIM BACKGROUND CHECKS	0.00	0.00	0.00	0.00	0.00	10-3740
3740	Criminal Background Inv	0.00	0.00	0.00	0.00	0.00	** Source of Revenue

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Education Fund 10							
Source of Revenue	2000	Revenue From State Sources					
Source of Revenue	3775	School Safety & Educational Improv Block Grant					
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
School Safety & Educational Improv Block Grant							
13775	ADA SAFETY BLOCK GRANT	0.00	0.00	0.00	0.00	0.00	10-3775
	3775 School Safety & Educational Improv Block Grant	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Technology-Training Support							
13781	TECH INTEGRATION GRANT	0.00	0.00	0.00	0.00	0.00	10-3781
	3781 Technology-Training Support	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Technology-Closing the Gap							
13792	TECH-CLOSING THE GAP	0.00	0.00	0.00	0.00	0.00	10-3792
	3792 Technology-Closing the Gap	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
State Library Grant							
13800	STATE LIBRARY GRANT	0.00	0.00	0.00	0.00	0.00	10-3800
	3800 State Library Grant	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
State "On-Behalf" Payments							
13998	RECEIPTS/REVENUE ON BEHALF PAYMENTS	0.00	0.00	0.00	0.00	0.00	10-3998
	3998 State "On-Behalf" Payments	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Emer Fin Assist/Temp Reloc Grant/Other Restr Rev							
13999	OTH GRANTS-IN-AID/STATE SOURCE	0.00	0.00	13,000.00	13,000.00	0.00	10-3999
	3999 Emer Fin Assist/Temp Reloc Grant/Other Restr Rev	0.00	0.00	13,000.00	13,000.00	0.00	** Source of Revenue
Title V - Innovation and Flexibility Formula							
14100	TITLE V	0.00	0.00	0.00	0.00	0.00	10-4100
14101	HOMELESS GRANT	0.00	0.00	0.00	0.00	0.00	10-4100
	4100 Title V - Innovation and Flexibility Formula	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Special Milk Program							
14215	SPECIAL MILK PROGRAM	0.00	2,394.38	6,000.00	3,605.62	39.91	10-4215
	4215 Special Milk Program	0.00	2,394.38	6,000.00	3,605.62	39.91	** Source of Revenue
Title I - Low Income							
14300	TITLE I	0.00	78,389.00	106,833.00	28,444.00	73.38	10-4300
	4300 Title I - Low Income	0.00	78,389.00	106,833.00	28,444.00	73.38	** Source of Revenue
Esea-Drug Free-Formula							
14400	TITLE IV DRUG FREE GRANT	0.00	0.00	0.00	0.00	0.00	10-4400
	4400 Esea-Drug Free-Formula	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Fed-Sp Ed-Idea Flow-Thru							
14620	SPEC ED-IDEA FLOW THRU	127,419.15	285,022.65	208,813.00	(76,209.65)	136.50	10-4620

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Education Fund 10							
Source of Revenue	2000	Revenue From State Sources					
Source of Revenue	4620	Fed-Sp Ed-Idea Flow-Thru					
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
4620	Fed-Sp Ed-Idea Flow-Thru	127,419.15	285,022.65	208,813.00	(76,209.65)	136.50	** Source of Revenue
Fed-Sp Ed-Idea Room&Board							
14625	SPEC ED-IDEA-RM & BOARD	0.00	87,125.56	0.00	(87,125.56)	0.00	10-4625
4625	Fed-Sp Ed-Idea Room&Board	0.00	87,125.56	0.00	(87,125.56)	0.00	** Source of Revenue
Voc Ed-Title IIC-Secondary							
14745	AG EDUC GRANT	0.00	0.00	0.00	0.00	0.00	10-4745
4745	Voc Ed-Title IIC-Secondary	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
ARRA - GENERAL STATE AID							
14850	ARRA - GENERAL STATE AID	0.00	0.00	0.00	0.00	0.00	10-4850
4850	ARRA - GENERAL STATE AID	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
ARRA GSA SFSF							
14870	ARRA -GSA-SFSF	0.00	0.00	0.00	0.00	0.00	10-4870
4870	ARRA GSA SFSF	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
ARRA-Educ Jobs Fund Prgm							
14880	ARRA-Educ Jobs Fund Prgm	0.00	0.00	0.00	0.00	0.00	10-4880
4880	ARRA-Educ Jobs Fund Prgm	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Source of Revenue 4930							
14930	TITLE II EISENHWR PROF DVLPMNT	0.00	0.00	0.00	0.00	0.00	10-4930
4930	Source of Revenue 4930	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Title II - Teacher Quality							
14932	Title II - Teacher Quality	0.00	0.00	42,644.00	42,644.00	0.00	10-4935
14935	TITLE II EISENHWR MATH/SCI	0.00	0.00	0.00	0.00	0.00	10-4935
4935	Title II - Teacher Quality	0.00	0.00	42,644.00	42,644.00	0.00	** Source of Revenue
Title II-Technology Enhancing Ed Formula Grant							
14971	TITLE II PART D TECH GRANT	0.00	0.00	0.00	0.00	0.00	10-4971
4971	Title II-Technology Enhancing Ed Formula Grant	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Medicaid Matching Funds-Admin Outreach							
14991	MEDICAID/ADMN OUTREACH	422.83	24,069.44	15,000.00	(9,069.44)	160.46	10-4991
14992	MEDICAID MATCHING	0.00	0.00	0.00	0.00	0.00	10-4991
4991	Medicaid Matching Funds-Admin Outreach	422.83	24,069.44	15,000.00	(9,069.44)	160.46	** Source of Revenue
Abolishment or Abatement of Working Cash Fund							
17110	PERM TRANS FROM W/C-ABATEMENT	0.00	0.00	0.00	0.00	0.00	10-7110
7110	Abolishment or Abatement of Working Cash Fund	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Perm Trans from W/C-Abatement							

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Education Fund 10								
Source of Revenue	2000	Revenue From State Sources						
Source of Revenue	7180	Perm Trans from W/C-Abatement						
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number	
17180	PERM TRANS FROM W/C-ABATEMENT	0.00	0.00	0.00	0.00	0.00	10-7180	
	7180 Perm Trans from W/C-Abatement	0.00	0.00	0.00	0.00	0.00	** Source of Revenue	
ISBE Loan Proceeds								
17900	DEBT PROCEEDS	0.00	0.00	0.00	0.00	0.00	10-7900	
	7900 ISBE Loan Proceeds	0.00	0.00	0.00	0.00	0.00	** Source of Revenue	
	2000 Revenue From State Sources	818,106.03	6,411,815.13	7,071,723.00	659,907.87	90.67	* Source of Revenue	
	10 Education Fund	1,655,638.17	23,086,509.58	30,070,498.00	6,983,988.42	76.77	Fund	

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Operations & Maint Fund 20							
Source of Revenue	1000	Levy					
Source of Revenue	1111	Operations and Maintenance Purposes Levy					
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
Levy							
Operations and Maintenance Purposes Levy							
211110	PRIOR YEAR TAXES	0.00	0.00	0.00	0.00	0.00	20-1111
211111	GRUNDY CO TAXES	0.00	1,233,363.62	1,235,555.00	2,191.38	99.82	20-1111
211112	KENDALL CO TAXES	0.00	193,145.77	193,363.00	217.23	99.89	20-1111
211113	WILL CO TAXES	0.00	874,983.03	880,398.00	5,414.97	99.38	20-1111
211114	GRUNDY CO EDPA SURPLUS	0.00	30,303.99	30,000.00	(303.99)	101.01	20-1111
211122	KENDALL CO - EARLY DISTR	0.00	0.00	220,434.00	220,434.00	0.00	20-1111
211123	WILL CO - EARLY DISTR	158,918.71	158,918.71	1,027,706.00	868,787.29	15.46	20-1111
1111 Operations and Maintenance Purposes Levy		158,918.71	2,490,715.12	3,587,456.00	1,096,740.88	69.43	** Source of Revenue
Source of Revenue 1120							
211211	GRUNDY CO TORT	0.00	0.00	0.00	0.00	0.00	20-1120
211212	KENDALL CO TORT	0.00	0.00	0.00	0.00	0.00	20-1120
211213	WILL CO TORT	0.00	0.00	0.00	0.00	0.00	20-1120
211222	KENDALL CO TORT-EARLY DIST	0.00	0.00	0.00	0.00	0.00	20-1120
211223	WILL CO TORT-EARLY DISTR	0.00	0.00	0.00	0.00	0.00	20-1120
1120 Source of Revenue 1120		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Leasing Purposes Levy							
211311	GRUNDY CO LEASE	0.00	0.00	0.00	0.00	0.00	20-1130
211312	KENDALL CO LEASE	0.00	0.00	0.00	0.00	0.00	20-1130
211313	WILL CO LEASE	0.00	0.00	0.00	0.00	0.00	20-1130
211322	KENDALL CO LEASE-EARLY DISTR	0.00	0.00	0.00	0.00	0.00	20-1130
211323	WILL CO LEASE-EARLY DISTR	0.00	0.00	0.00	0.00	0.00	20-1130
1130 Leasing Purposes Levy		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Mobile Home Privilege Tax							
21210	MOBILE HOME TAX	0.00	991.75	0.00	(991.75)	0.00	20-1210
1210 Mobile Home Privilege Tax		0.00	991.75	0.00	(991.75)	0.00	** Source of Revenue
Tiff Contributions							
212901	GRUNDY CO TIF EXT	0.00	154,791.68	130,000.00	(24,791.68)	119.07	20-1211
1211 Tiff Contributions		0.00	154,791.68	130,000.00	(24,791.68)	119.07	** Source of Revenue
Corp Pers Prop Repl Tax							
21230	CPPRT	0.00	168,993.54	206,975.00	37,981.46	81.65	20-1230
1230 Corp Pers Prop Repl Tax		0.00	168,993.54	206,975.00	37,981.46	81.65	** Source of Revenue
Other Pmts In Lieu Of Tax							
21290	ESCROW PMTS/LIEU OF TAXES	0.00	445.52	0.00	(445.52)	0.00	20-1290
1290 Other Pmts In Lieu Of Tax		0.00	445.52	0.00	(445.52)	0.00	** Source of Revenue

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Operations & Maint Fund 20								
Source of Revenue	1000	Levy						
Source of Revenue	1510	Interest On Investments						
Account	Description		M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
Interest On Investments								
21510	CHECKING INTEREST		0.00	0.00	0.00	0.00	0.00	20-1510
21511	INVESTMENT INTEREST		799.43	42,243.09	60,000.00	17,756.91	70.41	20-1510
1510	Interest On Investments		799.43	42,243.09	60,000.00	17,756.91	70.41	** Source of Revenue
Rentals								
21910	CLASSROOM RENTAL		0.00	0.00	0.00	0.00	0.00	20-1910
21911	BUILDING RENTAL		1,750.00	7,974.11	5,000.00	(2,974.11)	159.48	20-1910
21912	FARM LEASE PAYMENTS		0.00	0.00	10,000.00	10,000.00	0.00	20-1910
1910	Rentals		1,750.00	7,974.11	15,000.00	7,025.89	53.16	** Source of Revenue
Source of Revenue 1950								
21950	REFUND OF PRIOR YR EXPENSES		0.00	21,169.42	0.00	(21,169.42)	0.00	20-1950
1950	Source of Revenue 1950		0.00	21,169.42	0.00	(21,169.42)	0.00	** Source of Revenue
Payments from Surplus Moneys from TIF Districts								
219601	TIF SURPLUS DONATION		0.00	0.00	0.00	0.00	0.00	20-1960
1960	Payments from Surplus Moneys from TIF Districts		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Payments from Other Districts								
21991	SP ED HOUSING ASSESMENT		0.00	0.00	0.00	0.00	0.00	20-1991
1991	Payments from Other Districts		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Other Local Revenues								
21999	OTHER-LOCAL SOURCES		17,980.33	38,212.44	10,000.00	(28,212.44)	382.12	20-1999
219991	SALE OF EQUIPMENT		0.00	0.00	0.00	0.00	0.00	20-1999
219992	INSURANCE		0.00	0.00	0.00	0.00	0.00	20-1999
219993	SALE OF CROPS		0.00	0.00	10,500.00	10,500.00	0.00	20-1999
1999	Other Local Revenues		17,980.33	38,212.44	20,500.00	(17,712.44)	186.40	** Source of Revenue
1000	Levy		179,448.47	2,925,536.67	4,019,931.00	1,094,394.33	72.78	* Source of Revenue
Revenue From State Sources								
School Maintenance Projects								
23925	SCHOOL MAINTENANCE PROJECTS		0.00	0.00	0.00	0.00	0.00	20-3925
3925	School Maintenance Projects		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Emer Fin Assist/Temp Reloc Grant/Other Restr Rev								
23999	OTH GRANTS-IN-AID/STATE SOURCE		0.00	0.00	0.00	0.00	0.00	20-3999
3999	Emer Fin Assist/Temp Reloc Grant/Other Restr Rev		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Jtpa-Rev Intermediate Sou								
24590	COPS GRANT - MINOOKA		0.00	0.00	0.00	0.00	0.00	20-4590

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Operations & Maint Fund 20		M.T.D.	Y.T.D.	Revenue	Budget	% of	State Account Number
Account	Description	Revenue	Revenue	Budget	Balance	Budget	
		Revenue					
4590	Jtpa-Rev Intermediate Sou	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Abolishment or Abatement of Working Cash Fund							
27110	PERM TRANS FROM W/C-ABATEMENT	0.00	0.00	0.00	0.00	0.00	20-7110
7110	Abolishment or Abatement of Working Cash Fund	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Permanent Transfer Among Funds							
27130	PERM TRANS AMONG FUNDS	0.00	0.00	0.00	0.00	0.00	20-7130
7130	Permanent Transfer Among Funds	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
ISBE Loan Proceeds							
27900	DEBT PROCEEDS	0.00	0.00	0.00	0.00	0.00	20-7900
7900	ISBE Loan Proceeds	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Taxes Pledged to Pay Principal on Capital Leases							
28410	TAXES PLEDGED/PRINC-CAP LEASE	0.00	0.00	0.00	0.00	0.00	20-8410
8410	Taxes Pledged to Pay Principal on Capital Leases	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
2000	Revenue From State Sources	0.00	0.00	0.00	0.00	0.00	* Source of Revenue
20	Operations & Maint Fund	179,448.47	2,925,536.67	4,019,931.00	1,094,394.33	72.78	Fund

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Debt Service Fund or Fund Group 30							
Source of Revenue	1000	Levy					
Source of Revenue	1112	Bond and Interest Purposes Levy					
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
Levy							
<u>Bond and Interest Purposes Levy</u>							
311110	PRIOR YEAR TAXES	0.00	0.00	0.00	0.00	0.00	30-1112
311111	GRUNDY CO TAXES	0.00	3,058,032.07	3,010,405.00	(47,627.07)	101.58	30-1112
311112	KENDALL CO TAXES	0.00	472,280.05	472,862.00	581.95	99.88	30-1112
311113	WILL CO TAXES	0.00	2,138,808.49	2,152,044.00	13,235.51	99.38	30-1112
311114	GRUNDY CO EPDA SURPLUS	0.00	73,835.07	80,000.00	6,164.93	92.29	30-1112
311122	KENDALL CO - EARLY DISTR	0.00	0.00	448,895.00	448,895.00	0.00	30-1112
311123	WILL CO - EARLY DISTR	364,411.59	364,411.59	2,092,836.00	1,728,424.41	17.41	30-1112
	1112 Bond and Interest Purposes Levy	364,411.59	6,107,367.27	8,257,042.00	2,149,674.73	73.97	** Source of Revenue
<u>Leasing Purposes Levy</u>							
311301	GRUNDY CO LEASE	0.00	0.00	0.00	0.00	0.00	30-1130
311302	KENDALL CO LEASE	0.00	0.00	0.00	0.00	0.00	30-1130
311303	WILL CO LEASE	0.00	0.00	0.00	0.00	0.00	30-1130
311323	WILL CO LEASE-EARLY DIST	0.00	0.00	0.00	0.00	0.00	30-1130
	1130 Leasing Purposes Levy	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
<u>Mobile Home Privilege Tax</u>							
31210	MOBILE HOME TAX	0.00	2,444.53	0.00	(2,444.53)	0.00	30-1210
	1210 Mobile Home Privilege Tax	0.00	2,444.53	0.00	(2,444.53)	0.00	** Source of Revenue
<u>Tiff Contributions</u>							
312901	GRUNDY CO TIF EXT	0.00	(3.00)	0.00	3.00	0.00	30-1211
	1211 Tiff Contributions	0.00	(3.00)	0.00	3.00	0.00	** Source of Revenue
<u>Other Pmts In Lieu Of Tax</u>							
31290	PAYMENT IN LIEU OF TAXES BONDS	0.00	1,085.50	0.00	(1,085.50)	0.00	30-1290
	1290 Other Pmts In Lieu Of Tax	0.00	1,085.50	0.00	(1,085.50)	0.00	** Source of Revenue
<u>Interest On Investments</u>							
31510	CHECKING INTEREST	0.00	0.00	0.00	0.00	0.00	30-1510
31511	INVESTMENT INTEREST	828.32	77,307.79	120,000.00	42,692.21	64.42	30-1510
31512	BOND INTEREST	0.00	0.00	0.00	0.00	0.00	30-1510
	1510 Interest On Investments	828.32	77,307.79	120,000.00	42,692.21	64.42	** Source of Revenue
<u>Payments from Surplus Moneys from TIF Districts</u>							
319601	TIF SURPLUS DONATION	0.00	0.00	0.00	0.00	0.00	30-1960
	1960 Payments from Surplus Moneys from TIF Districts	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
<u>Other Local Revenues</u>							
31999	OTHER-LOCAL SOURCES	0.00	0.00	0.00	0.00	0.00	30-1999

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Debt Service Fund or Fund Group 30								
Source of Revenue	1000	Levy						
Source of Revenue	1999	Other Local Revenues						
Account	Description		M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
1999	Other Local Revenues		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
1000	Levy		365,239.91	6,188,202.09	8,377,042.00	2,188,839.91	73.87	* Source of Revenue
Revenue From State Sources								
Principal on Bonds Sold								
37210	PRINCIPAL ON BONDS SOLD		0.00	0.00	0.00	0.00	0.00	30-7210
7210	Principal on Bonds Sold		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
PREMIUM ON BONDS SOLD								
37220	PREMIUM ON BONDS SOLD		0.00	0.00	0.00	0.00	0.00	30-7220
7220	PREMIUM ON BONDS SOLD		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Accrued Interest on Bonds Sold								
37230	INTEREST ON BONDS SOLD		0.00	0.00	0.00	0.00	0.00	30-7230
7230	Accrued Interest on Bonds Sold		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Trans from Other Funds Pay Princ Cap Leases								
37400	TRANS FROM OTHER FUNDS		0.00	0.00	0.00	0.00	0.00	30-7400
37401	TRANS FROM OBM LEASE		0.00	0.00	0.00	0.00	0.00	30-7400
7400	Trans from Other Funds Pay Princ Cap Leases		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Trans from Other Funds Pay Int on Capital Leases								
37500	TRANS FROM OTHER FUNDS		0.00	0.00	0.00	0.00	0.00	30-7500
7500	Trans from Other Funds Pay Int on Capital Leases		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Other Uses of Funds Not Classified Elsewhere								
38990	DISCOUNT ON BONDS SOLD		0.00	0.00	0.00	0.00	0.00	30-8990
38991	REFUNDED PRINCIPAL		0.00	0.00	0.00	0.00	0.00	30-8990
38992	REFUNDED INTEREST		0.00	0.00	0.00	0.00	0.00	30-8990
8990	Other Uses of Funds Not Classified Elsewhere		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
2000	Revenue From State Sources		0.00	0.00	0.00	0.00	0.00	* Source of Revenue
30	Debt Service Fund or Fund Group		365,239.91	6,188,202.09	8,377,042.00	2,188,839.91	73.87	Fund

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Transportation Fund 40								
Source of Revenue	1000	Levy						
Source of Revenue	1111	Operations and Maintenance Purposes Levy						
Account	Description		M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
Levy								
Operations and Maintenance Purposes Levy								
411110	PRIOR YEAR TAXES		0.00	0.00	0.00	0.00	0.00	40-1111
	1111 Operations and Maintenance Purposes Levy		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Transportation Purposes Levy								
411111	GRUNDY CO TAXES		0.00	592,014.53	593,066.00	1,051.47	99.82	40-1113
411112	KENDALL CO TAXES		0.00	92,709.97	92,814.00	104.03	99.89	40-1113
411113	WILL CO TAXES		0.00	419,991.86	422,590.00	2,598.14	99.39	40-1113
411114	GRUNDY CO EPDA SURPLUS		0.00	14,545.92	0.00	(14,545.92)	0.00	40-1113
411122	KENDALL CO-EARLY DISTR		0.00	0.00	105,808.00	105,808.00	0.00	40-1113
411123	WILL CO-EARLY DISTR		76,252.76	76,252.76	493,298.00	417,045.24	15.46	40-1113
	1113 Transportation Purposes Levy		76,252.76	1,195,515.04	1,707,576.00	512,060.96	70.01	** Source of Revenue
Source of Revenue 1120								
411211	GRUNDY CO TORT		0.00	0.00	0.00	0.00	0.00	40-1120
411212	KENDALL CO TORT		0.00	0.00	0.00	0.00	0.00	40-1120
411213	WILL CO TORT		0.00	0.00	0.00	0.00	0.00	40-1120
411223	WILL CO TORT-EARLY DISTR		0.00	0.00	0.00	0.00	0.00	40-1120
	1120 Source of Revenue 1120		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Mobile Home Privilege Tax								
41210	MOBILE HOME TAX		0.00	476.05	0.00	(476.05)	0.00	40-1210
	1210 Mobile Home Privilege Tax		0.00	476.05	0.00	(476.05)	0.00	** Source of Revenue
Tiff Contributions								
412901	GRUNDY CO TIF EXT		0.00	74,300.01	0.00	(74,300.01)	0.00	40-1211
	1211 Tiff Contributions		0.00	74,300.01	0.00	(74,300.01)	0.00	** Source of Revenue
Corp Pers Prop Repl Tax								
41230	CPPRT		0.00	0.00	0.00	0.00	0.00	40-1230
	1230 Corp Pers Prop Repl Tax		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Other Pmts In Lieu Of Tax								
41290	PAYMENT IN LIEU OF TAXES TRANS		0.00	213.85	0.00	(213.85)	0.00	40-1290
	1290 Other Pmts In Lieu Of Tax		0.00	213.85	0.00	(213.85)	0.00	** Source of Revenue
Spec Ed Trans Fee from Other Districts (In-State)								
41442	SP ED TRAN OTHER DISTRICT		0.00	0.00	0.00	0.00	0.00	40-1442
	1442 Spec Ed Trans Fee from Other Districts (In-State)		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Interest On Investments								
41510	CHECKING INTEREST		0.00	0.00	0.00	0.00	0.00	40-1510

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Transportation Fund 40							
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
41511	1510 Interest On Investments	229.80	18,311.79	28,000.00	9,688.21	65.40	40-1510
		229.80	18,311.79	28,000.00	9,688.21	65.40	** Source of Revenue
Source of Revenue 1950							
41950	1950 Source of Revenue 1950	0.00	11,500.84	16,000.00	4,499.16	71.88	40-1950
		0.00	11,500.84	16,000.00	4,499.16	71.88	** Source of Revenue
Payments from Surplus Moneys from TIF Districts							
419601	1960 Payments from Surplus Moneys from TIF Districts	0.00	0.00	0.00	0.00	0.00	40-1960
		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Other Local Revenues							
41999	1999 Other Local Revenues	0.00	4,663.31	0.00	(4,663.31)	0.00	40-1999
419991	1000 Levy	0.00	12,250.00	2,000.00	(10,250.00)	612.50	40-1999
		0.00	16,913.31	2,000.00	(14,913.31)	845.67	** Source of Revenue
		76,482.56	1,317,230.89	1,753,576.00	436,345.11	75.12	* Source of Revenue
Revenue From State Sources							
Transportation Regular/Vocational							
43500	3500 Transportation Regular/Vocational	45,682.11	154,448.93	150,000.00	(4,448.93)	102.97	40-3500
		45,682.11	154,448.93	150,000.00	(4,448.93)	102.97	** Source of Revenue
Transportation-Vocational							
43505	3505 Transportation-Vocational	0.00	0.00	0.00	0.00	0.00	40-3505
		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Transportation-Spec Ed							
43510	3510 Transportation-Spec Ed	216,562.10	714,958.32	890,000.00	175,041.68	80.33	40-3510
		216,562.10	714,958.32	890,000.00	175,041.68	80.33	** Source of Revenue
Emer Fin Assist/Temp Reloc Grant/Other Restr Rev							
43999	3999 Emer Fin Assist/Temp Reloc Grant/Other Restr Rev	0.00	0.00	0.00	0.00	0.00	40-3999
		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Other Revenue-Federal Sou							
44999	4999 Other Revenue-Federal Sou	0.00	0.00	0.00	0.00	0.00	40-4999
		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Permanent Transfer Among Funds							
47130	7130 Permanent Transfer Among Funds	0.00	0.00	0.00	0.00	0.00	40-7130
		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Source of Revenue 7140							
47140	INT TRANS FROM SITE/CONST	0.00	0.00	0.00	0.00	0.00	40-7140

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Transportation Fund 40								
Source of Revenue	2000	Revenue From State Sources						
Source of Revenue	7140	Source of Revenue 7140						
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number	
7140	Source of Revenue 7140	0.00	0.00	0.00	0.00	0.00	**	Source of Revenue
2000	Revenue From State Sources	262,244.21	869,407.25	1,040,000.00	170,592.75	83.60	*	Source of Revenue
40	Transportation Fund	338,726.77	2,186,638.14	2,793,576.00	606,937.86	78.27		Fund

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I.M.R.F./Soc. Sec. Fund 50							
Source of Revenue	1000	Levy					
Source of Revenue	1111	Operations and Maintenance Purposes Levy					
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
Levy							
Operations and Maintenance Purposes Levy							
511110	PRIOR YEAR TAXES	0.00	0.00	0.00	0.00	0.00	50-1111
1111	Operations and Maintenance Purposes Levy	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Municipal Retirement Purposes Levy							
511111	GRUNDY CO IMRF	0.00	142,675.87	142,929.00	253.13	99.82	50-1114
511112	KENDALL CO IMRF	0.00	22,404.91	22,463.00	58.09	99.74	50-1114
511113	WILL CO IMRF	0.00	101,848.02	102,479.00	630.98	99.38	50-1114
511114	GRUNDY CO IMRF EDPA SURPLUS	0.00	3,505.57	3,300.00	(205.57)	106.23	50-1114
511122	KENDALL CO-EARLY DISTR	0.00	0.00	23,692.00	23,692.00	0.00	50-1114
511123	WILL CO-EARLY DISTR	17,495.86	17,495.86	110,763.00	93,267.14	15.80	50-1114
1114	Municipal Retirement Purposes Levy	17,495.86	287,930.23	405,626.00	117,695.77	70.98	** Source of Revenue
Source of Revenue 1150							
511511	GRUNDY CO SS	0.00	177,900.42	178,216.00	315.58	99.82	50-1150
511512	KENDALL CO SS	0.00	27,959.78	27,992.00	32.22	99.88	50-1150
511513	WILL CO SS	0.00	126,697.54	127,482.00	784.46	99.38	50-1150
511514	GRUNDY CO SS EDPA SURPLUS	0.00	4,371.05	0.00	(4,371.05)	0.00	50-1150
511522	KENDALL CO SS-EARLY DISTR	0.00	0.00	29,546.00	29,546.00	0.00	50-1150
511523	WILL CO SS-EARLY DISTR	21,558.83	21,558.83	137,788.00	116,229.17	15.65	50-1150
1150	Source of Revenue 1150	21,558.83	358,487.62	501,024.00	142,536.38	71.55	** Source of Revenue
Mobile Home Privilege Tax							
51210	MOBILE HOME TAX	0.00	0.00	0.00	0.00	0.00	50-1210
51211	MOBILE HOME TAX IMRF	0.00	116.30	0.00	(116.30)	0.00	50-1210
51212	MOBILE HOME TAX SOC SEC	0.00	141.91	0.00	(141.91)	0.00	50-1210
1210	Mobile Home Privilege Tax	0.00	258.21	0.00	(258.21)	0.00	** Source of Revenue
Tiff Contributions							
512901	GRUNDY CO IMRF TIF	0.00	17,906.30	0.00	(17,906.30)	0.00	50-1211
512902	GRUNDY CO SS TIF	0.00	22,327.16	0.00	(22,327.16)	0.00	50-1211
1211	Tiff Contributions	0.00	40,233.46	0.00	(40,233.46)	0.00	** Source of Revenue
Corp Pers Prop Repl Tax							
51230	CPPRT	0.00	84,496.76	0.00	(84,496.76)	0.00	50-1230
1230	Corp Pers Prop Repl Tax	0.00	84,496.76	0.00	(84,496.76)	0.00	** Source of Revenue
Other Pmts In Lieu Of Tax							
51290	PAYMENT IN LIEU OF TAXES IMRF	0.00	51.54	0.00	(51.54)	0.00	50-1290
51291	PAYMENT IN LIEU OF TAXES SOC SEC	0.00	64.26	0.00	(64.26)	0.00	50-1290
1290	Other Pmts In Lieu Of Tax	0.00	115.80	0.00	(115.80)	0.00	** Source of Revenue

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I.M.R.F./Soc. Sec. Fund 50

Source of Revenue 1000 Levy
Source of Revenue 1510 Interest On Investments

Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
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Interest On Investments

51510	CHECKING INTEREST	0.00	0.00	0.00	0.00	0.00	50-1510
51511	INVESTMENT INTEREST	380.91	16,297.23	22,000.00	5,702.77	74.08	50-1510
1510 Interest On Investments		380.91	16,297.23	22,000.00	5,702.77	74.08	** Source of Revenue

Payments from Surplus Moneys from TIF Districts

519601	TIF SURPLUS DONATION	0.00	0.00	0.00	0.00	0.00	50-1960
1960 Payments from Surplus Moneys from TIF Districts		0.00	0.00	0.00	0.00	0.00	** Source of Revenue

Other Local Revenues

51999	OTHER-LOCAL SOURCES	0.00	0.00	0.00	0.00	0.00	50-1999
1999 Other Local Revenues		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
1000 Levy		39,435.60	787,819.31	928,650.00	140,830.69	84.83	* Source of Revenue
50 I.M.R.F./Soc. Sec. Fund		39,435.60	787,819.31	928,650.00	140,830.69	84.83	Fund

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Capital Projects Fund or Fund Group 60								
Source of Revenue	1000	Levy						
Source of Revenue	1290	Other Pmts In Lieu Of Tax						
Account	Description		M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
Levy								
Other Pmts In Lieu Of Tax								
61291	FACILITIES IMPACT FEES		27,602.46	118,691.85	165,000.00	46,308.15	71.93	60-1290
61292	SCHOOL SITE FEES		1,796.22	11,775.06	20,000.00	8,224.94	58.88	60-1290
1290	Other Pmts In Lieu Of Tax		29,398.68	130,466.91	185,000.00	54,533.09	70.52	** Source of Revenue
Interest On Investments								
61510	CHECKING INTEREST		0.00	0.00	0.00	0.00	0.00	60-1510
61511	INVESTMENT INTEREST		3,693.34	47,462.20	28,000.00	(19,462.20)	169.51	60-1510
1510	Interest On Investments		3,693.34	47,462.20	28,000.00	(19,462.20)	169.51	** Source of Revenue
Gain/Loss Sale Investmnts								
61520	GAIN/LOSS ON INVESTMENTS		0.00	0.00	0.00	0.00	0.00	60-1520
1520	Gain/Loss Sale Investmnts		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Impact Fees from Municipal or County Government								
61930	IMPACT FEES		0.00	0.00	0.00	0.00	0.00	60-1930
1930	Impact Fees from Municipal or County Government		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Other Local Revenues								
61999	OTHER-LOCAL SOURCES		0.00	0.00	0.00	0.00	0.00	60-1999
1999	Other Local Revenues		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
1000	Levy		33,092.02	177,929.11	213,000.00	35,070.89	83.53	* Source of Revenue
Revenue From State Sources								
Jtpa-Rev Intermediate Sou								
64590	COPS GRANT - CHANNAHON		0.00	0.00	0.00	0.00	0.00	60-4590
4590	Jtpa-Rev Intermediate Sou		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Abolishment or Abatement of Working Cash Fund								
67110	PERM TRANS FROM W/C-ABATEMENT		0.00	0.00	0.00	0.00	0.00	60-7110
7110	Abolishment or Abatement of Working Cash Fund		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Principal on Bonds Sold								
67210	PRINCIPAL ON BONDS SOLD		0.00	0.00	0.00	0.00	0.00	60-7210
7210	Principal on Bonds Sold		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Trans from Other Funds for Capital Projects								
67800	TRANS FROM OTHER FUNDS		0.00	0.00	0.00	0.00	0.00	60-7800
7800	Trans from Other Funds for Capital Projects		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
2000	Revenue From State Sources		0.00	0.00	0.00	0.00	0.00	* Source of Revenue

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Capital Projects Fund or Fund Group 60							
Source of Revenue		2000	Revenue From State Sources				
Source of Revenue		7800	Trans from Other Funds for Capital Projects				
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
60	Capital Projects Fund or Fund Group	33,092.02	177,929.11	213,000.00	35,070.89	83.53	Fund

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Working Cash Fund 70							
Source of Revenue	1000	Levy					
Source of Revenue	1111	Operations and Maintenance Purposes Levy					
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
Levy							
<u>Operations and Maintenance Purposes Levy</u>							
711110	PRIOR YEAR TAXES	0.00	0.00	0.00	0.00	0.00	70-1111
	1111 Operations and Maintenance Purposes Levy	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
<u>Working Cash Purposes Levy</u>							
711111	GRUNDY CO TAXES	0.00	246,672.73	247,111.00	438.27	99.82	70-1115
711112	KENDALL CO TAXES	0.00	38,629.16	38,673.00	43.84	99.89	70-1115
711113	WILL CO TAXES	0.00	174,996.60	176,079.00	1,082.40	99.39	70-1115
711114	GRUNDY CO EDPA SURPLUS	0.00	6,060.80	0.00	(6,060.80)	0.00	70-1115
711122	KENDALL CO-EARLY DISTR	0.00	0.00	44,086.00	44,086.00	0.00	70-1115
711123	WILL CO-EARLY DISTR	31,872.54	31,872.54	205,540.00	173,667.46	15.51	70-1115
	1115 Working Cash Purposes Levy	31,872.54	498,231.83	711,489.00	213,257.17	70.03	** Source of Revenue
<u>Mobile Home Privilege Tax</u>							
71210	MOBILE HOME TAX	0.00	198.36	0.00	(198.36)	0.00	70-1210
	1210 Mobile Home Privilege Tax	0.00	198.36	0.00	(198.36)	0.00	** Source of Revenue
<u>Tiff Contributions</u>							
712901	GRUNDY CO TIF EXT	0.00	30,958.34	26,000.00	(4,958.34)	119.07	70-1211
	1211 Tiff Contributions	0.00	30,958.34	26,000.00	(4,958.34)	119.07	** Source of Revenue
<u>Corp Pers Prop Repl Tax</u>							
71230	CPPRT	0.00	28,165.57	17,247.00	(10,918.57)	163.31	70-1230
	1230 Corp Pers Prop Repl Tax	0.00	28,165.57	17,247.00	(10,918.57)	163.31	** Source of Revenue
<u>Other Pmts In Lieu Of Tax</u>							
71290	PAYMENT IN LIEU OF TAXES WORKING CASH	0.00	89.10	0.00	(89.10)	0.00	70-1290
	1290 Other Pmts In Lieu Of Tax	0.00	89.10	0.00	(89.10)	0.00	** Source of Revenue
<u>Interest On Investments</u>							
71510	CHECKING INTEREST	0.00	0.00	0.00	0.00	0.00	70-1510
71511	INVESTMENT INTEREST	5,059.95	259,346.03	240,000.00	(19,346.03)	108.06	70-1510
	1510 Interest On Investments	5,059.95	259,346.03	240,000.00	(19,346.03)	108.06	** Source of Revenue
<u>Payments from Surplus Moneys from TIF Districts</u>							
719601	TIF SURPLUS DONATION	0.00	0.00	62,500.00	62,500.00	0.00	70-1960
	1960 Payments from Surplus Moneys from TIF Districts	0.00	0.00	62,500.00	62,500.00	0.00	** Source of Revenue
<u>Other Local Revenues</u>							
71999	OTHER-LOCAL SOURCES	0.00	0.00	0.00	0.00	0.00	70-1999
	1999 Other Local Revenues	0.00	0.00	0.00	0.00	0.00	** Source of Revenue

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Working Cash Fund 70								
Source of Revenue	1000	Levy						
Source of Revenue	1999	Other Local Revenues						
Account	Description		M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
1000	Levy		36,932.49	816,989.23	1,057,236.00	240,246.77	77.28	* Source of Revenue
Revenue From State Sources								
<u>Principal on Bonds Sold</u>								
77210		PRIN ON BONDS SOLD	0.00	0.00	0.00	0.00	0.00	70-7210
7210	Principal on Bonds Sold		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
<u>PREMIUM ON BONDS SOLD</u>								
77220		PREMIUM ON BONDS SOLD	0.00	0.00	0.00	0.00	0.00	70-7220
7220	PREMIUM ON BONDS SOLD		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
<u>Abolishment or Abatement of Working Cash Fund</u>								
78110		ABATEMENT OF W/C FUND	0.00	0.00	0.00	0.00	0.00	70-8110
8110	Abolishment or Abatement of Working Cash Fund		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
2000	Revenue From State Sources		0.00	0.00	0.00	0.00	0.00	* Source of Revenue
70	Working Cash Fund		36,932.49	816,989.23	1,057,236.00	240,246.77	77.28	Fund

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Tort Immunity and Judgment Fund 80							
Source of Revenue	1000	Levy					
Source of Revenue	1111	Operations and Maintenance Purposes Levy					
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
Levy							
Operations and Maintenance Purposes Levy							
811110	PRIOR YEAR TAXES	0.00	0.00	0.00	0.00	0.00	80-1111
1111	Operations and Maintenance Purposes Levy	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Source of Revenue 1120							
811111	GRUNDY CO TORT	0.00	413,868.93	414,602.00	733.07	99.82	80-1120
811112	KENDALL CO TORT	0.00	65,051.49	65,125.00	73.51	99.89	80-1120
811113	WILL CO TORT	0.00	295,044.27	296,870.00	1,825.73	99.39	80-1120
811114	GRUNDY CO TORT EDPA SURPLUS	0.00	10,168.81	0.00	(10,168.81)	0.00	80-1120
811122	KENDALL CO TORT-EARLY DISTR	0.00	0.00	68,743.00	68,743.00	0.00	80-1120
811123	WILL CO TORT-EARLY DISTR	50,468.48	50,468.48	320,872.00	270,403.52	15.73	80-1120
1120	Source of Revenue 1120	50,468.48	834,601.98	1,166,212.00	331,610.02	71.57	** Source of Revenue
Mobile Home Privilege Tax							
81210	MOBILE HOME TAX	0.00	337.64	0.00	(337.64)	0.00	80-1210
1210	Mobile Home Privilege Tax	0.00	337.64	0.00	(337.64)	0.00	** Source of Revenue
Tiff Contributions							
812901	GRUNDY CO TIF EXT	0.00	51,941.90	0.00	(51,941.90)	0.00	80-1211
1211	Tiff Contributions	0.00	51,941.90	0.00	(51,941.90)	0.00	** Source of Revenue
Other Pmts In Lieu Of Tax							
81290	PAYMENT IN LIEU OF TAXES LIABILITY	0.00	149.50	0.00	(149.50)	0.00	80-1290
1290	Other Pmts In Lieu Of Tax	0.00	149.50	0.00	(149.50)	0.00	** Source of Revenue
Interest On Investments							
81510	CHECKING INTEREST	0.00	0.00	0.00	0.00	0.00	80-1510
81511	INVESTMENT INTEREST	189.83	11,458.18	23,000.00	11,541.82	49.82	80-1510
1510	Interest On Investments	189.83	11,458.18	23,000.00	11,541.82	49.82	** Source of Revenue
Payments from Surplus Moneys from TIF Districts							
819601	TIF SURPLUS DONATION	0.00	0.00	50,000.00	50,000.00	0.00	80-1960
1960	Payments from Surplus Moneys from TIF Districts	0.00	0.00	50,000.00	50,000.00	0.00	** Source of Revenue
Other Local Revenues							
81999	OTHER-LOCAL SOURCES	0.00	0.00	0.00	0.00	0.00	80-1999
1999	Other Local Revenues	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
1000	Levy	50,658.31	898,489.20	1,239,212.00	340,722.80	72.50	* Source of Revenue
Revenue From State Sources							
Other Unrestricted Grants in Aid							
84009	COPS GRANT MINOOKA	0.00	0.00	0.00	0.00	0.00	80-4009

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Tort Immunity and Judgment Fund 80							
Source of Revenue							
2000	Revenue From State Sources						
4009	Other Unrestricted Grants in Aid						
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
840092	COPS GRANT CHANNAHON	0.00	0.00	0.00	0.00	0.00	80-4009
	4009 Other Unrestricted Grants in Aid	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
<u>Permanent Transfer Among Funds</u>							
87130	TRANS FROM ED TORT	0.00	0.00	0.00	0.00	0.00	80-7130
	7130 Permanent Transfer Among Funds	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
<u>Other Sources of Funds Not Classified Elsewhere</u>							
87990	TRANS FROM OBM TORT	0.00	0.00	0.00	0.00	0.00	80-7990
	7990 Other Sources of Funds Not Classified Elsewhere	0.00	0.00	0.00	0.00	0.00	** Source of Revenue
	2000 Revenue From State Sources	0.00	0.00	0.00	0.00	0.00	* Source of Revenue
	80 Tort Immunity and Judgment Fund	50,658.31	898,489.20	1,239,212.00	340,722.80	72.50	Fund

Revenue Report

Printed: 6/8/2020 3:01 PM
MINOOKA COMM HIGH SCHOOL DIST #111

Fire Prevention & Safety Fund 90								
Source of Revenue	1000	Levy						
Source of Revenue	1111	Operations and Maintenance Purposes Levy						
Account	Description		M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number
Levy								
Operations and Maintenance Purposes Levy								
911110	PRIOR YEAR TAXES		0.00	0.00	0.00	0.00	0.00	90-1111
1111	Operations and Maintenance Purposes Levy		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Fire Prevention & Safety Purpose Levy								
911111	GRUNDY CO TAXES		0.00	246,672.73	247,111.00	438.27	99.82	90-1118
911112	KENDALL CO TAXES		0.00	38,629.14	38,673.00	43.86	99.89	90-1118
911113	WILL CO TAXES		0.00	174,996.60	176,079.00	1,082.40	99.39	90-1118
911114	GRUNDY CO EDPA SURPLUS		0.00	6,060.80	0.00	(6,060.80)	0.00	90-1118
911122	KENDALL CO-EARLY DISTR		0.00	0.00	44,086.00	44,086.00	0.00	90-1118
911123	WILL CO-EARLY DISTR		31,872.54	31,872.54	205,540.00	173,667.46	15.51	90-1118
1118	Fire Prevention & Safety Purpose Levy		31,872.54	498,231.81	711,489.00	213,257.19	70.03	** Source of Revenue
Mobile Home Privilege Tax								
91210	MOBIL HOME TAX		0.00	198.36	0.00	(198.36)	0.00	90-1210
1210	Mobile Home Privilege Tax		0.00	198.36	0.00	(198.36)	0.00	** Source of Revenue
Tiff Contributions								
912901	GRUNDY CO TIF EXT		0.00	30,958.34	26,000.00	(4,958.34)	119.07	90-1211
1211	Tiff Contributions		0.00	30,958.34	26,000.00	(4,958.34)	119.07	** Source of Revenue
Other Pmts In Lieu Of Tax								
91290	PAYMENT IN LIEU OF TAXES FIRE SAFETY		0.00	89.10	0.00	(89.10)	0.00	90-1290
1290	Other Pmts In Lieu Of Tax		0.00	89.10	0.00	(89.10)	0.00	** Source of Revenue
Interest On Investments								
91510	CHECKING INTEREST		0.00	0.00	0.00	0.00	0.00	90-1510
91511	INVESTMENT INTEREST		3,557.41	49,386.10	16,000.00	(33,386.10)	308.66	90-1510
1510	Interest On Investments		3,557.41	49,386.10	16,000.00	(33,386.10)	308.66	** Source of Revenue
Payments from Surplus Moneys from TIF Districts								
919601	TIF SURPLUS DONATION		0.00	0.00	0.00	0.00	0.00	90-1960
1960	Payments from Surplus Moneys from TIF Districts		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
Other Local Revenues								
91999	OTHER-LOCAL SOURCES		0.00	0.00	0.00	0.00	0.00	90-1999
1999	Other Local Revenues		0.00	0.00	0.00	0.00	0.00	** Source of Revenue
1000	Levy		35,429.95	578,863.71	753,489.00	174,625.29	76.82	* Source of Revenue

Revenue From State Sources

Principal on Bonds Sold

Revenue Report

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MINOOKA COMM HIGH SCHOOL DIST #111

Fire Prevention & Safety Fund 90								
Account	Description	M.T.D. Revenue	Y.T.D. Revenue	Revenue Budget	Budget Balance Revenue	% of Budget	State Account Number	
Source of Revenue	2000			Revenue From State Sources				
Source of Revenue	7210			Principal on Bonds Sold				
97210		0.00	0.00	0.00	0.00	0.00	90-7210	
	7210 Principal on Bonds Sold	0.00	0.00	0.00	0.00	0.00	**	Source of Revenue
<u>PREMIUM ON BONDS SOLD</u>								
97220		0.00	0.00	0.00	0.00	0.00	90-7220	
	7220 PREMIUM ON BONDS SOLD	0.00	0.00	0.00	0.00	0.00	**	Source of Revenue
	2000 Revenue From State Sources	0.00	0.00	0.00	0.00	0.00	*	Source of Revenue
	90 Fire Prevention & Safety Fund	<u>35,429.95</u>	<u>578,863.71</u>	<u>753,489.00</u>	<u>174,625.29</u>	<u>76.82</u>		Fund
	Report Total:	<u>2,734,601.69</u>	<u>37,646,977.04</u>	<u>49,452,634.00</u>	<u>11,805,656.96</u>	<u>76.13</u>		



School District Treasurer's Bond Regular Application

1) SCHOOL DISTRICT INFORMATION

Name: Minooka CHSD #111

Address: 26655 W. Eames St. City: Channahon State IL Zip Code: 60410

Telephone: (815) 467-2557 Fax: (815) 467-9733

2) LOSSES *If yes, please attach a full description of the situation and the amount of any payment.* N/A

Has the District ever made claim against a surety or fidelity bond? Yes No

3) INVESTMENTS

a) Does the District have an investment counselor? Yes No If yes, who? N/A

b) Does the District invest in a liquid assets fund? Yes No If yes, which fund? N/A

4) DISTRICT TREASURER INFORMATION

Name: John Troy Business Phone: (815) 467-2557

Home Address: 21349 Prestancia Drive Mokena, IL. 60448 Home Phone:

*What other positions does the treasurer hold within the district?: Assistant Superintendent

Has this person ever been charged with any kind of criminal offense? Yes No *If yes, please attach a description.*
N/A

5) REQUEST

Bond # 0022136

Date of last audit: 06/30/2019

*Was audit free from criticism? Yes No

Change Bond Amount: From \$12,397,095 To \$18,370,025

Change District Treasurer: From To

Other Change

6) TREASURER'S BOND AMOUNT (Information from Annual Financial Report)

a) Receipts/Revenues (Current): \$ 0

b) Tax Anticipation Warrants/Notes \$ 0

c) Fund Balances: \$ 0

Total of the Above \$ 73,480,099

***Bond Amount Requested:\$ 18,370,025**

The amount of the bond shall be 25% of the total of all bonds, notes, mortgages, moneys and effects of which the Treasurer is to have custody, adjustable only by the Regional Superintendent of Schools or the School Board of the District.

7) SIGNATURES

District Treasurer: _____ Date: _____

District Superintendent: _____ Date: _____

Print Superintendent Name: Dr. Kenneth Lee

Print Superintendent Email: klee@mchs.net 153

Bushue HR, Inc.

Bushue HR, Inc. Phone: (217) 342-3046
P.O. Box 89 Fax: (217) 342-5673
Effingham, IL 62401 Email: info@bushuehr.com

*An Outsourced Risk Management Company Focusing on Human Resources, Insurance,
Background Screening and Fingerprinting*

June 16, 2020

Minooka CHSD #111
26655 W. Eames St.
Channahon, IL. 60410
Attention: Dr. Kenneth Lee

Dear Dr. Lee,

RE: PROPERTY/CASUALTY/LIABILITY INSURANCE RENEWALS

The attached summary illustrates the expiring and renewal coverages with the current insurance carriers, Liberty Mutual Insurance through Ramza Insurance Group from Streator, IL. and Illinois Public Risk Fund (IPRF) through Corkill Insurance Agency from Elk Grove Village, IL.

Our attached Renewal Worksheet Forms show the expiring and renewal coverage from Liberty Mutual Insurance and IPRF. The first column of each page is the expiring insurance coverage for the District. The second column is the renewal coverage as presented by the current insurance carrier and agent.

Minooka CHSD #111 qualified for a Safety Grant in 2020 from IPRF, in the amount of \$5,540. The District can visit www.iprf.com for additional information and the Grant Application. The Grant deadline is December 1, 2020.

This renewal reflects an increase in premium in the amount of \$7,900; which is 2.15% over the expiring. The increase in premium is attributable to the increase to Property Loss History, overall rates, and Liberty Mutual Insurance taking COVID-19 exposures into consideration.

Liberty Mutual Insurance paid \$157,000 on the fire loss that occurred on November 19, 2019. Liberty Mutual Insurance expects to recover some of the loss; however, there could be a delay due to COVID-19.

We appreciate the opportunity to serve the District. If you have any questions, please feel free to contact our office.

Respectfully,



Steve Bushue
CEO, Bushue HR, Inc.

KND

Minooka CHSD #111 - Renewal Date: 07/01/2020

Property & General Liability Renewal Form

Insurance Agency Name	Ramza Insurance Group	
Insurance Carrier Name	Liberty Mutual Insurance	Liberty Mutual Insurance
Property	Current	Renewal
Blanket, All Risk	147,129,738	147,129,738
Overall Building Limit	Included	Included
School District Personal Property	Included	Included
Replacement Cost/ACV	RC	RC
Deductible Per Occurrence	10,000	10,000
Coinsurance %	100%	100%
Earthquake Coverage Limit	-	-
Earthquake Deductible Per Occurrence	-	-
Rate Level Guaranteed (If yes, how long)	-	One (1) Year
Total Property Premium	\$73,164.00	\$76,895.00

Will the policy provide full coverage, up to maximum policy Limits, for Backup of Sewer/Surface Water coverage	Yes	Yes
<i>If no, please state the Limit.</i>	100,000	100,000
Does the policy provide coverage for Flood Coverage?	No	No
<i>If yes, please state the Limit.</i>	-	-
<i>If yes, please state the Flood Coverage Deductible Per Occurrence.</i>	-	-
Does the policy provide coverage for Mine Subsidence?	Yes	Yes
<i>If yes, please state the Limit.</i>	750,000	750,000
<i>Blanket Limit, If Applicable.</i>	-	-
Does the policy provide Ordinance or Law coverage?	Yes	Yes
<i>Limit Per Coverage A.</i>	Full Blanket Limit	Full Blanket Limit
<i>Limit Per Coverage B.</i>	500,000	500,000
<i>Limit Per Coverage C.</i>	500,000	500,000
<i>Limit Per Building, If Applicable.</i>	-	-
<i>Blanket Limit, If Applicable.</i>	-	-
Does the policy have Time Element (Extra Expense) Coverage, if so please state the Limit(s)?	Yes	Yes
<i>Blanket Limit, If Applicable.</i>	1,000,000	1,000,000
<i>Per Location Limit, If Applicable.</i>	-	-
Does the policy have Business Income Coverage, if so please state the Limit(s)?	Yes	Yes
<i>Blanket Limit, If Applicable.</i>	Included	Included
<i>Per Location Limit, If Applicable.</i>	-	-

Insurance Carrier Name	Liberty Mutual Insurance	
Data Compromise	Current	Renewal
Section 1 - Response Expenses	-	-
Data Compromise Response Expenses Limit	100,000	100,000
<u>Sub-Limits</u>	-	-
Names Malware (Section 1)	50,000	50,000
Forensic Information Technology (IT) Review	10,000	10,000
Legal Review	10,000	10,000
Public Relations (PR) Services	5,000	5,000
Regulatory Fines and Penalties	10,000	10,000
PCI Fines and Penalties	10,000	10,000
Response Expenses Deductible Per Occurrence	2,500	2,500
Section 2 - Defense and Liability	-	-
Data Compromise Defense and Liability Limit	100,000	100,000
<u>Sub-Limits</u>	-	-
Names Malware (Section 2)	50,000	50,000
Defense and Liability Deductible Per Occurrence	2,500	2,500
Total Data Compromise Premium	Included	Included

Minooka CHSD #111 - Renewal Date: 07/01/2020

Property & General Liability Renewal Form

Insurance Carrier Name	Liberty Mutual Insurance	
	Current	Renewal
General Liability		
General Aggregate	2,000,000	2,000,000
Products Completed Ops.	2,000,000	2,000,000
Personal & Advertising Injury	1,000,000	1,000,000
Each Occurrence Limit	1,000,000	1,000,000
Damage to Premises Rented to You	500,000	500,000
Medical Expense Limit	15,000	15,000
Deductible Per Occurrence	0	0
Employee Benefits Liability	-	-
Aggregate Limit	3,000,000	3,000,000
Occurrence Limit	1,000,000	1,000,000
Deductible Per Occurrence	1,000	1,000
Retroactive Date	7/1/2010	7/1/2010
Sexual Abuse and Molestation		
Aggregate Limit	1,000,000	1,000,000
Occurrence Limit	1,000,000	1,000,000
Deductible Per Occurrence	0	0
Innocent Party Defense Coverage Limit	300,000	300,000
Policy Form: Claims Made or Occurrence	Occurrence	Occurrence
Law Enforcement Professional Liability		
Aggregate Limit	1,000,000	1,000,000
Each Claim	1,000,000	1,000,000
Deductible Per Occurrence	2,500	2,500
Policy Form: Claims Made or Occurrence	Claims Made	Claims Made
Retroactive Date	7/1/2015	7/1/2015
Violent Event Response Coverage (VERC)		
Aggregate Limit - Response Expenses and Loss	300,000	300,000
Each Violent Event Limit - Response Expenses and Loss	300,000	300,000
Each Person Limit - Loss	25,000	25,000
Total Liability Premium	\$30,941.00	\$35,609.00

Insurance Carrier Name	Liberty Mutual Insurance	
	Current	Renewal
Crime		
Employee Theft - Blanket Limit	50,000	50,000
Deductible Per Occurrence	500	500
Computer Fraud Coverage	100,000	100,000
Deductible Per Occurrence	500	500
Theft, Disappearance, and Destruction	-	-
Inside	25,000 *	25,000 *
Outside	25,000 *	25,000 *
Deductible Per Occurrence	500	500
Total Crime Premium	\$664.00	\$664.00

Insurance Carrier Name	Liberty Mutual Insurance	
	Current	Renewal
Boiler & Machinery		
Per Accident	147,129,738	147,129,738
Deductible Per Occurrence	10,000	10,000
Extra Expense	Included	Included
Total Boiler & Machinery Premium	Included	Included

Insurance Carrier Name	Liberty Mutual Insurance	
	Current	Renewal
Inland Marine		
Cameras, Projectors, Film and Related Equipment	192,811	192,811
Laser Engraver	20,000	20,000
Deductible Per Occurrence	250	250
Electronic Data Processing (EDP) Equipment (Hardware & Software)	975,426	975,426
Lenovo Computers & Equipment (Leased 2018)	234,921	234,921
Deductible Per Occurrence	1,000	1,000
Miscellaneous Contractors Equipment	53,961	53,961
Deductible Per Occurrence	500	500
Marquee Sign	15,000	15,000
Deductible Per Occurrence	0	0
Total Inland Marine Premium	\$3,891.00	\$3,891.00

Minooka CHSD #111 - Renewal Date: 07/01/2020
Property & General Liability Renewal Form

Premium	Liberty Mutual Insurance	
	Current	Renewal
Total Property Premium	73,164.00	76,895.00
Total Data Compromise Premium	Included	Included
Total Liability Premium	30,941.00	35,609.00
Total Crime Premium	664.00	664.00
Total Boiler & Machinery Premium	Included	Included
Total Inland Marine Premium	3,891.00	3,891.00
Total Premium	\$108,660.00	\$117,059.00

Does the coverage & premiums include Terrorism Risk Insurance Act (TRIA) coverage?	No	No
<i>If yes, please advise the total dollar amount.</i>	N/A	N/A

Note:
Liberty Mutual Insurance
 * During the time of registration, the Inside and Outside Crime Limits increase from \$25,000 to \$50,000.

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Minooka CHSD #111 - Renewal Date: 07/01/2020
Automobile Renewal Form

Insurance Agency Name	Ramza Insurance Group	Ramza Insurance Group
Insurance Carrier Name	Liberty Mutual Insurance	Liberty Mutual Insurance
Auto Liability	Current	Renewal
Number of Vehicles	80	80
Bodily Injury and Property Damage Liability	1,000,000	1,000,000
Medical Payments	5,000	5,000
Uninsured Motorist	1,000,000	1,000,000
Underinsured Motorists	1,000,000	1,000,000
Hired Auto	1,000,000	1,000,000
Non-Owned Auto	1,000,000	1,000,000
Deductible Per Occurrence	-	-
Comprehensive	500	500
Collision	1,000	1,000
Total Automobile Premium	\$55,168.00	\$61,623.00

Does the coverage & premiums include Terrorism Risk Insurance Act (TRIA) coverage?	No	No
Will the insurance carrier grant permission to operate the buses under conditions where a charge would be made to the students?	No	No
Will the insurer provide coverage for all additional insured's, including coverage for Board of Education Members, Employees, and Volunteers while using their own vehicles on behalf of the School District?	Yes - Excess Basis	Yes - Excess Basis
Does the medical payments coverage include students as passengers in vehicles?	Yes	Yes
Will the company accept this coverage without other lines?	No	No
Will the insurer furnish "special trips" coverage for tours, outings, picnics, games, and similar activities. Also, the use of the buses by the elderly as permitted by law shall be included. The carrier will confirm that coverage shall be available for these activities and indicate the audit charge per trip in the proposal.	Case By Case Basis	Case By Case Basis
Will the insurance carrier provide coverage for rental vehicles?	Yes	Yes
Does the policy include Replacement Cost on Buses? <i>If yes, please provide details.</i>	No N/A	No N/A

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Minooka CHSD #111 - Renewal Date: 07/01/2020
Umbrella Renewal Form

Insurance Agency Name	Ramza Insurance Group	Ramza Insurance Group
Insurance Carrier Name	Liberty Mutual Insurance	Liberty Mutual Insurance
Limits of Liability - Umbrella	Current	Renewal
General Aggregate Limit	5,000,000	5,000,000
Self-Insured Retention (SIR)	0	0
General Liability	1,000,000	1,000,000
Employee Benefits Liability	1,000,000	1,000,000
Sexual Misconduct & Molestation	1,000,000	1,000,000
Law Enforcement Professional Liability	1,000,000	1,000,000
Automotive Liability	1,000,000	1,000,000
School Board Legal Liability (SBLI)	1,000,000	1,000,000
Employers Liability - Worker's Compensation	3,000,000	3,000,000
Total Umbrella Premium	\$12,596.00	\$15,718.00

Does the coverage & premiums include TRIA (Terrorism Risk Insurance Act) coverage?	No	No
<i>If yes, please advise the total dollar amount.</i>	N/A	N/A

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Minooka CHSD #111 - Renewal Date: 07/01/2020
School Board Legal Liability Renewal Form

Insurance Agency Name	Ramza Insurance Group	Ramza Insurance Group
Insurance Carrier Name	Liberty Mutual Insurance	Liberty Mutual Insurance
Limits of Liability - School Board Legal Liability (SBLL)	Current	Renewal
Aggregate Limit	1,000,000	1,000,000
Each Claim Limit	1,000,000	1,000,000
Deductible Per Occurrence	2,500	2,500
Employment Practices Liability Insurance (EPLI) Deductible Per Occurrence	2,500	2,500
Aggregate Defense Expense Amount - Non-Monetary Relief Limit	100,000	100,000
Total School Board Legal Liability (SBLL) Premium	\$16,840.00	\$16,840.00

* All taxes, surplus line charges, fees, etc. must be included in the Annual Premium.

Does the coverage and premium include Terrorism Risk Insurance Act (TRIA) coverage?	No	No
Does a Retroactive Date apply? <i>If yes, please specify the date.</i>	Yes 7/1/2010	Yes 7/1/2010
Please indicate whether coverage is on Claims Made or Occurrence Basis.	Claims Made	Claims Made
For Claims Made policies, is Prior Acts coverage available? <i>If yes, please indicate the additional cost.</i>	Yes - Full Prior Acts Up To The Retroactive Date Included	Yes - Full Prior Acts Up To The Retroactive Date Included
If additional requirements must be met prior to binding please indicate.	N/A	None
Does the above proposal provide full coverage for Sexual Misconduct/Abuse/Molestation/Harassment?	Included in General Liability	Included in General Liability
Does the policy provide coverage for Defense Costs, even if not successful?	Yes	Yes
Does the policy provide coverage for Due Process? <i>State Sub-Limit for this, if any.</i>	Yes 100,000	Yes 100,000
Does the policy provide a Consent to Settle Provision?	Yes	Yes
Are Defense Expenses within the Limit of Liability? <i>State Sub-Limit for Defense Expenses, if any.</i>	No Outside the Limits	No Outside the Limits
Please Describe any policy Sub-Limits: (Please list other Sub-Limits not included in this list below)		
Limit/Sub-Limit for Special Education.	100,000	100,000
Limit/Sub-Limit Breach of Contract.	Subject to Contract Language	Subject to Contract Language
Limit/Sub-Limit Sexual Abuse/Molestation.	Included in General Liability	Included in General Liability

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Minooka CHSD #111 - Renewal Date: 07/01/2020
Worker's Compensation Renewal Form

Insurance Agency Name	Corkill Insurance Agency		Corkill Insurance Agency	
Insurance Carrier Name	IPRF		IPRF	
Employers Liability Limits	Current		Renewal	
Bodily Injury Accident	3,000,000		3,000,000	
Bodily Injury Disease	3,000,000		3,000,000	
Bodily Injury Disease - Employee	3,000,000		3,000,000	
Codes	Estimated Payroll	Rate Per \$100	Estimated Payroll	Rate Per \$100
8868: Colleges or Schools, Teachers	\$16,511,929	0.280	\$16,511,929	0.264
7380: Drivers, Chauffeurs, and Their Helpers	\$1,337,384	7.444	\$1,337,384	7.012
9101: All Other Employees	\$757,213	3.106	\$757,213	2.926
Total Worker's Compensation Premium	\$174,386.00		\$164,310.00	

Note:

Illinois Public Risk Fund (IPRF)

* IPRF is an assessable policy up to a cap of 10% of the member's premium the previous year.

* Minooka CHSD #111 qualified for a Safety Grant in 2020 from IPRF, in the amount of \$5,540. The District can visit www.iprf.com for additional information and the Grant Application. The Grant deadline is December 1, 2020.

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Minooka CHSD #111 - Renewal Date: 07/01/2020

Totals

Insurance Agency Name	Ramza Insurance Group / Corkill Insurance Agency	Ramza Insurance Group / Corkill Insurance Agency
Insurance Carrier Name	Liberty Mutual Insurance / IPRF	Liberty Mutual Insurance / IPRF
Coverage	Current	Renewal
Total Property Premium	73,164.00	76,895.00
Total Data Compromise Premium	Included	Included
Total Liability Premium	30,941.00	35,609.00
Total Crime Premium	664.00	664.00
Total Boiler & Machinery Premium	Included	Included
Total Inland Marine Premium	3,891.00	3,891.00
Commercial Auto	55,168.00	61,623.00
Umbrella	12,596.00	15,718.00
School Board Legal Liability	16,840.00	16,840.00
Worker's Compensation	174,386.00	164,310.00
Terrorism Coverage (All Lines)	Excluded	Excluded
Total Premium	\$367,650.00	\$375,550.00
Savings		(\$7,900.00)
Percentage of Increase		2.15%

Note:

Illinois Public Risk Fund (IPRF)

* IPRF is an assessable policy up to a cap of 10% of the member's premium the previous year.

* Minooka CHSD #111 qualified for a Safety Grant in 2020 from IPRF, in the amount of \$5,540. The District can visit www.iprf.com for additional information and the Grant Application. The Grant deadline is December 1, 2020.

These Proposal worksheets were provided and prepared as a service to Minooka CHSD #111. These worksheets or excerpts thereof contain information that (a) is or may be LEGALLY PRIVILEGED, CONFIDENTIAL, PROPRIETARY IN NATURE, OR OTHERWISE PROTECTED BY LAW FROM DISCLOSURE, and (b) is intended only for the use of Minooka CHSD #111. You are hereby notified that using, copying, or distributing any part of these proposal worksheets is strictly prohibited. Copyright 2020 Bushue HR, Inc.

For your review, we have prepared an illustrative summary which provides a brief outline of coverages provided.

This summary is for illustrative purposes only, and does not provide a comprehensive overview of your complete policies, please refer to your complete policy for review of all endorsements, limitations, and exclusions. If you feel that any of these coverages or limits are not correct, inadequate, please let us know.

AGREEMENT FOR PRESS PLUS MAINTENANCE SERVICE

This Agreement is entered into by and between the **Illinois Association of School Boards, a Not-for-Profit Corporation (IASB)** and _____ **(Board)** for policy customization services. In consideration of the mutual promises contained herein, and other good and valuable consideration, the **IASB** and **Board** agree as follows:

- 1. Description.** PRESS Plus Maintenance Service (PRESS Plus) is a fee-based, calendar year subscription service. This service involves having IASB maintain the Board's policy manual by providing the Board its policies updated with the policy-related contents of PRESS Issues released during the subscription term. PRESS Plus also provides online access to the components of PRESS: the Policy Reference Manual (IASB's encyclopedia of policies with links to legal citations), PRESS Issues, and other related materials.
- 2. Proprietary Interests in Board's Policies and Materials.** The Parties agree that the Board shall retain ownership in the text of all policies and other material it furnishes to IASB in order to fulfill its obligations under this Agreement.
- 3. Current and Archive Copies of the Board's Policies and Materials.** The Parties agree that the Board shall maintain current and archive copies of its policies and materials separate and apart from the copies maintained by IASB or given to IASB in order for IASB to fulfill its obligations under this Agreement. No agency relationship is created between the Board and IASB for purposes of record retention, storage, organization, dissemination, destruction, or maintenance and IASB is not a public body and will not, on behalf of the Board, be responsible for responding to requests for public records under the Illinois Freedom of Information Act or any subpoena.
- 4. Liability Limitation.** Neither IASB nor the Board shall be liable to the other for special, direct, indirect, incidental, or consequential damages suffered by the Board or IASB under this Agreement for any amount over the subscription fees, including any loss of data arising out of use or inability to use the Board policies or other material, except for circumstances of bad faith or to the extent of any damages that are paid to a third party as part of a claim subject to indemnification as outlined under this Agreement.
- 5. Exclusion.** IASB will facilitate the maintenance of the Board's materials as described in Section 1. 2. 3. & 7.A. IASB does not warrant that the Board's policies and other material are fit for any particular purpose. IASB warrants only that it will update the Board's policy manual to reflect the Board's response that it has adopted, or not adopted, PRESS Plus policy updates exactly as they were presented by IASB. IASB does not warrant that presented PRESS Plus policy updates will be free of omissions, errors in judgment or mistake of law. The Board may make its own edits to its policy manual through PRESS Plus. Board-initiated edits provided to IASB are not PRESS Plus policy updates. IASB provides no warranty, and accepts no responsibility, whatsoever, for any Board-initiated edits to its policy manual.
- 6. Subscription Fees and Term and Renewal.** The Board's PRESS Plus subscription begins when the Board executes this Agreement. The Board agrees to pay fees upon receipt of invoice. The annual subscription fee is the PRESS Plus published price and may change from year to year. In addition to the annual subscription fee there is a one-time publishing fee. For districts that contract for both PRESS Plus and the School Board Policies Online Service, a discounted price that may change from year to year is available. The subscription is for the remainder of the calendar year in which this Agreement is executed and the following calendar year. IASB prorates the year's annual subscription fee to the quarter the subscription begins. After the first full calendar year, IASB will send a renewal notification to the Board, which, if paid by the Board, will automatically renew the Board's participation in the service for one calendar year. Any provision of a PRESS Plus subscription, including fees, may be altered after the initial subscription. IASB will notify the Board of all changes to subscription fees and this Agreement by specifying them in the renewal notification. Renewal payment will constitute an acceptance by the Board to the new Agreement terms. Any changes to IASB's PRESS Plus processes outside of this Agreement may be made by IASB at any time.
- 7. Responsibilities.**
 - A. IASB:**
 - 1) Provides the Board its unique policies with updates based on each PRESS Issue to facilitate the Board's discussion of policy requirements and options so that it may effectively and efficiently keep its policies up to date.
 - 2) Reviews the updated policy language for consistency, typographical errors, and compliance concerns. This review is done by a professional IASB policy consultant. It is not a legal review and IASB will not provide any legal opinions.

B. Board:

- 1) Reviews all PRESS Plus policy updates.
 - 2) Adopts new policies or changes to existing policies at an open Board meeting.
 - 3) Seeks a legal review from the Board's attorney, as appropriate, during the review and adoption process.
 - 4) Responds to PRESS Plus policy updates presented to it within 120 calendar days from the last day of the month in which the particular PRESS Plus policy updates were provided.
 - 5) Pays to IASB a late fee of \$250 for each PRESS Plus policy update submitted after the 120 calendar days and understands that IASB reserves the right to cancel the Board's subscription if the Board has not responded to any PRESS Plus policy update that is more than four PRESS Issues behind the most current PRESS Issue.
 - 6) Indemnifies and defends against any losses and liabilities IASB, its Board of Directors, employees, agents, and attorneys against any claims, causes of action, damages, costs, and expenses of every kind and description, including attorney fees, whether in tort or in contract, caused by any policy, contract, review, advice, and/or other consulting services rendered pursuant to this Agreement, including any attorney fees and costs incurred in any dispute over the duty to indemnify.
- 8. Modification.** Except as provided in Section 6. above, both Parties must agree to any variation or exception to this Agreement in writing. Both IASB and the Board recognize that this Agreement cannot include every nuance or interpretation, and when identified, the Parties shall confer in good faith to reach further agreement.
- 9. Termination.** Either Party has the right to terminate this Agreement immediately in cases of fraud or dishonesty by the other Party. In cases of a material breach of the Agreement, a complaining Party shall give written notice of the breach to the non-complying Party. The non-complying Party shall have a minimum of seven (7) days to correct the deficiency. If, after the cure period, the breach is not cured, the complaining Party may immediately terminate this Agreement. Notwithstanding the above, IASB has the right to terminate this Agreement immediately if the Board discontinues its membership in the IASB.
- 10. Effect of Termination.** Termination of this Agreement shall not cancel the Board's responsibility for payment of any applicable fees for products or services of any kind provided by IASB, subsidiaries or affiliated companies, for any services rendered before termination. All provisions of this Agreement relating to disclaimers or warranties, limitation of liability, remedies, or damages, and Board's proprietary rights shall survive termination.
- 11. Entire Agreement.** This Agreement is the entire understanding between the Parties concerning the subject matter of this Agreement.
- 12. Governing Laws.** The laws of the State of Illinois shall govern this Agreement. If any provision of this Agreement shall be held invalid under any applicable statute or regulation or by a decision of a court of competent jurisdiction, such invalidity shall not affect any other provision of this Agreement that can be given effect without the invalid provision, and, to this end, the provisions of this Agreement are severable.

The persons signing this Agreement warrant that they have authority to bind each party to the Agreement. In witness whereof, the parties hereto have executed this Agreement as of the date below.

Illinois Association of School Boards

Board of Education

By: _____
Signature

By: _____
Benjamin S. Schwarm, Deputy Executive Director

Printed name and title

Date

Illinois Association of School Boards

2921 Baker Drive • Springfield, Illinois 62703 • 217/528-9688 • 217/528-2831 (fax)
1 East 22nd Street, Suite 20 • Lombard, Illinois 60148 • 630/629-3776 • 630/629-3940 (fax)

Agreement for School Board Policy Online Services

THIS AGREEMENT is made and entered into as of the _____ day of _____, 20 __, by and between the Illinois Association of School Boards ("IASB") and _____
_____ Board of Education ("Board").

WHEREAS, IASB's mission is excellence in local school governance in support of quality public education;

WHEREAS, the IASB offers various policy services in order to further its mission; and

WHEREAS, the Board seeks effective and efficient policy governance;

NOW, THEREFORE, in consideration of the mutual promises and covenants contained in this Agreement, the Parties agree as follows:

- I. Description.** The Board has selected the "School Board Policies Online" ("SBPOL") service. This project involves having the IASB publish the Board's policy manual on the Internet in Folio® electronic format. The IASB updates the Board's online policies promptly after receipt of word- processing files for revisions. The IASB also updates links to the Illinois Compiled Statutes and other legal authority provided with the Board's policies as soon as practicable.
- II. Proprietary Interests in Board's Policies and Materials.** The Parties agree that the Board shall retain ownership in the text of all policies and other material it furnishes to the IASB in order to fulfill its obligations under this Agreement.
- III. Current and Archive Copies of the Board's Policies and Materials.** The Parties agree that the Board shall maintain current and archive copies of its policies and materials separate and apart from the copies maintained by the IASB or given to the IASB in order for the IASB to fulfill its obligations under this Agreement. No agency relationship is created between the Board and the IASB for purposes of record retention, storage, organization, dissemination, destruction, or maintenance and the IASB will not be responsible for responding to requests for public records under the Illinois Freedom of Information Act or for responding to any subpoena on behalf of the Board.
- IV. Disclaimer/Liability.** While every effort is made to ensure accuracy and completeness, neither the IASB nor the Board shall be liable to each other for any omissions that may occur, errors in judgment or mistake of law or for any loss suffered by either party in connection with the matters to which this Agreement relates, except a loss resulting from bad faith or negligence on either Party's part in the performance of their duties under this Agreement. The IASB does not warrant that the Board's policies and other material are fit for any particular purpose. Furthermore, the IASB will not be liable for any direct, indirect, or consequential damages, including any loss of data arising out of use or inability to use the Board policies or other material.
- V. Subscription Fees.** A subscription begins when the Board executes this agreement indicating its desire to be a SBPOL subscriber. Boards may subscribe to School Board Policies Online at any time although subscriptions are on a calendar year basis. Each subscriber must pay a one-time development fee of nine hundred fifty dollars (\$950) for converting the Board's policies into the Folio® format. The Board must pay the development fee at the time of contracting. The annual update and server fee is twenty-five hundred dollars (\$2,500). The annual fee is due within thirty (30) days after the date the Board's policy manual is available on the Internet. The IASB will prorate the annual subscription fee for the first year according to the quarter in which this Agreement is executed.
- VI. Term and Renewal.** This Agreement is effective for the remainder of the calendar year in which it is executed as well as for the following calendar year. Thereafter, the IASB will send a renewal notification to the Board, which, if paid by the Board, will automatically renew the Board's participation in the service for one calendar year. Any provision of a SBPOL subscription, including fees, may be altered after the initial subscription. The IASB will notify the Board of all changes by specifying them in the renewal notification. Renewal payment will constitute an acceptance by the Board to the new Agreement terms.

VII. Responsibilities.

A. IASB

1. Create a digital version of the manual in a Folio[®] format Infobase ("Board's online policy manual"). This conversion to a digital format will usually be accomplished within sixty (60) days of receiving the policy manual from the Board. The conversion includes:
 - a. Folio[®] New Title registration and royalty certification;
 - b. Converting styles and characteristics to Folio[®] flat file format;
 - c. Creating hyperlink launching points and destinations;
 - d. Linking document hyperlinks to Illinois legal authority and other appropriate legal authority;
 - e. Creating an electronic table of contents;
 - f. Developing levels and fields;
 - g. Creating query templates;
 - h. Linking query templates to levels and fields;
 - i. Running confirm and validator algorithms to verify links;
 - j. Converting Folio[®]-ready Flat File to Infobase (NFO) file format;
 - k. Re-running confirm and validator algorithms and manually proofreading document;
 - l. Developing browser rights and password protection, as appropriate;
 - m. Compressing file and creating installation program;
 - n. Conducting two separate proofreading sessions with two senior editors;
 - o. Compressing and transmitting finished Infobase to Web-site for posting; and
 - p. Providing password/FTP download setup, where appropriate.
2. Grants a non-exclusive user license and/or authorization to the District to use the Board's online policy manual in a Folio[®] format Infobase. The IASB will pay all costs associated with acquiring, maintaining, and updating said license, and all royalties and fees associated with it.
3. Publishes the Board's online policy manual on the Internet site of the IASB's Folio[®] Consultant, MicroScribe Publishing, at <http://www.microscribepub.com/>. The IASB provides the District with an Internet URL address so that the District can link to the Board's policy manual from the District's Web site.
4. Updates the Board's online policy manual within a reasonable number of days (usually not more than thirty (30)) after receiving word-processing files for revisions. The IASB posts unlimited revisions to the Board's online policy manual.
5. Links references to the Illinois Compiled Statutes and other legal authority provided with the Board's policy manual. The IASB does not warrant the accuracy of these links or the material found on a linked Web site.

B. Board

1. Provides the IASB with its policy manual in electronic format (almost any word processing program is sufficient.). The Board must decide for itself whether the contents of its policy manual are suitable for publication. The IASB recommends that, before online publishing, the manual should be reviewed to ensure it is up-to-date with current legal requirements. If the Board wants the District's logo to appear on the Board's online policy manual, it must provide a JPEG version of the logo.

2. Maintains a paid subscription to the IASB's policy updating service known as the Policy Reference Education Subscription Service (PRESS).
3. Provides and maintains updated information as requested on Attachment A.
4. Grants to the IASB the permission to link to the Board's online policy manual from the IASB Web site.

VIII. Modification. Except as provided in Section VI above, both Parties must agree to any variation or exception to this Agreement in writing. Both IASB and the Board recognize that this Agreement cannot include every nuance or interpretation, and when identified, the Parties shall confer in good faith to reach further agreement.

IX. Termination. Either Party has the right to terminate this Agreement immediately in cases of fraud or dishonesty by the other Party. In cases of a material breach of the Agreement, a complaining Party shall give written notice of the breach to the non-complying Party. The non-complying Party shall have a minimum of seven (7) days to correct the deficiency. If, after the cure period, the breach is not cured, the complaining Party may immediately terminate this Agreement. Notwithstanding the above, the IASB has the right to terminate this Agreement immediately if (a) its contract with MicroScribe Publishing terminates and the IASB, after a reasonable effort, cannot find a similarly situated consultant to provide the services described in this Agreement, or (b) the Board discontinues its membership in the IASB.

X. Effect of Termination. Termination of this Agreement shall not cancel the Board's responsibility for payment of any applicable fees for products or services of any kind provided by IASB, subsidiaries or affiliated companies, for any services rendered before termination. All provisions of this Agreement relating to disclaimers or warranties, limitation of liability, remedies, or damages, and Board's proprietary rights shall survive termination.

XI. Entire Agreement. This Agreement is the entire understanding between the Parties concerning the subject matter of this agreement.

XII. Governing Laws. The laws of the State of Illinois shall govern this Agreement. If any provision of this agreement shall be held invalid under any applicable statute or regulation or by a decision of a court of competent jurisdiction, such invalidity shall not affect any other provision of this Agreement that can be given effect without the invalid provision, and, to this end, the provisions of this agreement are severable.

IN WITNESS WHEREOF, each party has caused this Agreement to be signed and executed by a duly authorized person on the day and year first above written.

Board of Education

By: _____
 Signature

 Printed name and title

Illinois Association of School Boards

By: _____
 Benjamin S. Schwarm
 Deputy Executive Director

SCHOOL BOARD POLICIES ONLINE

Attachment A - District Information/Update

1. Type or print the name of the School District exactly as it will appear on the Board's online policy manual.

2. Type, or print the name of the District's contact person(s), **in addition** to the District's Superintendent, who is/are authorized to communicate changes to the Board's online Policy or Administrative Procedures manual.

Name: _____

Title/Position: _____

Phone: _____ Email: _____

Name: _____

Title/Position: _____

Phone: _____ Email: _____

Name: _____

Title/Position: _____

Phone: _____ Email: _____

The above individuals are authorized to submit policy/procedure updates to the Illinois Association of School Boards. (Please keep a copy for Districts records and resend to IASB if new individuals are authorized).

Signature of Superintendent

Date



AGREEMENT FOR THE DEVELOPMENT OF AN ADMINISTRATIVE PROCEDURES MANUAL

This Agreement is entered into by and between the **Illinois Association of School Boards, a Not-for-Profit Corporation (IASB)** and _____ **(District)** for the development of an administrative procedures manual. In consideration of the mutual promises contained herein, and other good and valuable consideration, the **IASB** and _____ **(District)** agree as follows:

The IASB agrees to provide the District with the services of a policy consultant who will develop with the District an administrative procedures manual to implement the District board policy manual. The policy consultant will, to the extent he or she deems necessary:

1. Develop and provide to the District a draft administrative procedures manual based upon IASB sample procedures and exhibits as found in the IASB Policy Reference manual and customized according to the requirements of the District's policy manual, current district practice and the District's needs and desires.
2. Meet with the District committee in the district administrative offices up to two times to review and edit the draft administrative procedures manual. Additional meetings may be requested by the District at \$350 per meeting.
3. Provide the District with one print copy of a draft and one print copy of a final administrative procedures manual.
4. Provide one CD with a copy of the final administrative procedures manual in Word for Windows.

The District agrees that it will:

1. Provide a contact person and a committee of administrative staff members to work with the policy consultant in the development and editing of the administrative procedures manual.
2. Provide a copy of the District's current policy manual.
3. Furnish administrative assistance and information to the policy consultant during the administrative procedures manual development and editing as requested and in a timely manner.
4. Indemnify, and defend, IASB, its Board of Directors, employees, agents and attorneys against any claims, causes of action, damages, costs and expenses of every kind and description, including attorney fees, whether in tort or in contract, caused by any administrative procedures, contract, advice, or other consulting services rendered pursuant to this Agreement.
5. Accept that neither IASB nor the Board will be liable to the other for special, direct, indirect, incidental, or consequential damages suffered by the Board or IASB under this Agreement for any amount over the fees for the project, including any loss of data arising out of use or inability to use the Board policies or other material, except for circumstances of bad faith or to the extent of any damages that are paid to a third party as part of a claim subject to indemnification as outlined under this Agreement.

The District further agrees to pay to IASB the sum of \$ _____ according to the following schedule:

50% due upon return of this Agreement	\$ _____
40% due upon receipt of the draft manual	\$ _____
10% due upon completion of the final manual	\$ _____

The persons signing this Agreement warrant that they have authority to bind each party to the Agreement.

In witness whereof, the parties hereto have executed this Agreement as of the date below.

Board of Education

Illinois Association of School Boards

By: _____
Signature

By: _____
Benjamin S. Schwarm, Deputy Executive Director

Printed name and title

Date

Illinois Association of School Boards

2921 Baker Drive • Springfield, Illinois 62703 • 217/528-9688 • 217/528-2831 (fax)
1 East 22nd Street, Suite 20 • Lombard, Illinois 60148 • 630/629-3776 • 630/629-3940 (fax)

District Contact:

Name: _____

Title: _____

Email address: _____

Phone: _____

Administrative Team Committee Members:

Name: _____

Title: _____

Name: _____

Title: _____

Name: _____

Title: _____

Name: _____

Title: _____

Name: _____

Title: _____

If additional space is needed, please use reverse side or add an additional page.



Illinois Association of School Boards|BoardBook® Premier Subscription Agreement

This BoardBook® Premier Subscription Agreement (“Agreement”) is by and between the Illinois Association of School Boards (“IASB”) and the below-named IASB member (“Subscriber”). The Agreement consists of (a) the **Order Form**, executed by Subscriber; and (b) the **General Terms and Conditions** (“GTC”), attached and incorporated by reference as Exhibit A. (All undefined capitalized terms herein shall have such meaning as described in the General Terms and Conditions.)

ORDER FORM

BoardBook® Premier Product Level ^(a)	Initial Term ^(a) Actual Dates	Initial Term Cost ^(b)	Renewal Term ^(a) Month/Day-Month/Day	Renewal Term Cost ^(b)
Tier 1			7/1 - 6/30	\$2,000.00

- a. BoardBook for IASB members does not include Policy Service functionality.
- b. A price for and a subscription term, whether an initial subscription term or a renewal subscription term, cannot exceed one year. An initial term may include Subscriber’s migration from BoardBook® Classic to BoardBook® Premier.
- c. **Unless otherwise extended in writing by IASB, subscription fee quotes expire after 90 days if not accepted.** Unless otherwise agreed in writing, any subscription fee quote for a renewal term applies to the first renewal after the quote only. Subsequent renewal terms are subject to price adjustment, as permitted by the Agreement.

Subscriber (District Name): _____

Address: _____

City: _____ State: ____ Zip: _____

Subscriber Coordinator (User) Contact

Name: _____

Title: _____

Phone: _____

Email: _____

Subscriber Billing Contact

Name: _____

Title: _____

Phone: _____

Email: _____

The undersigned parties accept and agree to be legally bound by the entire Agreement and the persons executing this Agreement agree that they are fully authorized to enter into this Agreement.

Except as otherwise provided by the GTC, this Agreement can only be modified by a separate written instrument executed by the parties; any unilateral change or insertion by Subscriber will be deemed void and unenforceable. Subscriber’s payment and use of BoardBook® Premier will be treated as acceptance of this Agreement, regardless of whether the Agreement has been fully signed by the parties.

Illinois Association of School Boards

2921 Baker Drive • Springfield, Illinois 62703 • 217/528-9688 • 217/528-2831 (fax)
1 East 22nd Street, Suite 20 • Lombard, Illinois 60148 • 630/629-3776 • 630/629-3940 (fax)



ACCEPTANCE BY SUBSCRIBER:

Subscriber (District Name): _____

Subscriber Authorized Signature: _____

Printed Name of Signatory above: _____

Signatory's Title: _____

Date: _____ Purchase Order Number: _____

School Board? Yes No Sales Tax Exempt? Yes No

If yes, provide a copy of your Sales Tax Exemption Certificate.

(Note: Non-members of IASB will be referred to IASB's Subscription Coordinator.)

ACCEPTANCE BY IASB:

Illinois Association of School Boards

Signature Thomas E Bertrand

Signatory's Printed Name Thomas E. Bertrand

Title Executive Director

Read the GTC in Exhibit A below, retain them for your records, and Return this Order Form only to:

By email:

kcarter@iasb.com and cc to jniewinski@iasb.com

By mail:

Ken Carter
1 E 22nd Street
Suite 20
Lombard, IL 60148



Exhibit A — BoardBook® Premier General Terms and Conditions

WHEREAS, the Illinois Association of School Boards (“IASB”) offers BoardBook® Premier (“BoardBook”) to its members as a subscription service and is authorized by the BoardBook supplier, TASB Inc. (“Supplier”), to make BoardBook available under the following General Terms and Conditions (the “GTC”); and

WHEREAS, IASB’s member (“Subscriber”) accepts the GTC as evidenced through its execution of this BoardBook® Premier Subscription Agreement (“Agreement”);

NOW, THEREFORE, in exchange for good and valuable consideration, the receipt of which is hereby acknowledged, IASB and Subscriber (also referred to as “party” or “parties”) agree as follows:

1. **Product.** BoardBook is a paperless meeting application used to create electronic meeting agendas and assemble board meeting materials. As a Software-as-a-Service (SaaS) product, BoardBook is internet-based and web-hosted. BoardBook is offered at different product levels, and the range of features and options vary based on the product selected by Subscriber. BoardBook is delivered in conjunction with one or more third-party affiliates that have limited third-party beneficiary rights in this Agreement.
2. **Access and Use.** Subject to the terms and conditions of this Agreement, Subscriber is granted a limited, non-exclusive, non-transferable right to access and use BoardBook for its internal business use only, to the degree and extent permitted by the product-level subscription ordered.
3. **Intellectual Property.**
 - a. Except for the limited license granted herein, Subscriber acknowledges and agrees that it has no right, title, or interest in and to the BoardBook trademark, service mark, tradename or software application, including its programming codes, documentation, interfaces, sequences, or derivatives thereof (collectively “the BoardBook IP”). Subscriber acknowledges that the BoardBook IP includes trade secrets and proprietary information owned or under the legal rights of Supplier and its other third parties and that such BoardBook IP is subject to the protection of federal and state copyright laws, as well as other laws protecting intellectual property and trade secret information. Subscriber will not directly or indirectly allow any of its users or third-parties to copy, modify, reverse compile, disassemble, reverse engineer, assign, rent, sublicense, or distribute all or any portion of the BoardBook IP. To the extent any design improvement or modification is made to the BoardBook IP at the suggestion or request of Subscriber, Subscriber hereby disclaims any right, title, or interest to such change, beyond the access and use rights otherwise granted herein, and assigns same to Supplier (or the third party designated by Supplier) without any right or claim to payment or consideration therefor.
 - b. In the event of any claim or proceeding against Subscriber alleging that the BoardBook IP, as licensed through this Agreement, infringes on the rights of any third party, Supplier will indemnify Subscriber, provided that Subscriber promptly notifies Supplier in writing (and copies IASB’s Subscription Coordinator) and grants Supplier with full authority to defend and settle such matter. Supplier shall have full authority to select counsel of its own choosing and Subscriber shall cooperate with such counsel. Notwithstanding the foregoing, neither Supplier nor IASB shall be liable or responsible for any content uploaded or entered into BoardBook by Subscriber or any of its users.
4. **Technical Support.** Supplier will provide Subscriber with online or telephone-based technical support during its normal and customary business hours (U.S. Central Time), which times may be posted on the BoardBook website. Upon the initial activation of a BoardBook account, Supplier will provide at least one remote training session up to two (2) hours in length. Neither Supplier nor IASB will be responsible for supporting non-BoardBook software applications installed on Subscriber’s computers or network. In the event that Subscriber requires legal advice on any issue, including but not limited to the content of meeting agendas, Subscriber must consult its duly appointed legal advisor. No attorney-client relationship is established under this Agreement.
5. **Subscriber Data.**
 - a. Content uploaded or entered into the BoardBook application by or through Subscriber shall be deemed the property of Subscriber (“Subscriber Data”). Subscriber Data includes, but is not limited to, (i) account credential information (e.g., email addresses, etc.); and (ii) meeting agendas, minutes, supporting documents, and resource files. Except as provided in Subsection (b) below, IASB and Supplier disclaim having any proprietary right to Subscriber Data and will only access Subscriber Data to carry out their duties under this Agreement. Subscriber understands that BoardBook is NOT intended to serve as a repository for highly sensitive information, including personally identifiable information (e.g., Social Security numbers, medical or diagnostic information, credit card or bank information, student records, etc.). Thus, Subscriber will exercise due care and discretion in the content it uploads in BoardBook.
 - b. As to Subscriber Data posted on BoardBook platforms that are open to the general public, IASB and Supplier may access and use such content, subject to any copyright or other legal restrictions, for any and all legitimate business purposes, including but not limited to, the production and development of BoardBook. It is understood that any access and use of public-facing Subscriber Data shall be at IASB and Supplier’s sole risk and that Subscriber shall not be held responsible for their use thereof.

- c. BoardBook is not intended to serve as Subscriber's permanent data storage facility. Subscriber is responsible for archiving Subscriber Data that must be retained onto a platform or location outside of BoardBook. Although Supplier aims to maintain Subscriber Data for a rolling period of at least five (5) years, no guaranty is made that Subscriber Data always will be available for such length of time. Upon termination of this Agreement, Subscriber shall have access to Subscriber Data for a period of 30 days, after which point Subscriber Data shall be subject to deletion. Upon request, Supplier will cooperate with Subscriber in transferring or converting Subscriber Data into a useful format, within the capabilities and limitations of the BoardBook technology; however, no promise is made that Subscriber Data will be transferred in any particular format.
- d. In the event that BoardBook, including any of its third-party developers, suppliers, and/or agents or representatives, becomes aware of any breach to the security of Subscriber Data, Supplier shall timely comply with any breach notifications required by Illinois law, including the Student Online Personal Protection Act, 105 ILCS 85/15 (SOPPA) and Personal Information Protection Act, 815 ILCS 530/10 (PIPA), as applicable.
- e. Without waiving the disclaimer in Section 5(a) above regarding the intended use of BoardBook, on a semi-annual basis (by June 15th and December 15th) BoardBook will provide a written disclosure to Subscriber of any third parties or affiliates, including developers, suppliers and any other subcontractors, who has access to Subscriber Data so that Subscriber can comply with its duties under SOPPA (105 ILCS 85/15(6)), as it relates to any "covered information" it may have entered in BoardBook. BoardBook may provide this disclosure electronically, such as posting it within the BoardBook application itself or transmitting it via email. In addition, Supplier will comply with specific requests by Subscriber for the deletion of Subscriber Data, including any "covered information," within a reasonable time period, not to exceed 30 calendar days (105 ILCS 85/15(2)).

6. Confidentiality.

- a. Except as otherwise authorized under this Agreement, IASB and Supplier agree to treat all Subscriber Data as confidential information. To the fullest extent authorized by law, Subscriber agrees to treat the BoardBook IP and this Agreement as confidential information. Notwithstanding the foregoing, either party may disclose confidential information where required by law or regulation, but only to the extent and for the purpose of such required disclosure, after providing the disclosing party with advance written notice (when legally possible), such that the disclosing party is afforded the opportunity to contest the disclosure or seek an appropriate protective order.
- b. The parties recognize and agree that money damages are an inadequate remedy for any breach of confidentiality and further recognize that any such breach would result in irreparable harm to the non-breaching party. Therefore, in the event of breach, it is agreed that the non-breaching party may seek injunctive relief to enjoin such activity, without need of posting bond or other financial security, in addition to seeking other available remedies.

7. Account Use/Operation.

- a. Access to BoardBook is limited to authorized users only based on the subscription level ordered. Subscriber is responsible for maintaining the confidentiality of its account access credentials and passwords and will immediately notify Supplier of any known unauthorized access or use. Upon request of IASB, Subscriber will designate a primary account contact and will notify IASB of any change thereto.
- b. The obligation of Subscriber to conduct its board meetings in accordance with applicable law and policy, including any open meetings law, resides entirely with Subscriber. Subscriber agrees that it will not use BoardBook to communicate or place any message or content that (i) is harassing, defamatory, or obscene; (ii) infringes on the intellectual property rights of others; or (iii) otherwise gives rise to civil or criminal liability. IASB or Supplier shall have the right to immediately suspend account access, without right of partial refund, if either determines this provision of the Agreement has been breached.

8. Representations/Warranties.

- a. Supplier represents that BoardBook will be performed in good faith, consistent with commercially reasonable industry standards applicable to the service.
- b. NOTWITHSTANDING THE FOREGOING, AND TO THE FULLEST EXTENT ALLOWED BY LAW, BOARDBOOK IS PROVIDED "AS IS" AND "AS AVAILABLE." NO WARRANTY IS MADE, EXPRESS OR IMPLIED, AS TO THE MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE OF BOARDBOOK OR THAT BOARDBOOK WILL BE UNINTERRUPTED OR ERROR-FREE.

9. Limitations on Liability.

TO THE FULLEST EXTENT PERMITTED BY LAW, LIABILITY IS LIMITED AS FOLLOWS:

- a. EXCEPT FOR LIABILITY ARISING UNDER SECTION 3 (INTELLECTUAL PROPERTY), THE MAXIMUM AMOUNT OF MONEY DAMAGES RECOVERABLE THROUGH THIS AGREEMENT BY ANY PARTY, UNDER ANY CLAIM OR PROCEEDING BASED IN

CONTRACT, TORT, OR OTHER THEORY, IS LIMITED TO THE AGGREGATE AMOUNT OF ALL FEES ACTUALLY PAID OR DUE BY SUBSCRIBER DURING THE 12-MONTH PERIOD PRECEDING THE DATE OF THE CLAIM.

- b. IN NO EVENT SHALL ANY PARTY BE LIABLE FOR ANY SPECIAL, INCIDENTAL, CONSEQUENTIAL, EXEMPLARY, OR PUNITIVE DAMAGES (INCLUDING, WITHOUT LIMITATION, DAMAGES FOR LOSS OF BUSINESS PROFITS, BUSINESS INTERRUPTION, OR LOSS OF BUSINESS INFORMATION) ARISING OUT OF THE USE OR INABILITY TO USE BOARDBOOK.
 - c. Any delay or failure to perform as required by this Agreement (other than for payment of amounts due) caused by conditions beyond the reasonable control of the performing party shall not constitute a breach of this Agreement, and the time for performance, if any, shall be deemed to be extended for a period equal to the duration of the conditions preventing performance.
- 10. Term/Termination.** The initial BoardBook subscription term under this Agreement shall be as stated on the Order Form and this term shall not exceed a period of one (1) year. **AFTER THE INITIAL TERM, THE SUBSCRIPTION SHALL AUTOMATICALLY RENEW FOR SUCCESSIVE ANNUAL PERIODS UNLESS THE AGREEMENT IS TERMINATED AS PROVIDED HEREIN.** Unless otherwise agreed in writing, any subscription fee quote for a renewal term applies to the first renewal after the quote only. Subsequent renewal subscription fees are subject to price adjustments that IASB will determine and provide written notice to Subscriber before the annual renewal date. **EITHER SUBSCRIBER OR IASB MAY STOP THE AUTOMATIC RENEWAL OF THIS AGREEMENT BY GIVING THE OTHER PARTY 30 DAYS' PRIOR WRITTEN NOTICE OF TERMINATION BEFORE RENEWAL.** Upon automatic renewal, if Subscriber fails to make required payment for the BoardBook subscription within 30 days of renewal, Subscriber will be deemed to have terminated this Agreement and BoardBook access can be deactivated without notice. If Subscriber opts to terminate this Agreement during the middle of a subscription term, no prorated refund shall be due. Supplier or any party to this Agreement may terminate this Agreement for breach of any material obligation and seek any and all remedies allowed by law, consistent with this Agreement. Upon the termination of this Agreement, for any reason, Subscriber shall immediately cease any further use of BoardBook and, to the extent permitted by law, return or destroy any Board-Book IP in its possession.
- 11. Governing Law.** This Agreement is governed by the laws of Illinois, without regard to conflict of laws provisions thereof.
- 12. Third-Parties/Relationships.** The parties agree that the GTC grant or impose certain rights and duties upon Supplier. It is agreed that Supplier and its third-party developer(s) or sub-suppliers of the BoardBook IP are third party beneficiaries to this Agreement as it applies to the BoardBook IP and shall have all such rights and duties to the degree specifically stated herein, but that no other third-party beneficiaries are created hereby. The parties agree that Supplier has the power, right, and discretion to enforce the GTC. The parties further agree that no principal-agent, partnership, joint venture, or employment relationship is created by or through this Agreement. BoardBook is provided as an independent contractor arrangement only.
- 13. Headings.** Headings used in this Agreement are for ease of reference only and will not be used to interpret any aspect of this Agreement.
- 14. Entire Agreement.** In the event of any conflict or inconsistency between the provisions of the GTC and any other provision of this Agreement, the GTC shall take precedence in reconciling the conflict or inconsistency unless Supplier agrees in writing otherwise. This Agreement, the components of which are defined on the Order Form, constitutes the complete and exclusive expression of the contract among the parties; and all previous representations, discussions, and understandings, whether written or oral, are superseded by said Agreement. If Subscriber is converting from BoardBook® Classic to BoardBook® Premier, this Agreement supersedes the prior subscription agreement once this Agreement takes effect. If any provision of this Agreement is determined to be illegal, void, or unenforceable, the remainder of the Agreement shall continue to be in force and effect.
- 15. Amendments.** IASB and/or Supplier may amend or replace the terms of the Agreement, including the GTC, by providing Subscriber with at least 30 days prior written notice of the change before renewal of the subscription, and the notice must include the actual change to the Agreement. Subscriber's continued use of BoardBook after the effective date of the change shall constitute acceptance by course of conduct, without necessity of obtaining the Subscriber's signature. Subscriber may opt out of any amendment or change through timely termination of the Agreement, as provided herein.
- 16. Signatures.** Both parties agree and intend that each party has the authority to bind its organization and will sign this document, but any signature line in this Agreement not signed by Subscriber may be deemed through email communications as an intent to enter into this Agreement with the same force and effect as an original executed signed document pursuant to the Ill. Electronic Commerce Security Act (5 ILCS 175/1).
- 17. Notices.** Unless otherwise directed in writing, any notice required by this Agreement shall be in writing and deemed duly tendered when delivered to the respective parties set forth on the Order Form. Formal notice for Supplier shall be sent to TASB, Inc., Attn: BoardBook Director, at the following address: P.O. Box 400, Austin, TX 78767-0400 (mailing address); or 12007 Research Blvd., Austin, TX 78759-2349 (physical address).

District #111 Foundation for Educational Excellence

The Foundation Board met on June 02, 2020. We discussed sending a letter of appeal to MCHS parents and local businesses, as well as the timeline associated with such. We also discussed the annual Ugly Christmas Sweater Party. Tentatively, it looks like it will be held on a Friday night this year. Other changes that the board is looking at are location (Chapin's), menu (Barbeque), and entertainment (Dueling Pianos). Financials were also reported, and the foundation has over \$46,000 available at this time. The board anticipates purchasing another set of AR/VR goggles in the near future. Additionally, the board approved donations of \$1500 for Ipads to be used in driver Education BTW lessons and \$200 for a document camera in the math classrooms. Those donations will be up for board acceptance on 06.17.20

Strategic Plan Update

We conducted a goal leader meeting on June 3, 2020. Each goal leader provided me with an update as to how their year ended. With all things being considered, I am pleased with the progress of the groups, but we still have a significant amount of work to accomplish. The group decided that we would shift some roles around based on the strengths of leaders. We have moved Mrs. Soliman from Goal 2 to Goal 3, and placed Mr. Wikoff as leader of Goal 2. This will allow Mr. Zwemke and I to attend goal meetings and offer feedback. As a group, we also decided those goal leaders would attend each other's goal meetings as a way to stay informed as to what the other groups are working on more frequently than our quarterly goal leader meetings. We also have taken over the maintenance of our own scorecard, and Mr. Edwards will be in charge of that as well as goal 4.

June 2020

7:180 Bullying Report

A report that summarizes results from bullying related incidents was provided in the BOE packet that was distributed on June 4, 2020.

7:305 Concussions

Mr. Tyrell verified with me on Thursday, June 4, 2020 that we are in compliance with the mandates associated with regard to student athlete concussion and head injuries. This means that we must implement the Youth Sports Concussion Safety Act, which mandates that we have a Concussion Oversight Team. We are also in compliance with the requirements set forth by the IHSA. Furthermore, Mr. Tyrell will continue to partner with our athletic trainer, Mr. Highbaugh, and our nurses, Mrs. Babic and Mrs. Daurer to ensure we remain in compliance.

8:10 Connection with the Community

This policy states that annually we will prepare a report of each community engagement initiative and/or prepare a final report of each community engagement initiative. Furthermore, the board will periodically review whether its community engagement initiatives are achieving the purposes and objectives desired, and consider what/if modifications would improve the effectiveness. From there we can determine whether to continue these initiatives.

I tasked Brent with providing a year in review with regard to his community engagement. It is a separate attachment to this document, as it is quite lengthy. Please take some time to review and provide feedback as you desire.

8:20 Community Use of School Facilities

Facility usage is managed by The Office of the Activity Director. That office maintains all room usage, room utilization, and rentals to outside agencies. On some occasions, they do need to consult John Troy with questions about liability issues. I have attached the facility usage request form, as well as the associated regulations for facility use for your perusal.

8:10 Community Relations Connections with the Community

The following list provides a summary of items that have been completed during the 2019/20 school year by the Director of Community Relations. Attached to this document are examples of supplemental documents associated with each item.

Messages delivered by the Community Relations Department have been consumed in a variety of methods including, but not limit to: Email, www.MCHS.net, Facebook, Twitter, Instagram, Outdoor Signage, Podcasts, Newspapers, and other media outlets.

Based on conservative data, the following totals have been compiled to showcase the reach, views, circulation, and readership our messages have accomplished.

Newspaper Circulation Combined (Press Releases): **752,000**

Newspaper Readership Combined (Press Releases): **1,880,000**

MCHS Video Views: **82,480**

SchoolMessenger Emails Delivered: **601,221**

Podcast Downloads: **1,013**

Social Media Reach, Likes, Impressions: **1,523,209**

COVID-19:

- Design, maintain, and update COVID19 Resource Website Page
- Design Web Banner Promotion of page throughout social media channels
- **23** Weekly communications regarding COVID-19 updates and school e-learning initiatives

Facebook Live

- Develop questions for program and hosted **6** weekly Facebook Live Session
- Produce promotional banners for Facebook Live Session on social media channels

Podcasts

- **6** – Produced, wrote, and hosted program
- INSPRA Award of Excellence recipient

School Messenger

- Over **290** School Messenger reports compiled, written, and delivered to MCHS Parents, Students, and Staff

Press Releases

- **20** Press Releases written
- **17** Press Releases picked up by media

MCHS District 111 Foundation for Educational Excellence

- Plan and produce annual Ugly Christmas Sweater Party
- Promote Ugly Christmas Sweater Party through social media channels

- Write and design Letter of Appeals
- Maintain minutes and records of meetings
- Design and write all communication efforts
- Maintain Grant approvals and denials

Strategic Plan Leader – Goal #4

- Designed and produced Roadmap to Success brochure for Incoming Freshmen Night
- Goal Leader for Goal #4 with monthly/quarterly committee meetings
- SCORECARD – collected and distributed Goal data to be included

5Essentials Survey

- Coordinate Staff and Student survey with the help of PE and Science Departments
- Create all communications to families to secure family participation in survey via schoolmessenger
- Produce report for Board of Education and placed on MCHS website

MCHS Board of Education Recognitions

- Create all certificates
- Invite all students, families, teachers, and coaches involved with recognition
- Direct the production of recognition during the Board meeting

FOIA Requests

- Responded to 17 FOIA Requests

Student of the Term

- Provide photography to promote on social media channels and website
- Designed and produced Yard Sign to post in student's yard

Coffee with the Principal

- Create and design banner promotions and flyers for the meeting
- Send invite through school messenger
- Assist with networking and questions when needed during meeting

Senior Honors Night

- Created slide show to be produced online during COVID-19 quarantine and all promotional banners associated

Rotary Student of the Month

- Create all communication and certificates
- Invite student and families to the event
- Introduce student during event and briefly explain why they were selected

Social Media and Website Banner Promotions: (sports, arts, academics, etc.)

- 54 Design and produced

Social Media Growth (June 2019 – June 2020)

- Twitter 11%
- Facebook 25%
- Instagram 82%

Promotional Videos

- **44** Design and produced
 - Examples include: Fight Song Friday, Freshmen Experience, Band & Sport Camps, Football Field Updates, Homecoming Parade, Teacher Appreciation Video, Retirement Video, and Relay for Life.
- **5** Sports Hype Videos: Football, XC, Volleyball
- **5** Arts in Education Videos: Theater, Music, and Art
- **4** Minooka Minute Videos

Exploration Fair

- Created in-house flyer to be used as promotional piece.
- Helped in the recruiting of vendors to participate in event

Educational Campaigns and Appreciation Days

- Create monthly campaigns in support of various historical moments (Social media and website)
 - Black History Month
 - Women in History Month
 - Arts in Education Week
 - Teacher Appreciation Day
 - Assistant Principal Day
 - School Principal Day

Equity and Diversity Cultural Assessment Focus Groups

- Organized all student and staff focus group day and times for the Walker-Thomas Group

MCHS Job Fair Recruiting One-Sheet

- To help support administration and staff during select Job Fair Shows

Media Interviews

- Provided/scheduled media interviews with administration leaders: Dr. Kenny Lee, John Troy, and Janel Grzetch

Freshman Experience Day

- Provide flyer/invitations?

Electronic Signage

- Regular monthly updates for activities, sports, awards, and welcomes

Website Maintenance

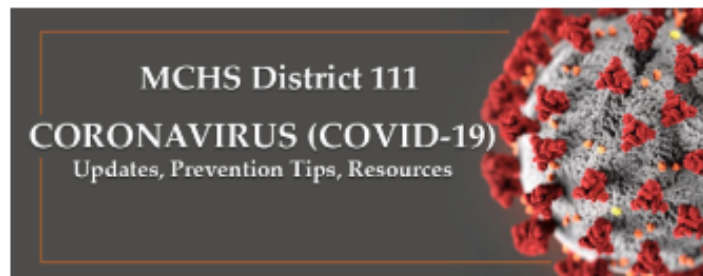
- Regular monthly updating of forms, documents, dates, requests for bid proposals, and Class pages.

Various Award Ceremonies and Events

- Attended various award ceremonies, sporting events, assemblies, and performances to capture video and photos for promotion.



Coronavirus Resource Page



In an effort to keep our families updated on school/community-related matters associated with COVID-19 (coronavirus), MCHS District 111 would like to provide some relevant information pertaining to the current situation. This situation is very fluid and, as we have experienced, can change at a moment's notice.

We will continue to monitor and follow coronavirus updates and guidance from the CDC, Illinois Department of Public Health, Grundy County Department of Health, and the Illinois State Board of Education. Please find our most recent correspondence to families below, as well as important links to updates, prevention tips, and resources.

Remote Learning

"Remote learning is learning that happens outside of the traditional classroom because the student and teacher are separated by distance and/or time. Remote learning can be real-time or flexibility timed, and it may or may not involve technology" (SBE, 2020).



Remote Learning
Click [here](#) for MCHS District 111 document on Remote Learning Days Guidance.



E-Learning
Click [here](#) for E-Learning information for Parents and Students.



Tentative Schedule
Click [here](#) for the tentative schedule for the remainder of the academic school year.

Lunches for MCHS free and reduced students will be available for pickup on Mondays and Wednesdays from 9 am to 11 am, each week, through the end of the academic school year. The pickup location will be the front of South Campus at the main entrance.

District UPDATES:

June 3, 2020

MCHS Important UPDATE from Dr. Lee and Mr. Zwemke: [Click here](#)

May 21, 2020

MCHS Important UPDATE from Dr. Lee and Mr. Zwemke regarding *Graduation Weekend and Virtual Prom*: [Click here](#)

May 15, 2020

MCHS Important UPDATE from Dr. Lee and Mr. Zwemke: [Click here](#)

May 14, 2020

MCHS Important UPDATE from Mr. Zwemke regarding *Pickup/Drop-off dates and times*: [Click here](#)

May 8, 2020

MCHS Important UPDATE from Dr. Lee and Mr. Zwemke regarding *cap and gown delivery, last day of school, and more*: [Click here](#)

May 1, 2020

MCHS Important UPDATE from Dr. Lee and Mr. Zwemke regarding *senior honors night and more*: [Click here](#)

April 24, 2020

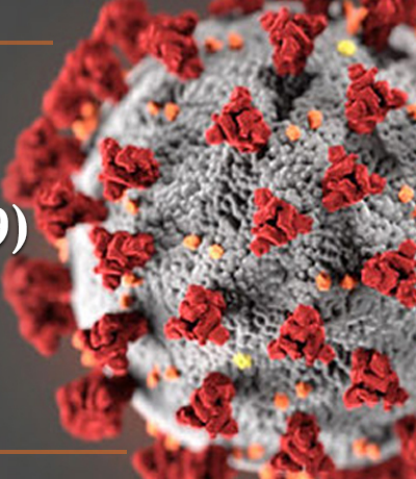
MCHS Important UPDATE from Dr. Lee and Mr. Zwemke: [Click here](#)

April 20, 2020

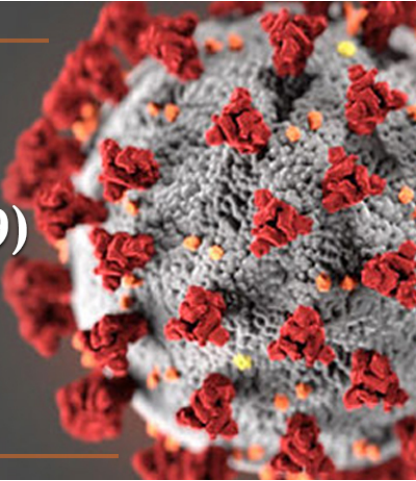
MCHS Information on Final Exams, AP Testing, and more: [Click here](#)

April 17, 2020

MCHS Important UPDATE from Dr. Lee and Mr. Zwemke: [Click here](#)



MCHS District 111
CORONAVIRUS (COVID-19)
Updates, Prevention Tips, Resources



MCHS District 111
CORONAVIRUS (COVID-19)
Updates, Prevention Tips, Resources

Click here to find out more!



CORONAVIRUS (COVID-19)

Updates
Prevention Tips
Resources

Please visit our
COVID-19 resource
page at mchs.net for
the most recent
information and
important UPDATES.



MINOOKA

COMMUNITY HIGH SCHOOL

District #111 mchs.net

*Mission: Strengthen **M**astery, **C**ollaboration, **H**igh Expectations, and **S**uccess for All Students.*

Dear Families,

A Pick Up/Drop-Off date has been scheduled for **Monday, June 15th from 11:00AM - 4:00PM**. We are hoping to make pickup as seamless, safe, and efficient as possible. In order to do this, we will need some help from our families. Freshman and Sophomore items must be picked up/dropped off at South Campus. Junior and Senior items must be picked up/dropped off at Central Campus. Please follow ALL of the guidelines below (no exceptions will be made):

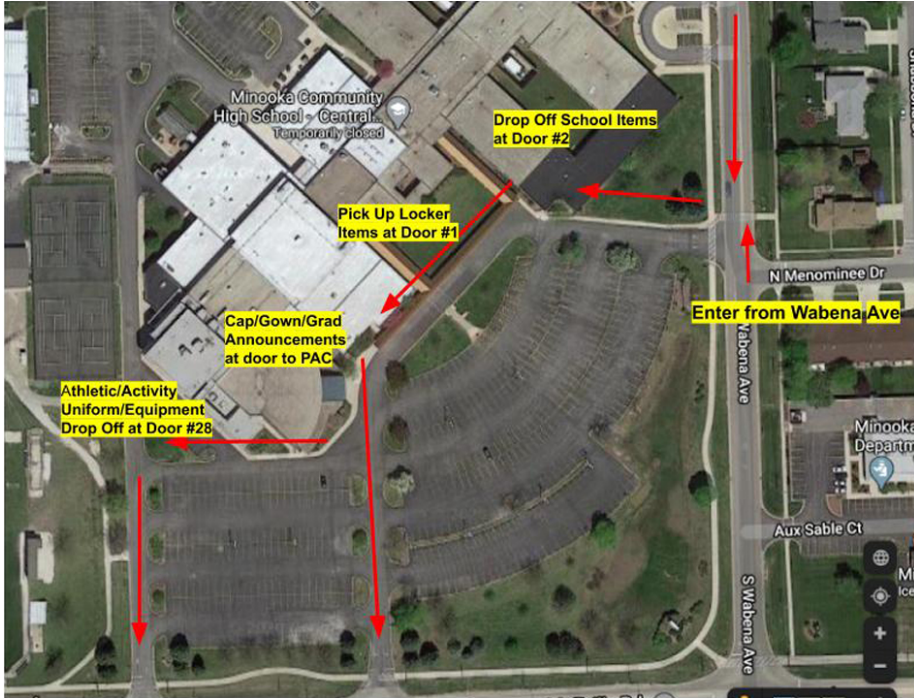
1. If you have library books, textbooks, chromebooks, or other school issued items, please bring them during your scheduled pick up time.
2. If you have athletic uniforms, equipment, or club/activity equipment, please bring them during your scheduled pick up time. Please place them in a bag and write your students name and sport/club on the bag. Do not use post-it notes as they can easily come off.
3. If you have a mask and gloves, please wear them during your scheduled pick up time to help keep our staff safe.
4. Please pull up to each station and wait until a staff member approaches your vehicle. Do NOT get out of your vehicle.
5. Please be patient. All of our staff need to practice social distancing and remain as safe as possible. We will do our best to be speedy and to have you on your way quickly.
6. Once you have progressed through all the stations, please quickly exit the parking lot. We need to keep our line progressing as quickly as possible. **See images below for the MCHS Campus Station Maps.**

Thank you so much in advance for your help and assistance. Should you have any questions, please don't hesitate to ask.

Sincerely,

Bryan Zwemke
MCHS Building Principal

Map of Central Campus Stations:



Map of South Campus Stations:





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March 13, 2020

Dear MCHS Families,

Illinois Governor, J.B. Pritzker announced this afternoon that all Illinois K-12 schools will be closed starting Tuesday, March 17th through Monday, March 30th. **Students will report back to school beginning Tuesday, March 31, 2020.**

MCHS will run an A/B Bell Schedule on Monday, March 16th. Students will be able to meet with all of their "A" and "B" day teachers on Monday. Please note that there will be no lunch service for students on Monday, March 16th, with South Campus dismissing at 12:56 pm. and Central Campus dismissing at 1:11 pm. Also note that all GAVC and Cosmetology classes will be cancelled on Monday, March 16th.

Please find the A/B Bell Schedule below:

<http://www.mchs.net/cms/one.aspx?portalid=399200&pageid=541747>

NOTE:

E-Learning will begin Tuesday, March 17th. Teachers and students will observe our MCHS Spring Break March 23rd - 27th during which time no E-Learning will take place. E-Learning will continue on March 30th.

Please note the following E-Learning days:

March 17th: B-Day

March 18th: A-Day

March 19th: B-Day

March 20th: A- Day

March 30th: B-Day

During this time, all school-related functions, including sporting events and activities, will also be cancelled.

During this period of school closure, we strongly recommend that students stay at home and not be in close contact with other children. Students should not spend time in friends' homes and public areas where children gather such as sporting events, community recreation centers, shopping malls, and theaters.

Symptoms of COVID-19 include fever, cough, and difficulty breathing. If you or your child have any of these symptoms, you should stay home from work, school and child care. Those that have severe symptoms should consider seeking healthcare, but call your healthcare provider first to ensure you can be seen in a manner that does not put other people at risk. Health care providers will work with public health to determine if testing for COVID-19 is necessary.

It is also important to teach your children how to reduce their risk of getting sick and protect others from infection.

The following steps can be taken to prevent the spread of COVID-19:

- Teach your children to wash their hands often. Washing with soap and hot water for at least 20 seconds is ideal.
- If soap and water are not readily available, use hand sanitizer that contains at least 60% alcohol.
- Teach your children to cover coughs with tissues or by coughing into the inside of their elbow. Cough into your sleeve—not your hands.

We will continue to work with local and state public health officials to monitor this situation and will inform parents if the situation changes and if further actions are necessary.

Please stay up-to-date on all of our social media channels and our MCHS.net website.

Sincerely,

Brent Edwards
Director of Community Relations
(815) 521-4112
bedwards@mchs.net



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March 2, 2020

Dear MCHS Students, Staff, and Families,

Attendance is important, and school is a better place when your child is here. However, in the midst of flu season, and with Coronavirus in the news, we want to remind parents that it is important to keep children who are ill home when they are too sick to learn and there is a risk of making others ill.

As we enter the renewal of spring, we face a growing reality in our nation of COVID-19, or as it is more commonly called the coronavirus. At this time, the health risk to the general public from coronavirus is still isolated to specific cases. That being said, the health and safety of our students is our top priority, so we want to share with you information that the Illinois Department of Public Health (IDPH) has published for schools throughout the state concerning COVID-19.

Currently, the IDPH recommends schools hold classes and events as usual, and follow routine cleaning and disinfecting procedures; no special measures are necessary. As such, our process in disinfecting our schools is to have our trained Facilities and Operations staff rotate through disinfecting our classrooms and common areas and use a hospital grade disinfectant. To see the complete recommendations to schools from IDPH, please see the links below.

Influenza (aka, "the flu") is easily spread from person to person; when someone who has it sneezes, coughs or even talks, the virus passes into the air and can be breathed in by anyone nearby. People also can become infected by touching something with the influenza virus on it, such as a surface or object, and then touching their nose or mouth.

The IDPH also recommends the best way to protect against coronavirus is by taking the same everyday precautions against getting sick in general. These include:

- Washing your hands often with soap and water for at least 20 seconds.
- Avoiding touching your eyes, nose, and mouth with unwashed hands.
- Avoiding close contact with people who are sick.
- Staying home when you are sick.
- Covering your cough or sneeze with a tissue, then throw the tissue in the trash.
- Cleaning and disinfecting frequently touched objects and surfaces.

We will continue to closely monitor recommendations regarding coronavirus and will update you as soon as there are any significant changes in recommendations for schools. Thank you for your support in helping to keep our school community healthy.

Sincerely,

Brent Edwards

Director of Community Relations

(815) 521-4112

bedwards@mchs.net



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March 12, 2020

Dear MCHS Families,

In an effort to keep our families updated on school/community-related matters associated with COVID-19 (coronavirus), MCHS District 111 would like to provide some relevant information pertaining to the current situation. As of March 11th, Illinois has 25 confirmed cases of COVID-19, the consensus among experts is that this number will increase.

This situation is very fluid and, as we have experienced, can change at a moment's notice. As of now, we are taking our lead from the Illinois Department of Public Health and will continue our normal schedule of activities, athletics, and school day learning.

We want to assure you that the safety and well-being of our staff and students is our number one priority. We will continue to monitor and follow coronavirus updates and guidance from the CDC, Illinois Department of Public Health, Grundy County Department of Health, and the Illinois State Board of Education.

As a reminder, students should remain out of school when sick and experiencing fever, cough, sore throat, and body aches; students should not attend school while experiencing vomiting or diarrhea. All students and staff should wash their hands regularly to reduce the spread of germs. Our normal procedure of cleaning all desks and surfaces in all schools continues per the IDPH and CDC guidelines.

Per IDPH guidance, **any student or staff member returning from a location with sustained widespread transmission (CDC Travel Warning of Level 3) should not attend school/work for 14 days** after the return date. Absences for this purpose will be excused. The list of areas can frequently change but currently includes China, Iran, South Korea and Italy; information on travel warnings is available at www.cdc.gov/coronavirus/2019-ncov/travelers/index.html.

The decision to close schools is made by the district, acting in accordance with guidance from IDPH and our local health department. At this time, IDPH does not recommend closing schools.

In the event the district closes school, you will be notified through our SchoolMessenger system. In conjunction with suggested guidance from the Illinois State Superintendent of Education, Carmen Ayala, the MCHS Administration and the MEA have tentatively agreed to a memorandum of understanding (MOU) regarding electronic learning (E-Learning). E-Learning is learning utilizing electronic technologies to access educational curriculum outside of a traditional classroom. In the event the coronavirus disease (COVID-19) dictates a school closure, we will utilize E-Learning or emergency closing days. [Please see the attached E-Learning Plan document that has been sent to staff and teachers.](#)

All teachers, staff, and students have been encouraged to continue to follow normal influenza (“the flu”) protocols and procedures to protect against coronavirus. These include:

- Washing your hands often with soap and water for at least 20 seconds.
- Avoiding touching your eyes, nose, and mouth with unwashed hands.
- Avoiding close contact with people who are sick.
- Staying home when you are sick.
- Covering your cough or sneeze with a tissue, then throw the tissue in the trash.
- Cleaning and disinfecting frequently touched objects and surfaces.

In addition to the above, we want to reiterate that precautionary actions being taken by the district:

1. **Maintenance has installed hand sanitizers in the following locations at both campuses:**
 - Cafeteria
 - Teachers’ Lounge
 - Mail Room
2. **Maintenance has made available individual hand sanitizer dispensers and sanitizing wipes for classrooms**
3. **Maintenance will continue to clean and disinfect all classroom surfaces including desks and tables nightly at both campuses. They have an adequate supply of cleaning products for this purpose.**
4. **Transportation will sanitize buses nightly after the final run.**
5. **Cleaning and sanitation protocols have been reviewed with our food service provider, Quest.**
6. **Signs have been placed around each campus encouraging proper flu hygiene as described above.**

We will continue to closely monitor recommendations regarding coronavirus and will update you as soon as there are any significant changes in recommendations for schools. Thank you for your support in helping to keep our school community healthy.

Sincerely,

Brent Edwards
Director of Community Relations
(815) 521-4112
bedwards@mchs.net



MINOOKA

COMMUNITY HIGH SCHOOL

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March 13, 2020

Dear MCHS Families,

Out of an abundance of caution due to the COVID-19 (coronavirus), MCHS District 111 has canceled the following activities for this weekend:

- **Winter Guard Home Show**
- **Newsies the Musical**
 - *Live Streaming link available for the performance (no onsite attendance available) please search "Minooka": <https://www.nfhsnetwork.com/events/minooka-community-high-school-minooka-il/evt81b27494c5>*
- **Angler's Club Competition**
- **Saturday Detention**
- **Track & Field Competition**

As the situation is fluid, please continue to check www.mchs.net for updates along with social media platforms. You may also communicate directly with your child's sponsor or coach via email. ***During this time, we ask that parents please limit their visitation to school and at after school events.***

While we continue to monitor and follow COVID-19 (coronavirus) updates and guidance from the CDC, Illinois Department of Public Health, Grundy County Department of Health, and the Illinois State Board of Education, please stay in contact and communicate as needed with club/activities sponsors and coaches.

You can always email the following Directors for more information regarding activities, clubs, and athletics:

Robert Tyrell
MCHS Athletic Director
rttyrell@mchs.net

Hillary Holden
MCHS Activities Director
hholden@mchs.net

Sincerely,

Brent Edwards
Director of Community Relations
(815) 521-4112
bedwards@mchs.net



MINOOKA

COMMUNITY HIGH SCHOOL

District #111 mchs.net

*Mission: Strengthen **M**astery, **C**ollaboration, **H**igh Expectations, and **S**uccess for All Students.*

March 16, 2020

Dear MCHS Families,

Illinois Governor J.B. Pritzker announced Sunday afternoon (March 15th) that Tuesday through Friday of this week (March 17th - 20th) have been deemed "Act of God" days. This means that these days are not counted for attendance and they do not need to be made up at the end of the school year. This also means that MCHS District 111 is not able to run our official E-Learning days, but guidance from the Illinois School Board of Education (ISBE) is that we are strongly encouraged to provide instruction to students during these "Act of God" days through whatever means possible. This announcement is in conjunction with the original statement that all Illinois K-12 schools will be closed starting Tuesday, March 17th through Monday, March 30th. Students will report back to school beginning Tuesday, March 31, 2020. We appreciate your commitment in keeping your students engaged in learning and various online opportunities of instruction.

Please find the following important information below as we hope to answer a number of questions and concerns.

- **School Closure:** During this time, all school-related functions, including sporting events, activities, and outside agency rentals are cancelled. Both South Campus and Central Campus will be closed. Please refrain from visiting MCHS during this initial phase of closure.
- Members of MCHS Administration will be onsite at the District Office-Minooka Community High School South Campus: 26655 W. Eames Street / Channahon, IL 60410 / (phone) 815-467-2557 | (fax) 815-467-9733
- **Spring Break:** MCHS Campus will be closed during the week of Spring Break: (March 23rd - 27th)
- **Free/Reduced Meals:** Meals will be provided for Free/Reduced students on Wednesday, March 18th for pick up between the hours of 9:00AM - 11:00AM. Pick up will be at MCHS South Campus: 26655 W. Eames Street / Channahon, Illinois 60410 in the rear of the building. There will be staff available to assist you during the pick up time. Meal packages will consist of meals for a number of days.
- **Laptop Availability:** MCHS District Laptops will be provided for those students who are in need of a home laptop/device on Wednesday, March 18th for pick up between the hours of 9:00AM - 11:00AM. Pick up will be at MCHS South Campus: 26655 W. Eames Street / Channahon, Illinois 60410 in the rear of the building. There will be staff available to assist you during the pick up time. *Parents will be asked to sign a MCHS District Laptop sign-out sheet in order to check out a laptop. [Click Here to Download Chromebook Agreement](#)

- **Internet Access:** For those families that do not have internet access at home, Comcast is providing free internet access during this time. You can find out more information, should you need internet access, at the following website: <https://www.internetessentials.com/covid19>
- **How to keep students engage with learning and instruction:** ISBE have identified a few free online resources that can be sources of activities and inspiration:
 Share My Lesson: www.sharemylesson.com
 National Geographic: <https://www.nationalgeographic.org/>
 Field Museum: <https://www.fieldmuseum.org/educators/learning-resources/plantsanimals>
 Lesson Planet: <https://www.lessonplanet.com/>
 The Learning Network: <https://www.nytimes.com/section/learning>
 EdEx: <https://www.edx.org/>
 Global Digital Library: <https://www.digitallibrary.io/>
 Khan Academy: <https://www.khanacademy.org/>
 Learning Equality: <https://learningequality.org/kolibri/>
- **COVID-19 Resources:** You can stay up-to-date on how District 111 is providing information and resources by visiting our MCHS.net website or by this direct link: <http://www.mchs.net/cms/One.aspx?portalId=399200&pageId=27298359>. You can also stay up-to-date by following our social media channels: (Facebook - @mchsdistrict111) and (Twitter - @MCHSDistrict111).

As our communities and families navigate through this outbreak together, we ask that you maintain a sense of flexibility and display a grand course of decorum throughout the coming weeks. Be vigilant in your day-to-day interaction within our community and heed the advice given by the CDC, Illinois Department of Public Health, Grundy County Department of Health, and the Illinois State Board of Education. We will continue to closely monitor recommendations regarding COVID-19 and will update you as soon as there are any significant changes in recommendations for schools. Thank you for your support in helping to keep our school community healthy.

Sincerely,

Brent Edwards

Director of Community Relations

(815) 521-4112

bedwards@mchs.net



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Friday, March 27, 2020

Dear MCHS Students and Parents,

We want to take a moment to connect with our students/parents and thank you again for your flexibility during this time. You have been outstanding and we very much appreciate it. As we continue to navigate through E-Learning, we appreciate your continued patience, and we are sure that we will encounter future challenges. Please continue to work with us via open communication, as we partner to provide the best learning opportunities to our students given the current circumstances. Here are a few items we want to share with you:

What is the plan for instruction for next week?

We continue to take guidance from the Illinois State Board of Education and Governor Pritzker. These plans remain fluid. Should we receive guidance that differs from our plan, we will make the needed adjustments. Regardless if the days are identified as Act of God, E-Learning, Distance Learning, or Remote Learning, Minooka Community High School is committed to providing quality instruction. Our mission remains to work with students to Strengthen Mastery, Collaboration, High Expectations, and Success For All Students. For next week, we are anticipating the following schedule pending additional guidance from ISBE:

Tentative Schedule for the Week of March 30, 2020

- Monday: A Day
- Tuesday: B Day
- Wednesday: A Day
- Thursday: B Day
- Friday: A Day

Monday, March 30, 2020 will continue as an “Act of God” day.

Per ISBE, student work submitted during these "Act of God" days can be graded; however, "grading must not negatively impact a student's academic standing." If a teacher chooses to grade the student's work, it can only help your overall grade. We would like to reiterate that we strongly suggest that all students stay connected and engaged in the opportunities to learn that are provided. We have a wonderful staff that is committed to supporting our students during this unprecedented time.

Tuesday, March 31, 2020 through April 7, 2020 will be E-Learning Days

E-Learning or Remote Learning may be a blend of synchronous and/or asynchronous learning. Classroom teachers will communicate with their students for specific information. Any live instruction or video produced by an employee of MCHS is prohibited to be recorded or posted on social media by anyone other than the author without the express written permission of Minooka Community High School.

What is the E-Learning Plan Beginning on Tuesday and am I required to do this work?

One of the issues pertains to grading student work. Our teachers are available digitally to assist students and answer questions. Some teachers may explore the use of Google Hangouts or other virtual platforms to provide insights and ideas. This would be a new foray into exploring digital instruction. Work is graded and included in grade calculation.

E-Learning Information for MCHS Students and Parents	
What is E-Learning and how will I receive instruction?	E-Learning refers to instruction provided online. MCHS teachers have been encouraged to utilize online platforms to provide instruction to you.
How do I check in with my teachers?	You will “sign in” via Google Classroom, Edmodo, or other platform used by your teachers.
What time am I supposed to check in each E-Learning day?	You should make every effort to check in starting at 8:30am. Teachers will enter attendance in Powerschool by 3:00pm. Teachers will follow this schedule each E-Learning day: <ul style="list-style-type: none"> • 8:30 Assignments posted and students check in • 8:30-2:00 5-hour block of student engagement, instruction, monitoring as needed.
How do I know what I am supposed to do for each class on the specific day?	Your teacher will post directions, activities, assignments, etc., on his/her Google Classroom or other online platform.
What do I do if I have a question about my assignments/activities?	Contact your teacher by email or other methods (Google hangout, Edmodo discussion, etc.) suggested. Your teachers have been encouraged to provide feedback to you as needed.
How will daily attendance be taken?	Attendance will be taken in two forms during the school day. First, students should complete this Google Form by clicking here . Secondly, students' attendance will be verified throughout the school day by engaging in content and instruction with their classroom teacher.

What do I do During this Time?

During this time away from school, here are a few items to consider:

- Set a daily schedule
- Ask teachers questions
- Monitor your screen time
- Be responsible with your use of social media and content you post
- Wash your hands
- Be creative
- Read
- Get daily exercise

- Check your email for teacher assignments

Assessments, Dual Credit Courses, and AP Testing

AP Information

There will be no traditional face-to-face AP Exam administration this spring. Traditional AP testing will be replaced by 45-minute online exams for most AP courses. Each exam will have two scheduled dates, and the schedule will be published by April 3rd. College Board will waive all unused/cancelled test fees for this year. Please visit this site for updated information about AP exams: [AP Testing Information](#).

Dual Credit Information

All Joliet Junior College dual credit courses will resume remotely, and teachers will provide instruction through their Google Classrooms or other online platforms beginning April 7th. We will continue to provide information from JJC as we receive it.

SAT/PSAT Information

Illinois filed a request to waive mandated assessments (i.e. SAT and PSAT), and the U.S. Department of Education will communicate the formal approval in the coming weeks. The Illinois State Board of Education (ISBE) is also working with the College Board on developing options to allow current 11th grade students to take the SAT in the fall. ISBE hopes to have more information on these options by the end of April.

Chromebooks, Technical Help and Student Lunches

For those families that do not have internet access at home, Comcast is providing free internet access during this time. You can find out more information, should you need internet access, at the following website: <https://www.internetessentials.com/covid19>

Chromebooks are still available to students. If you missed an opportunity to pick one up, please contact Jim Kelly at jkelly@mchs.net to make arrangements. There is a limited supply remaining at this time.

Lunches will be available for pickup on Mondays and Wednesdays from 9 am to 11 am starting March 30th. The pickup location will be the front of the South Campus at the main entrance.

School Closure

During this time, all school-related functions, including sporting events, activities, and outside agency rentals are cancelled. Both South Campus and Central Campus will be closed. Please refrain from visiting MCHS during this initial phase of closure.

Virtual Spirit Days

#weareminooka

MCHS Activities has created a google classroom (code: yjemkde) for some fun activities to do while we are all home. We will be having spirit days, contests, some video challenges, and just some silly fun to keep you occupied. We hope you enjoy the MCHS Activities Virtual Classroom. If you have ideas, please send an email to hholden@mchs.net and mmullen@mchs.net.

What Information is current and how do I stay informed?

The best way to stay informed is through authorized school communication. Social media is at times a space for rumors and speculation. For current and accurate district information, please visit www.mchs.net.

You may also follow us on social media:

- Facebook: @mchsdistrict111
- Twitter: @mchsdistrict111 @bryanzwemke
- Instagram: @mchsdistrict111
- Resource Hub: Click [here](#) for the Covid-19 resource hub on our district website
- Illinois State Board of Education: <https://www.isbe.net/Pages/covid19.aspx>

We ask that over the course of this week that you stay engaged via technology to take advantage of learning opportunities afforded to you. Stay safe, and we will see you soon.

For more information, please visit www.mchs.net.

We will get through this together.

Dr. Lee, Superintendent
Bryan Zwemke, Building Principal



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Tuesday, March 31, 2020

Dear MCHS Community,

Today, during a 2:30 PM COVID-19 (coronavirus) update, Illinois Governor J.B. Pritzker announced an extension to the “**Stay-at-Home**” order and the Illinois K-12 school closures for the entire state through Thursday, April 30th. As mentioned in previous correspondence, this order essentially commands residents to stay home to allow officials to take measures to slow the spread of the coronavirus.

As we navigate through this next phase of remote learning, please visit our [COVID-19 \(coronavirus\) Resource Page](#) at www.MCHS.net and refer to our Remote Learning document. We will continue to gather feedback with regard to Remote Learning, and as we refine our process, we will communicate accordingly.

MCHS will continue to seek guidance from the Illinois State Board of Education (ISBE), the Illinois Governor’s Office, and other MCHS Stakeholders as we move forward.

The E-Learning Plan A/B schedule for the remainder of the week is as follows:

Wednesday: B Day

Thursday: A Day

Friday: B Day

Lunches

Lunches for our free and reduced students will be available for pickup on Mondays and Wednesdays from 9 am to 11 am, each week, through Thursday, April 30th. The pickup location will be the front of the South Campus at the main entrance.

Chromebooks

Chromebooks are still available to students. If you missed an opportunity to pick one up, please contact Jim Kelly at jkelly@mchs.net to make arrangements. There is a limited supply remaining at this time. NOTE: Students without Chromebooks are still able to login with multiple devices including, but not limited to: Smartphones, tablets/iPads, laptops, and desktops.

School Closure

Please remember that during this time, all school-related functions, including sporting events, activities, and outside agency rentals are canceled. Both South Campus and Central Campus will be closed. Please refrain from visiting MCHS during this initial phase of closure.

We know this is not the school year that any of us imagined, but we want to thank you for your patience and understanding as we have dealt with this unprecedented situation together. Stay safe and healthy. For more information, please visit www.mchs.net.

We will get through this together.

Sincerely,

Dr. Lee, MCHS Superintendent
Bryan Zwemke, MCHS Principal



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Friday, April 3, 2020

MCHS Parents and Students,

We understand that this has certainly been an interesting, challenging, difficult, and at times stressful situation over the past month. We are certain that many are saddened by the loss of educational and extra-curricular opportunities.

As this situation we are facing is unprecedented, the social-emotional well-being of our students and staff is our primary concern. Any students in need of social-emotional support should contact their counselor or a building administrator.

We acknowledge that there is no substitution for face-to-face learning, but we are highly encouraged by the hard work and creativity exhibited by our teachers, students, and parents during the transition to remote learning. We thank you for your patience, flexibility, and compassion during this time.

Remote Learning will continue next week, and we will follow the schedule below:

Remote Learning:

April 6-9

No School:

April 10-Good Friday

April 13-Easter Monday

April 14- Remote Learning Planning Day

Remote Learning will resume on April 15, and future Remote Learning Planning days will be communicated appropriately.

We look forward to working together to make the best of this situation.

Sincerely,

Dr. Lee, Superintendent
Bryan Zwemke, Building Principal



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Thursday, April 9, 2020

Dear MCHS Students and Parents,

We want to take a moment to connect with our students/parents and thank you again for your flexibility during this time. You have been outstanding and we very much appreciate it. We appreciate your continued patience as we continue to navigate through Remote Learning. Please continue to work with us via open communication as we partner to provide the best learning opportunities to our students given the current circumstances.

Here are a few items we want to share with you:

Tentative Schedule for the Week of April 13

- Friday: No school, Good Friday
- Monday: No School, Easter Monday
- Tuesday: Remote Teacher Planning Day, No School
- Wednesday: A Day
- Thursday: B Day
- Friday: A Day
- Monday, April 20: Remote Teacher Planning Day, No School

Prom/Graduation

Due to Governor Pritzker's Stay-at-Home order being extended through April 30, 2020 we have made the decision to reschedule our annual activities. Please refer to the chart below for alternative dates. Prom and graduation are tentatively scheduled for June 5th and June 7th, respectively, provided that MCHS can facilitate and hold large gatherings safely. In the event we are unable to at that time, an additional tentative date of July 10th and July 12th are provided. A ticket link for prom can be accessed by [clicking here](#). If graduation cannot be held on July 12th, an additional attempt may occur on August 2nd.

Prom	Graduation	Academic Awards
June 5, 2020 July 10, 2020	June 7, 2020 July 12, 2020 August 2, 2020	TBD

Chromebooks, Technical Help and Student Lunches

For those families that do not have internet access at home, Comcast is providing free internet access during this time. You can find out more information, should you need internet access, at the following website: <https://www.internetessentials.com/covid19>

Chromebooks are still available to students. If you missed an opportunity to pick one up, please contact Jim Kelly at jkelly@mchs.net to make arrangements. There is a limited supply remaining at this time.

Due to the Easter Holiday and school being closed on Monday, lunches will be available for pickup on Tuesday, April 14th and Thursday, April 16th from 9 am to 11 am. The pickup location will be the front of the South Campus at the main entrance. The following week we will resume our Monday/Wednesday schedule.

What Information is current and how do I stay informed?

The best way to stay informed is through authorized school communication. For current and accurate district information, please visit www.mchs.net.

You may also follow us on social media:

- Facebook: @mchsdistrict111
- Twitter: @mchsdistrict111 @bryanzwemke
- Instagram: @mchsdistrict111
- Resource Hub: Click [here](#) for the Covid-19 resource hub on our district website
- Illinois State Board of Education: <https://www.isbe.net/Pages/covid19.aspx>

We ask that over the course of this week that you encourage your child to stay engaged via technology to take advantage of learning opportunities afforded to them. Stay safe, and we will see you soon. For more information, please visit www.mchs.net.

We will get through this together.

Dr. Lee, Superintendent
Bryan Zwemke, Building Principal



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April 17, 2020

Dear MCHS Students and Parents,

Today, during his daily 2:30 PM COVID-19 (coronavirus) update, Illinois Governor J.B. Pritzker announced the extension of Remote Learning and Illinois K-12 school closures for the entire state through the remainder of the academic school year. In the coming week, we will share information on the impact of that decision.

We want to take a moment to connect with our students/parents and thank you again for your flexibility during this time. You have been outstanding and we very much appreciate it. We appreciate your continued patience as we continue to navigate through Remote Learning. Please continue to work with us via open communication as we partner to provide the best learning opportunities to our students given the current circumstances.

Tentative Schedule for the remainder of the school year: *(Please see calendar at the end of this letter)*

The following Monday's will be Remote Planning Days **(No School)**

- Monday April 20
- Monday April 27
- Monday May 4
- Monday May 11

A/B Day schedule will be as follows:

- Tuesdays - (B Day)
- Wednesdays - (A Day)
- Thursdays - (B Day)
- Fridays - (A Day)

We will communicate additional information that pertains to the close of our academic year and what final exam days will look like in the near future. Like you, we are saddened by the reality that our school community will not be able to reconvene in person this school year due to this public health crisis. So many of you have worked so hard to learn and grow in both the classroom and in extracurricular activities.

We know this is not the school year that any of us imagined, but this period of Remote Learning will offer us new ways to learn and grow, and out of this Pandemic, we will emerge stronger. Plans will be underway soon for the return to in-person learning next school year. It's important we continue to work together and support our students. We can't thank you enough for all that you are doing as we all work together through this.

Dr. Lee, Superintendent
Bryan Zwemke, Building Principal

Minooka Community High School

APRIL 2020



Stay up-to-date with all our social media channels and website:
@mchsdistrict111
www.mchs.net

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
To notify the school of your child's absence, please call the attendance line for his/her academic campus at: Central Campus - (815) 521-2711 South Campus - (815) 521-4133			1B	2A	3B	4
5	6A	7B	8A 12 Week Progress Grades Available: 8:30 am	9B	10 No School Good Friday	11
12	13 No School Easter Monday	14 No School Remote Learning Planning Day	15A Board of Education Meeting 6:00 pm	16B	17A	18
19	20 No School Remote Learning Planning Day	21B	22A	23B	24A	25
26	27 No School Remote Learning Planning Day	28B	29A	30B		

Minooka Community High School

MAY 2020



Stay up-to-date with all our social media channels and website:
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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
NOTES:					1A	2
3	4 No School Remote Learning Planning Day	5B	6A	7B	8A	9
10	11 No School Remote Learning Planning Day	12B	13A	14B	15A	16
17	18B	19 Tentative Semester Exams (2A, 3A & 4A)	20 Tentative Semester Exams (2B, 3B & 4B) Board of Education Meeting 6:00 pm	21 Tentative Semester Exams (1A & 1B)	22	23
24	25 No School Memorial Day	26	27	28	29	30
31						



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April 20, 2020

Dear MCHS students and families,

We hope that you are safe and well! Please read the following information about remote learning expectations and incomplete assignments, final exams, dual credit coursework, Advanced Placement exams, and SAT test preparation/ExcelEdge.

Information about Remote Learning Expectations and Incomplete Assignments:

During this time of remote learning, we understand the importance of communication and flexibility within your new learning environment. Please make sure that you have read the [MCHS Remote Learning Plan](#), which contains recommendations from the Illinois State Board of Education. The questions and answers below provide additional clarifications for students about engagement and learning opportunities.

Am I expected to complete work/assignments/projects posted by my teachers?

Yes. During this time, your teachers want to make sure that you have the opportunity to complete work and show progress. Teachers have been notified that they may grade work assigned before and/or during remote learning days, but the graded work must not lower your cumulative grade as of March 16, 2020. We value the importance of learning and continue to see high student engagement; therefore, all students are expected to demonstrate engagement as defined by their teachers.

What happens if I do not complete work/assignments/projects?

During remote learning, incomplete assignments and assessments will be recorded as “incomplete.” All “incomplete” work must be completed to finish the class and receive credit. In order to avoid having to retake the semester during summer school or in the Fall, it is very important that you complete work during this time. Our goal is to work with you to rectify any and all incompletes in a timely manner and provide you with as much help as possible so that you do not end the semester with a final grade of “incomplete.”

Will I have opportunities to raise my grade?

Yes! Your teachers, counselors, deans, and administrators understand the fact that remote learning poses various challenges; they will work with you in a variety of ways so that you are able to complete all work assigned during this time. Take advantage of the opportunities to redo and/or retake assessments! If you have questions about required work, opportunities to improve a grade, or if you are having difficulty completing work, please do not hesitate to contact your teachers.

Please know that we value health and safety above all and will continue to be supportive. We will get through this together, and we are here to help you!

Information about Final Exams:

Final exams will not be given this semester. We understand the challenges posed by remote learning and want to ensure that learning opportunities are given within the context of compassion, not compliance; therefore, teachers will continue to provide instruction throughout the remainder of the school year and assign coursework, projects, and other activities that do not pose inequitable instances for students. Once a

determination is made about calendar days that were originally scheduled for final exams, that information will be communicated to you. Please note that final exams for specific dual credit courses will still be given since they are requirements for those courses (see below).

Information about Dual Credit Coursework:

If you are a student enrolled in a dual credit course, you are expected to complete all assignments/projects that are required by Joliet Junior College or the University of St. Francis. Students who do not complete all college requirements will be issued a grade of “incomplete” and will be given an extension date by which they must submit the remaining work, in order to receive credit. Please make sure that you contact your teacher if you have questions about the work or if you need additional help. Your teachers will be flexible and want to help you successfully obtain college credit!

Information about Advanced Placement Exams:

If you are a student in an AP course, you will be sent a unique link to select a scheduled time to take your online exams. Please visit this site for all updated information about AP exams, including the exam schedule, what to expect on test day, and resources to help you prepare for your exam: [AP Testing Information](#).

Information about SAT Test Prep/ExcelEdge:

The College Board plans to provide SAT offerings in the fall for the incoming senior class. The College Board also is planning to provide free, in-school testing. If you are a current junior who was enrolled in the ExcelEdge SAT program, you will have the opportunity to finish the remaining classes prior to fall testing.

*Additional information for Freshmen and Sophomore students:

South Campus school counselors are here to support you. Please find their April 2020 newsletter (attached) which contains contact information, Lunch & Learn opportunities, and more! [Click here](#).

We are inspired by the commitment you show as we continue to work through all of this together. Thank you.

Sincerely,

Dr. Janel Grzetich
Director of Curriculum and Instruction
Minooka Community High School



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April 24, 2020

Dear MCHS Students and Parents,

We want to take a moment to connect with our students/parents and thank you again for your flexibility during this time. You have been outstanding and we very much appreciate it. We appreciate your continued patience as we continue to navigate through Remote Learning. Please continue to work with us via open communication as we partner to provide the best learning opportunities to our students given the current circumstances. We also want to thank all of our staff for their outstanding work. Continue to partner with our staff as we continue this journey together.

Tentative Schedule for the remainder of the school year: ([Click here for calendar](#))

The following Monday's will be Remote Planning Days (**No School**)

Monday April 27

Monday May 4

Monday May 11

A/B Day schedule will be as follows:

Tuesdays - (B Day)

Wednesdays - (A Day)

Thursdays - (B Day)

Fridays - (A Day)

Access to the Building

We are in the beginning stages of creating a plan for returning belongings from student lockers and will communicate that plan once available. The plan largely stems from the Stay at Home orders and safety for all stakeholders as health is the primary area of focus. We will communicate a plan in the coming weeks.

Lights for the Fight

MCHS joins *#LightsForTheFight* this Friday from 8:00 PM - 8:20 PM as we support the Class of 2020, first responders, and essential workers by lighting up our football field. Reminder: Due to the statewide quarantine measures, no one should gather at the school or field while the lights are illuminated. This is simply a sign of support. The stadium and parking lots will be closed to practice social distancing.

Class of 2020 Graduation Announcement Pickup

For those families that ordered Graduation Announcements from Jostens there will be a special Curbside Delivery next week on Tuesday, April 28th and Thursday, April 30th between 9:00AM - 11:00AM.

Please see the schedule at the end of this letter. If you cannot make it during your allotted time, it is ok to come during another timeframe. We are simply trying to even traffic flow to comply with CDC recommendations. ***PLEASE NOTE:** We will only be delivering orders that are paid in full. If you still have a

balance due on your order, you will receive a 2nd email from Jostens. **IMPORTANT:** Please note that the delivery will be at the SOUTH campus; please follow instructions to stay in your car at all times.

A Note on Academics

The health and well-being of our students and teachers is our number one priority. Our teachers work hard creating meaningful assignments and our students are doing an excellent job of completing assignments to continue to grow during Remote Learning. While we remain committed to compassion before compliance, it is important for students to remain engaged in the process. Please continue to find that balance by encouraging your child to complete the work assigned. If your child is struggling with health or other factors, please work with the individual teacher or member of student services to share your current situation.

What Information is current and how do I stay informed?

The best way to stay informed is through authorized school communication. For current and accurate district information, please visit www.mchs.net.

We truly want to thank all of our MCHS families, community stakeholders, students, teachers, and staff for all your flexibility and engagement during this time. We appreciate all of your support in helping to keep our school community healthy. *#WeAreMinooka*

Dr. Lee, Superintendent
Bryan Zwemke, Building Principal



GRADUATION PRODUCT CURBSIDE PICK UP

DATES

TUESDAY, APRIL 28TH AND THURSDAY, APRIL 30TH

TIMES

TUESDAY, APRIL 28TH 9:00-10:00am (LAST NAMES A-G)

10:00-11:00am (LAST NAMES H-N)

THURSDAY, APRIL 30TH 9:00-10:00am (LAST NAMES O-T)

10:00-11:00am (LAST NAMES U-Z)

LOCATION

SOUTH CAMPUS FRONT ENTRANCE

THIS IS NOT CAP AND GOWN DISTRIBUTION. THAT WILL TAKE PLACE AT A LATER DATE

In partnership with MINOOKA COMMUNITY HS, a drive-thru Graduation supply delivery event has been scheduled for

TUESDAY, APRIL 28TH AND THURSDAY, APRIL 30TH at the SOUTH CAMPUS

For the safety of all involved and to keep this event as efficient as possible, please follow the steps below!

Pull up by the front office. Stay in your vehicle and provide the delivery team your student name

*If possible, please make sure your order is paid in full prior to pick up. If you have a balance, please pay online at payments.jostens.com. Checks cannot be accepted

Once you receive your graduation items you may contact us 847-818-8419, ext. 2 with any questions, sizing issues, etc..



MINOOKA

COMMUNITY HIGH SCHOOL

District #111 mchs.net

*Mission: Strengthen **M**astery, **C**ollaboration, **H**igh Expectations, and **S**uccess for All Students.*

May 1, 2020

Dear MCHS Students and Parents,

As we now enter into the month of May, and with next week starting our 8th week of remote learning, we wanted to look back at our very first messages to you and see how far we've come. We asked for you to wash your hands, we asked for you to stay home if you were feeling sick, it was necessary for us to cancel sports competitions and club meetings, and we were required by the state to move to remote learning.

But the show must go on! The musical continued for one last performance, teachers learned new ways to engage students from their living rooms, students now come to class everyday in pajamas, we provided laptops and meals for our students, and the football field looks beautiful during the #LightsForTheFight nights. We have learned so much about ourselves, our students resolve, and our parents support. We, the MCHS community, have endured and we will continue to move forward together.

Please continue to work with us via open communication as we partner to provide the best learning opportunities to our students.

Seniors:

Last Day of Instruction is scheduled for Tuesday, May 12, 2020.

Cap and Gowns:

At present time we are working with Jostens to schedule a time for Cap and Gown pickup for our senior students.

Senior Honors Night:

(Wednesday, May 6th | 6:00 PM)

This is a wonderful night to celebrate seniors who will be honored with awards and scholarships from our MCHS Departments and local organizations. Please join MCHS Superintendent, Dr. Kenny Lee, and Principal, Bryan Zwemke as they honor our MCHS senior students for their academic accomplishments. This will be a live virtual event hosted on our Facebook channel. You can find the event on our District Facebook page at: [@mchsdistrict111](https://www.facebook.com/mchsdistrict111)

MCHS Lunch Account Balance:

If you have questions regarding your MCHS lunch account balance please email Ms. Kathy Krakowski at kkrakowski@mchs.net and she will be happy to assist you.

Locker items:

MCHS is in the planning process involving packing up all student lockers for curbside delivery. More information will be coming in future messages with the potential dates of pickup being Monday, May 18th - Thursday, May 21st.

Tentative Schedule for the remainder of the school year:

The following Monday's will be Remote Planning Days (No School)

- Monday May 4
- Monday May 11

A/B Day schedule will be as follows:

- Tuesdays - (B Day)
- Wednesdays - (A Day)
- Thursdays - (B Day)
- Fridays - (A Day)

What Information is current and how do I stay informed?

The best way to stay informed is through authorized school communication. For current and accurate district information, please visit www.mchs.net.

We are about to hit the final stretch of the year so it is important we all stay focused and determined to finish this year strong. We appreciate all of your support in helping to keep our school community healthy.
#WeAreMinooka

Dr. Lee, Superintendent
Bryan Zwemke, Building Principal



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May 8, 2020

Dear MCHS Students and Parents,

This week we celebrated our teachers during National Teacher Appreciation Week and sometimes the words "Thank You" seem too small to use in such enormous times. We want to lift up our teachers during this moment and carry them on our shoulders like the champions they truly are. Our teachers are champions of this snapshot in time, they are victorious over the stresses of remote learning, and we hold them higher than ever before. Teachers at MCHS, and everywhere, thank you!

Please see the important information below regarding the next two weeks of school and continue to work with us via open communication as we partner to provide the best learning opportunities to our students.

Seniors:

Last Day of Instruction is scheduled for Tuesday, May 12, 2020.

Senior Honors Night Awards:

Congratulations to all our senior award winners. We were extremely excited to celebrate with you and your families, in a new way, and wish you well on your future endeavors. Please look for an email from Kathy Fairbairn soon regarding delivery of your certificate, plaques, and scholarship details.

Seniors School Email Account:

Your MCHS school accounts will be disabled on July 1st, 2020. Attached are instructions on how to use **Google Takeout** to move the contents of your google drive to a personal account. Before you start this process please have a personal email created. If you have any questions feel free to contact Jim Kelly at jkelly@mchs.net. See below for the Google Takeout instructions.

Cap and Gowns:

We are working with Jostens to schedule a time for Cap and Gown pickup for our senior students on Monday, May 18th and Tuesday, May 19th. Plans for delivery are being created to maximize student safety. Stay tuned for more details.

Locker items:

MCHS is in the planning process involving packing up all student lockers for curbside delivery. More information will be coming in future messages with the potential dates of pickup being Monday, May 18th - Thursday, May 21st.

Last Day of School for MCHS:

The last day of school is Thursday, May 21st. Although final exams have been canceled, students will still need to record their attendance throughout the week of May 18 - May 21. Teachers will be engaging students during the final week in a variety of ways so attendance is still mandatory.

Student Lunches:

The last day for student lunch pickup will be Monday, May 18th, from 9 am to 11 am. The pickup location will be the front of the South Campus at the main entrance.

Summer Camps:

Due to the current pandemic, all MCHS summer camps have been suspended until further notice, as per the Illinois High School Association. We will continue to monitor/update any changes that may take place during the course of the summer as information becomes available.

Tentative Schedule for the remainder of the school year:

The following Monday's will be Remote Planning Days (No School)

- Monday May 11

A/B Day schedule will be as follows:

- Tuesdays - (B Day)
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- Fridays - (A Day)

What Information is current and how do I stay informed?

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There are only two weeks remaining in our school year, and we know how much everyone wants to turn the page and get to summer break. We ask that you stay committed and engaged during these next weeks to finish with the overwhelming feeling of accomplishment, and pride, of what we all have endured. We appreciate all of your support, your kind words, and your MCHS spirit. #WeAreMinooka.

Dr. Lee, Superintendent
Bryan Zwemke, Building Principal



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May 14, 2020

Dear MCHS Families,

Our staff is hard at work organizing student locker contents for family pick up. We are hoping to make pickup as seamless, safe, and efficient as possible. In order to do this, we will need some help from our families. Freshman and Sophomore items must be picked up/dropped off at South Campus. Junior and Senior items must be picked up/dropped off at Central Campus. Please follow ALL of the guidelines below (no exceptions will be made):

1. The schedule for parent pick up is listed below. We will be organizing pick up by the first letter of your last name:

Monday, May 18th

8:00AM - 11:00AM (*Last name A-E*)

12:00PM - 3:00PM (*Last name F-K*)

Tuesday, May 19th

8:00AM - 11:00AM (*Last name L-R*)

12:00PM - 3:00PM (*Last name S-Z*)

2. If you have library books, textbooks, chromebooks, or other school issued items, please bring them during your scheduled pick up time.

3. If you have athletic uniforms, equipment, or club/activity equipment, please bring them during your scheduled pick up time. Please place them in a bag and write your students name and sport/club on the bag. Do not use post-it notes as they can easily come off.

4. If you have a mask and gloves, please wear them during your scheduled pick up time to help keep our staff safe.

5. Please pull up to each station and wait until a staff member approaches your vehicle. Do NOT get out of your vehicle.

6. Please be patient. All of our staff need to practice social distancing and remain as safe as possible. We will do our best to be speedy and to have you on your way quickly.

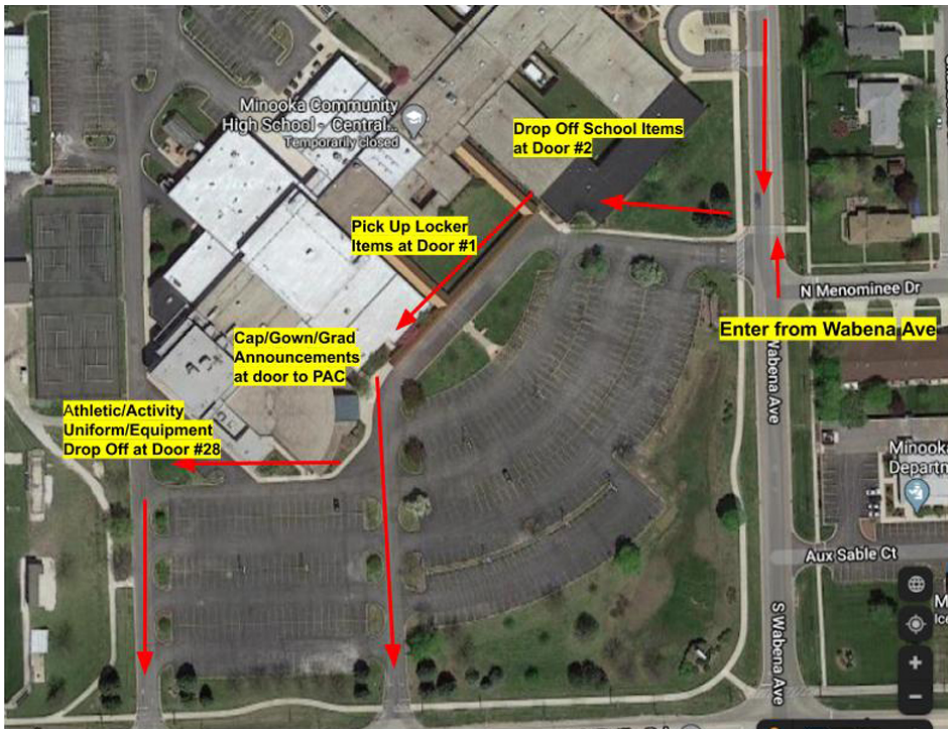
7. Once you have progressed through all the stations, please quickly exit the parking lot. We need to keep our line progressing as quickly as possible. **See images below for the MCHS Campus Station Maps.**

Thank you so much in advance for your help and assistance. Should you have any questions, please don't hesitate to ask.

Sincerely,

Bryan Zwemke
MCHS Building Principal

Map of Central Campus Stations:



Map of South Campus Stations:





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May 15, 2020

Dear MCHS Students and Parents,

We have finally arrived on the last Friday of the school year. Even though our classrooms look a little different right now and the school hallways run bare, we can close our eyes and still feel the excitement that summer is right around the corner and this incredibly amazing school year will be complete.

Amazing...yes! It has been said that crisis doesn't create character; it reveals it, and our students, families, and staff have revealed amazing character during these last two months. We are extremely proud of you and the way you have rallied around MCHS to ensure our students were encouraged, inspired, engaged, and protected. Thank you!

Please see the important information below regarding the final week of school and continue to work with us via open communication as we partner to provide the best learning opportunities to our students.

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MCHS Pickup/Drop-Off Items:

Our staff is hard at work organizing student locker contents for pickup next week. We plan to make pickup as seamless and safe as possible. In order to do this, we will need help from our students and families. Freshman and Sophomore items must be picked up/dropped off at South Campus. Junior and Senior items must be picked up/dropped off at Central Campus. Please follow ALL of the guidelines attached. Please see full document released Thursday, May 14th on our COVID-19 Resource Page.

Last Day of School and Attendance for MCHS:

The last day of school is Thursday, May 21st. Although final exams have been canceled, students will still need to record their attendance throughout the week of May 18 - May 21. They should complete the daily attendance for May 18 (B day) May 19 (A day), May 20 (B day), and May 21 (A day). Students should also check in with their teachers each day, and teachers will record their attendance in PowerSchool. During those days, teachers could engage with students through a variety of ways.

Summer Drivers Education:

Because of unfortunate circumstances with the COVID-19 virus and schools being closed for in-person instruction, we are going to postpone Summer 2020 Driver Education for the time being. See below to read a detailed letter from Department Chair Matt Williams.

Student Lunches:

The last day for student lunch pickup will be Monday, May 18th, from 9 am to 11 am. The pickup location will be the front of the South Campus at the main entrance. Lunch pickup will be occurring during the same time as student pickup/drop-off so please be patient. Thank you.

Graduation:

We will not be conducting a graduation ceremony on June 7th. All efforts will be focused on an in-person graduation date in July. The District 111 Board of Education and Administration team are discussing plans that would make graduation a safe event for all involved should a traditional ceremony not be feasible. The health and safety of our students, families, and staff is always paramount as we explore a variety of options to celebrate the Class of 2020.

Prom:

We will not be hosting Prom on June 5th. Discussions on Prom 2020 are still occurring within the Student Activities department as they are creativity thinking of options while adhering to state and local policies on the Stay-at-Home and social distancing measures. Please stay tuned as more information becomes available.

Yearbooks:

The 2019/20 yearbooks will be available after Memorial Day. Please look for more details in upcoming messages as we prepare them for distribution.

Summer Camps:

Due to the current pandemic, all MCHS summer camps have been suspended until further notice, as per the Illinois High School Association. We will continue to monitor/update any changes that may take place during the course of the summer as information becomes available.

Schedule for the remainder of the school year:

A/B Day schedule will be as follows:

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We appreciate all of your support, your kind words, and your MCHS spirit. We are encouraged by your flexibility as many of the topics listed above are still very fluid in nature. We are all in this together. #WeAreMinooka.

Dr. Lee, Superintendent
Bryan Zwemke, Building Principal

G Suite *Download Your School Content*

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Dear MCHS Summer 2020 Driver Education Families,

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The communication that we have received from the **Illinois State Board of Education** is that the State has not **currently passed a bill that would allow virtual driver education classrooms to count towards the 30 mandated hours**. If or when the State passes this bill and social distancing orders have eased up, we will run our Summer Driver Education program. As the information we receive changes, we will communicate it to you. **If we cannot start our Summer program by Monday, June 22nd, we then will make the decision to cancel Summer Driver Education.**

If Summer Driver Education is cancelled, we will do our best to get students into the schedule for Fall 2020 and/or Spring 2021. Students' placement in a semester would be determined by their birthday, with older students being placed in fall and the younger students being placed in the spring. If we have to cancel, we will send a survey to students that will allow them to let us know if they prefer to be signed up for Fall or Spring Driver Education. I want you to know that MCHS is committed to giving your child the best Driver Education experience that we can when we have the ability to do so. Information from the State is fluid; we will keep you informed if any other changes are made. Thank you for your patience and understanding through this process.

If you have any questions, please do not hesitate to email Matt Williams at Mwilliams@mchs.net

Sincerely,

Matt Williams
Department Chair for Physical Education, Health, & Driver's Education
South Campus (815) 521-4423, Central Campus (815) 521-5043
Mwilliams@mchs.net



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Summer Camps:

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Dr. Lee, Superintendent
Bryan Zwemke, Building Principal

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May 21, 2020

Dear MCHS Students and Parents,

Congratulations! At the end of today the 2019/20 school year will be complete. We want to say congratulations to the students of MCHS for championing this year with great resolve. It has been said that obstacles are things you see when you take your eye off the goal, and while there were many, you stayed focused, engaged, and maintained the highest level of maturity anyone could ask for. Congratulations to our parents who did not waver in the storm of uncertainty. You were asked to provide a new learning environment and assist in new ways, and you prevailed. Congratulations to our staff for adjusting on-the-fly and building an instructional platform from scratch. We know we will arrive on the other side of this with a new appreciation for education and learning. We will be stronger for what we have endured. You did it. We did it. We Are Minooka!

Please see the important information below and continue to work with us via open communication throughout the summer as needed.

Graduation:

All efforts will be focused on an in-person graduation weekend in July. We are planning a 2020 Graduation Weekend that will span from Friday, July 10th - Sunday, July 12th. A tentative schedule would look like the following:

Friday, July 10th

A senior parade starting at South campus and ending at Central campus will be conducted. A virtual prom event is also in the planning stages.

Saturday, July 11th and Sunday, July 12th

Graduation ceremonies will be held at the football stadium in alphabetical-slices and with limited participants due to social distancing measures. Sessions will consist of 40 graduates, per 1-hour session, attendees will be allowed to participate in the ceremony with proper staging efforts to ensure the safety of staff, students, and family. Only one graduate will be allowed on the stage at a time while strict social distancing measures are enforced.

Seniors School Email Account:

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MCHS Pickup/Drop-Off Items:

Thank you to our staff, students, and families for making our first 2 days a very easy and successful event. If you were unable to make it to your determined pickup/drop-off session, please be aware that future dates and time will be forthcoming. This will also include a date with evening hours.

Summer Drivers Education:

Because of unfortunate circumstances with the COVID-19 virus and schools being closed for in-person instruction, we are going to postpone Summer 2020 Driver Education for the time being. Please see below to read a detailed letter from Department Chair Matt Williams.

Student Lunches:

The last day for student lunch pickup was Monday, May 18th.

Yearbooks:

The 2019/20 yearbooks will be available after Memorial Day. Please look for more details in upcoming messages as we prepare them for distribution.

Graduation Cords and Stoles:

MCHS graduation cords and stoles have been ordered and will be available for pickup during yearbook pickup.

Summer Camps:

Due to the current pandemic, all MCHS summer camps have been suspended until further notice, as per the Illinois High School Association. We will continue to monitor/update any changes that may take place during the course of the summer as information becomes available.

MCHS Staff Retirement Video:

A video will be released today honoring the MCHS staff members that are retiring this year. Please join us as we celebrate:

Kathy Anderson, Anne Blanco, Jim Boyter, Beth Claypool, Mike Devine, Kathy Fairbairn, Monica Gulczynski, Ken Maas, Bernie Ruettiger, Kevin Seets, Karen Skaggs, Glenda Smith, Rob Torchia, and Bob VanDolson.

Click the following link to view the video: <https://youtu.be/8HIRo1b0eYE>

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We appreciate all of your support, your kind words, and your MCHS spirit. This school year will be remembered for generations to come. We remain encouraged by your flexibility and thank you for your patience and understanding. We are all in this together. #WeAreMinooka.

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May 21, 2020

Dear MCHS Students and Parents,

Congratulations! At the end of today the 2019/20 school year will be complete. We want to say congratulations to the students of MCHS for championing this year with great resolve. It has been said that obstacles are things you see when you take your eye off the goal, and while there were many, you stayed focused, engaged, and maintained the highest level of maturity anyone could ask for. Congratulations to our parents who did not waver in the storm of uncertainty. You were asked to provide a new learning environment and assist in new ways, and you prevailed. Congratulations to our staff for adjusting on-the-fly and building an instructional platform from scratch. We know we will arrive on the other side of this with a new appreciation for education and learning. We will be stronger for what we have endured. You did it. We did it. We Are Minooka!

Please see the important information below and continue to work with us via open communication throughout the summer as needed.

Graduation:

All efforts will be focused on an in-person graduation weekend in July. We are planning a 2020 Graduation Weekend that will span from Friday, July 10th - Sunday, July 12th. A tentative schedule would look like the following:

Friday, July 10th

A senior parade starting at South campus and ending at Central campus will be conducted. A virtual prom event is also in the planning stages.

Saturday, July 11th and Sunday, July 12th

Graduation ceremonies will be held at the football stadium in alphabetical-slices and with limited participants due to social distancing measures. Sessions will consist of 40 graduates, per 1-hour session, attendees will be allowed to participate in the ceremony with proper staging efforts to ensure the safety of staff, students, and family. Only one graduate will be allowed on the stage at a time while strict social distancing measures are enforced.

Seniors School Email Account:

Your MCHS school accounts will be disabled on July 1st, 2020. Attached are instructions on how to use **Google Takeout** to move the contents of your google drive to a personal account. Before you start this process please have a personal email created. If you have any questions feel free to contact Jim Kelly at jkelly@mchs.net. See below for Google Takeout instructions.

MCHS Pickup/Drop-Off Items:

Thank you to our staff, students, and families for making our first 2 days a very easy and successful event. If you were unable to make it to your determined pickup/drop-off session, please be aware that future dates and time will be forthcoming. This will also include a date with evening hours.

Summer Drivers Education:

Because of unfortunate circumstances with the COVID-19 virus and schools being closed for in-person instruction, we are going to postpone Summer 2020 Driver Education for the time being. Please see below to read a detailed letter from Department Chair Matt Williams.

Student Lunches:

The last day for student lunch pickup was Monday, May 18th.

Yearbooks:

The 2019/20 yearbooks will be available after Memorial Day. Please look for more details in upcoming messages as we prepare them for distribution.

Graduation Cords and Stoles:

MCHS graduation cords and stoles have been ordered and will be available for pickup during yearbook pickup.

Summer Camps:

Due to the current pandemic, all MCHS summer camps have been suspended until further notice, as per the Illinois High School Association. We will continue to monitor/update any changes that may take place during the course of the summer as information becomes available.

MCHS Staff Retirement Video:

A video will be released today honoring the MCHS staff members that are retiring this year. Please join us as we celebrate:

Kathy Anderson, Anne Blanco, Jim Boyter, Beth Claypool, Mike Devine, Kathy Fairbairn, Monica Gulczynski, Ken Maas, Bernie Ruettiger, Kevin Seets, Karen Skaggs, Glenda Smith, Rob Torchia, and Bob VanDolson.

Click the following link to view the video: <https://youtu.be/8HIRo1b0eYE>

What Information is current and how do I stay informed?

The best way to stay informed is through authorized school communication. For current and accurate district information, please visit www.mchs.net.

We appreciate all of your support, your kind words, and your MCHS spirit. This school year will be remembered for generations to come. We remain encouraged by your flexibility and thank you for your patience and understanding. We are all in this together. #WeAreMinooka.

Dr. Lee, Superintendent
Bryan Zwemke, Building Principal



Download Your School Content

Your School Account → Take It With You

School G Suite accounts are closed when students are no longer enrolled. **Your MCHS111 Gmail account will be disabled on July 1st 2020.** After this date, you will no longer be able to access your MCHS111 data and you will no longer be able to run the Google Takeout to access all of your documents, etc.

Download your data from all G Suite products



Create an archive with a copy of your data from Google products.

1. Visit this site: <https://takeout.google.com/settings/takeout>

If you need help, click on the Help Icon  near the top right of the screen.

2. Follow the onscreen instructions to create an archive of your data.

Get Help: [Download your data](#)



MINOOKA

COMMUNITY HIGH SCHOOL

District #111 mchs.net

*Mission: Strengthen **M**astery, **C**ollaboration, **H**igh Expectations, and **S**uccess for All Students.*

June 5, 2020

Dear MCHS Students and Parents,

We want to take a moment to connect with our students/parents and wish you all a happy summer break, and thank you again for your flexibility and understanding during this time. You have been outstanding and we very much appreciate it.

Please see the important reminders and information below and continue to work with us via open communication throughout the summer as needed.

Graduation:

All efforts will be focused on an in-person graduation weekend in July. We are planning a 2020 Graduation Weekend that will span from Friday, July 10th - Sunday, July 12th. Please see below for the Save-the-Date flyer. As we continue to plan the event please stay tuned for future updates and directions.

MCHS Pickup/Drop-Off Items:

A Pick Up/Drop-Off date has been scheduled for Monday, June 15th from 11:00AM - 4:00PM. We plan to make pickup as seamless and safe as possible. In order to do this, we will need help from our students and families. Freshman and Sophomore items must be picked up/dropped off at South Campus. Junior and Senior items must be picked up/dropped off at Central Campus. Please follow ALL of the guidelines attached. Please see below for all the details.

Yearbooks:

The 2019/20 yearbooks will be available for pick up on Monday, June 15th between 11:00AM - 4:00PM at your student's campus.

Graduation Cap & Gowns and Honor Cords:

MCHS graduation cap & gowns and honor cords have been ordered and will be available for pickup on Monday, June 15th between 11:00AM - 4:00PM at Central Campus.

Summer Drivers Education:

Because of unfortunate circumstances with the COVID-19 virus and schools being closed for in-person instruction, we are going to cancel Summer 2020 Driver Education this year. Please see below to read a detailed letter from Department Chair Matt Williams.

AP/Honors Summer Instructions:

Students who are taking Honors or Advanced Placement (AP) courses next year can access summer work/packets on our website from the "Students & Parents" tab. Select "Honors/AP Information" to view the courses and related summer work. Here is the direct link: [Honors/AP Information](#).

MCHS Summer Office Hours:

Starting Monday, June 1st, the MCHS office staff returned to school for the start of summer hours. Summer hours will run from June 1st - July 31st. During this time both campuses will remain closed so please refrain from visiting unless prior arrangements have been made.

Office Hours are as follows:

June 1 - July 31

Monday- Thursday (7:00AM - 3:30PM)

Friday (7:00AM - 12:30PM)

Summer Camps:

Due to the current social distancing measures, all MCHS summer camps have been suspended until further notice, as per the Illinois High School Association. We will continue to monitor/update any changes that may take place during the course of the summer as information becomes available.

MCHS Lunch Account Balance:

If you have questions regarding your MCHS lunch account balance please email Ms. Kathy Krakowski at kkrakowski@mchs.net and she will be happy to assist you.

What Information is current and how do I stay informed?

The best way to stay informed is through authorized school communication. For current and accurate district information, please visit www.mchs.net.

Thank you again for all your support and kind words of appreciation during this time. #WeAreMinooka.

Dr. Lee, Superintendent
Bryan Zwemke, Building Principal

2020 Senior Graduation WEEKEND!

July 10 - 12

Friday, July 10th:

* **Class of 2020 Parade** (including Prom Court) - The parade will start at South Campus at 5pm and end at Central Campus at 6pm.

* **Virtual Prom** - Enjoy an evening with your friends from 8pm - 9pm

Saturday, July 11th:

* **Class of 2020 Graduation** - Graduation ceremonies will take place alphabetically (A-L) at the MCHS football stadium. Families will receive a preset time to arrive at school for their student's graduation ceremony. Graduation ceremonies will take place every hour, on the hour.

Sunday, July 12th:

* **Class of 2020 Graduation** - Graduation ceremonies will take place alphabetically (M-Z) at the MCHS football stadium. Families will receive a preset time to arrive at school for their student's graduation ceremony. Graduation ceremonies will take place every hour, on the hour.

During the weekend event please following the recommended social distancing measures expressed by the State of Illinois. As we continue to plan the event, please stay tuned for future updates and directions.

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Dear Families,

A Pick Up/Drop-Off date has been scheduled for **Monday, June 15th from 11:00AM - 4:00PM**. We are hoping to make pickup as seamless, safe, and efficient as possible. In order to do this, we will need some help from our families. Freshman and Sophomore items must be picked up/dropped off at South Campus. Junior and Senior items must be picked up/dropped off at Central Campus. Please follow ALL of the guidelines below (no exceptions will be made):

1. If you have library books, textbooks, chromebooks, or other school issued items, please bring them during your scheduled pick up time.
2. If you have athletic uniforms, equipment, or club/activity equipment, please bring them during your scheduled pick up time. Please place them in a bag and write your students name and sport/club on the bag. Do not use post-it notes as they can easily come off.
3. If you have a mask and gloves, please wear them during your scheduled pick up time to help keep our staff safe.
4. Please pull up to each station and wait until a staff member approaches your vehicle. Do NOT get out of your vehicle.
5. Please be patient. All of our staff need to practice social distancing and remain as safe as possible. We will do our best to be speedy and to have you on your way quickly.
6. Once you have progressed through all the stations, please quickly exit the parking lot. We need to keep our line progressing as quickly as possible. **See images below for the MCHS Campus Station Maps.**

Thank you so much in advance for your help and assistance. Should you have any questions, please don't hesitate to ask.

Sincerely,

Bryan Zwemke
MCHS Building Principal

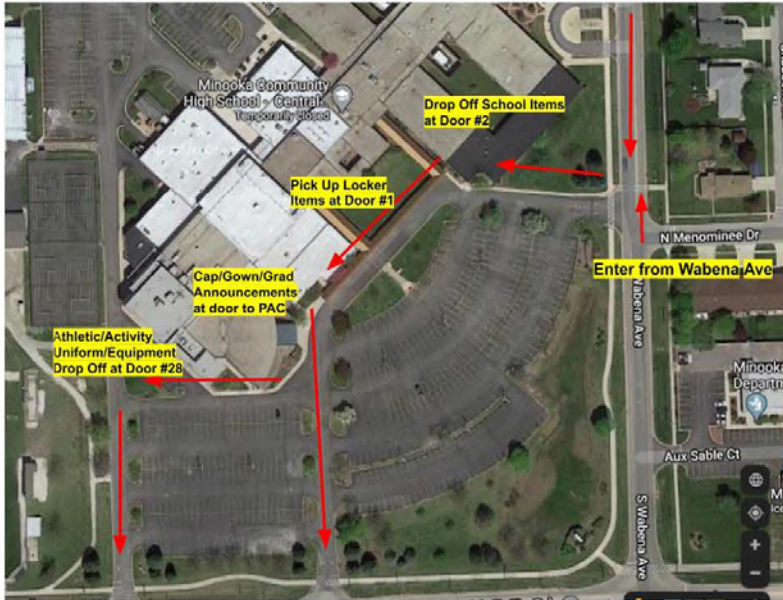
MCHS – Central Campus 301 S. Wabena Ave. Minooka, IL 60447 (815) 467-2140 MCHS – South Campus 26655 W. Eames St. Channahon, IL 60410 (815) 521-4001

MCHS – District Office 26655 W. Eames St. Channahon, IL 60410 (815) 467-2557

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MCHS – District Office 26655 W. Eames St. Channahon, IL 60410 (815) 467-2557

Map of Central Campus Stations:



Map of South Campus Stations:



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Dear MCHS Summer 2020 Driver Education Families,

Due to the unfortunate circumstances with the COVID-19 virus **we are going to have to cancel the Summer Driver Education Program.** The reason we are going to cancel the summer program is because there are over 100 students from the Spring 2020 semester that did not finish the six required hours behind the wheel due to the pandemic. Our focus and priority this summer will be to allow these students to complete the program that they have already started. We know this is not the information you want to hear, and we feel terrible for the students who are looking forward to this major life event and learning how to drive. We are sorry for the inconvenience that this situation has created.

Everyone will receive a full \$325 refund. Your refund will go back on the credit card that you used to sign up for the program. Once the transaction takes place, you will receive an email confirmation stating that you are being refunded. The refund should take 1-3 business days to reflect accurately on your account.

If you are still interested in completing Driver Education at Minooka Community High School, we will do our best to get all students into the schedule for fall 2020 and/or spring 2021. Students' placements in a semester will be determined by their birthdays with the older students being placed in the fall and the younger students being placed in the spring. **If you want to be signed up for the fall or the spring semester, please click on the link below and answer a few questions.** We will take this information to our counselors and they will do their best to change the students' schedule to fit in the appropriate Driver Education course. The counselors will share more information with you as they change and update students' schedules. **If you do not want to sign up and have decided to go through a private driving school company, there is no need to fill out the survey.**

[Click Here if You are Interested in Signing Up for Driver Education at MCHS During the Fall or Spring Semester](#)

I want you to know that MCHS is still committed to giving your child the best Driver Education experience that we can. Thank you for your patience and understanding through this process.

If you have any questions or concerns, please do not hesitate to email Matt Williams at Mwilliams@mchs.net

Sincerely,

Matt Williams
Department Chair for Physical Education, Health, & Driver's Education
South Campus (815) 521-4423, Central Campus (815) 521-5043
mwilliams@mchs.net

MCHS – Central Campus 301 S. Wabena Ave. Minooka, IL 60447 (815) 467-2140 MCHS – South Campus 26655 W. Eames St. Channahon, IL 60410 (815) 521-4001
MCHS – District Office 26655 W. Eames St. Channahon, IL 60410 (815) 467-2557



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March 16, 2020

Dear MCHS Students, Staff, and Families,

During this time, students are encouraged to receive instruction/activities from their teachers through a pilot of the E-Learning model. Although these next few days are non-attendance days and activities provided by teachers will not be graded, MCHS will follow guidance from ISBE and offer learning opportunities for students.

Please read the questions and answers related to E-Learning (below).

E-LEARNING INFORMATION FOR MCHS STUDENTS

1. What is E-Learning and how will I receive instruction?
 - E-Learning refers to instruction provided online. MCHS teachers have been encouraged to utilize online platforms to provide instruction to you.
2. How do I check in with my teachers?
 - You will “sign in” via Google Classroom, Edmodo, or other platform used by your teachers
3. What time am I supposed to check in each E-Learning day?
 - You should make every effort to check in starting at 8:30am. If we transition to an official E-Learning day, teachers will enter attendance in Powerschool by 3:00pm.
 - If we transition to official E-Learning days, your teachers will follow this schedule each E-Learning day:
 - 8:00-8:30 Preparation/planning
 - 8:30 Assignments posted and students check in
 - 8:30-2:00 5-hour block of student engagement, instruction, monitoring as needed (30-minute duty-free period at staff member’s discretion)
 - 2:00-3:00 Planning/professional responsibilities, enter student attendance
4. How do I know what I am supposed to do for each class on the specific day?
 - Your teacher will post directions, activities, assignments, etc., on his/her Google Classroom or other online platform.
5. What do I do if I have a question about my assignments/activities?
 - Contact your teacher by email or other method (Google hangout, Edmodo discussion, etc.) suggested.
 - Your teachers have been encouraged to provide feedback to you as needed.

Sincerely,

Brent Edwards
Director of Community Relations
(815) 521-4112
bedwards@mchs.net



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Friday, March 20, 2020

Dear MCHS Students and Parents,

We want to take a moment to connect with our students/parents and thank you for your flexibility and patience this week. You have been outstanding and we very much appreciate it. Here are a few items we want to share with you:

What Information is current and how do I stay informed?

The best way to stay informed is through authorized school communication. Social media is at times a space for rumors and speculation. For current and accurate district information, please visit www.mchs.net.

You may also follow us on social media:

- Facebook: @mchsdistrict111
- Twitter: @mchsdistrict111 @bryanzwemke
- Instagram: @mchsdistrict111
- Resource Hub: Click [here](#) for the Covid-19 resource hub on our district website
- Illinois State Board of Education: <https://www.isbe.net/Pages/covid19.aspx>

What is an Act of God Day vs. E-Learning and am I required to do this work?

We are taking guidance from the Illinois State Board of Education about current closure issues. One of the issues pertained to grading student work. Per ISBE, student work submitted during these "Act of God" days can be graded; however, "grading must not negatively impact a student's academic standing." If a teacher chooses to grade the student's work, it can only help your overall grade.

We would like to reiterate that we strongly suggest that all students stay connected and engaged in the opportunities to learn that are provided. We have a wonderful staff that is committed to supporting our students during this unprecedented time. There is a possibility that the mandated school closure could extend beyond March 30, and we want to ensure that our students are prepared to be comfortable should their learning continue after this date via E-learning.

We are currently researching the impact on AP courses and testing, as well as dual credit courses. When we have a more clear direction, we will update those impacted. For questions related to this, please contact igrzetich@mchs.net.

School Closure

During this time, all school-related functions, including sporting events, activities, and outside agency rentals are canceled. Both South Campus and Central Campus will be closed. Please refrain from visiting MCHS during this initial phase of closure.

Spring Break

MCHS Campus will be closed during the week of Spring Break: (March 23rd - 27th). No assignments will be posted during this time.

Internet Access

For those families that do not have internet access at home, Comcast is providing free internet access during this time. You can find out more information, should you need internet access, at the following website: <https://www.internetessentials.com/covid19>

Additional internet resources can be found at the following website: <https://www.isbe.net/keeplearning>

Chromebooks were available to students this week. If you missed an opportunity to pick one up, please contact the Main Office at 815-521-4001 or contact jkelly@mchs.net to make arrangements. There is a limited supply remaining at this time.

What do I do During this Time?

During this time away from school, here are a few items to consider:

- Set a daily schedule
- Monitor your screen time
- Be responsible with your use of social media and content you post
- Wash your hands
- Be creative
- Read
- Get daily exercise
- Check your email for teacher assignments

We ask that over the course of this week that you stay engaged via technology to take advantage of learning opportunities afforded to you. Stay safe, and we will see you soon. For more information, please visit www.mchs.net.

We will get through this together.

Dr. Lee, Superintendent
Bryan Zwemke, Building Principal

6 Facebook Live Sessions

Examples below with banner promotions

This screenshot shows a Facebook Live broadcast from the Minooka Community High School District. The video frame displays three participants in a split-screen layout. The right-hand side of the image shows the Facebook interface, including the page name, reach statistics (2,963 people reached, 1,318 engagements), and a list of real-time comments. The comments are from users like Penny Sadler and Brenda Romero, discussing the live session.

This screenshot shows another Facebook Live broadcast from the Minooka Community High School District. The video frame displays three participants in a split-screen layout. The right-hand side of the image shows the Facebook interface, including the page name, reach statistics (2,863 people reached, 1,959 engagements), and a list of most relevant comments. The comments are from users like Kimberly North Kalafut and Bree Gabel Grayson, discussing the live session.



Special Guest

Bryan Zwemke

MCHS Building Principal

Facebook LIVE! with MCHS

Wednesday at 2:00PM

Facebook page: @mchsdistrict111



Special Guest

Dr. Kenny Lee

MCHS Superintendent

Facebook LIVE! with MCHS



Special Guest

Bryan Zwemke

MCHS Building Principal

Join us as we discuss how District 111 is learning to navigate through this new normal.

Friday (April 17th) at 2:00PM

Facebook page: @mchsdistrict111

Facebook LIVE! with MCHS

Wednesday (April 22nd) at 2:00PM
Facebook page: @mchsdistrict111

Facebook LIVE! with MCHS



Special Guest

Bryan Zwemke


MCHS Building Principal



MCHS THE NOOK 111 PODCAST




**MCHS
THE NOOK 111**



New Release - Episode 4:
Sean Hackney
English Department Chair

MCHS The NOOK 111 is available on iTunes, Google Play, Podbean.com, and mchs.net.


**MCHS
THE NOOK 111**



New Release - Episode 5:
Nick Lundin
Head Coach - Boys Track & Field
Kevin Gummerson
Head Coach - Girls Track & Field

MCHS The NOOK 111 is available on iTunes, Google Play, Podbean.com, and mchs.net.

**MCHS
THE NOOK 111**



New Release - Episode 7:
Jamie Soliman
Assistant Principal South Campus

MCHS The NOOK 111 is available on iTunes, Google Play, Podbean.com, and mchs.net.

MCHS The NOOK 111 is a podcast series dedicated to learning more about the person behind the teacher and the why behind their methods.

It's an inside look to see the passion behind their journey toward Minooka Community High School!

MCHS The NOOK 111 is available on iTunes, Google Play, Podbean.com, and mchs.net.



Brent Edwards
Director of Community Relations
Minooka Community High School
(815) 521-4112
bedwards@mchs.net

INSPRA Communication Contest Award Winner

Award of Excellence: Podcast



[Address Book \(addresses.php?origin=nav\)](#) | [Account \(account.php\)](#) | [Help \(help/index.php\)](#) | [Logout \(index.php?logout=1\)](#)

[Dashboard \(start.php\)](#)

[Broadcasts \(lists.php\)](#)

[Reports \(reports.php\)](#)

[System \(activejobs.php\)](#)

[Admin \(users.php?display=active\)](#)

[Reports \(reports.php\)](#)

[Usage Stats \(reportsystem.php?clear=1\)](#)

[Call Distribution \(reportsystemdistribution.php\)](#)

Broadcast Summary

From: 07/01/2019 To: 06/10/2020

[← Back](#) [↻ Refresh](#) [✔ Save/Schedule](#)

Related Links

[PDF \(reportjobsummary.php/report.pdf?pdf=1\)](#) | [Time Distribution](#) | [Recipients Not Contacted \(reportjobdetails.php?result=undelivered\)](#)

Filter by

Broadcast Type: General

Summary

Broadcast Summary:

Broadcast Name	Broadcast Type	Submitted by	Scheduled Date	Scheduled Time	First Pass	Status	Recipients	# of Phones	# of Emails	# of SMS	# of Devices
MCHS 2019/20 Registration Days Reminder	General	bedwards	Jul 2, 2019 - Jul 2, 2019	6:00 pm - 9:00 pm	N/A	Complete	2754	0	4048	0	0
MCHS - School Calendar Now Online	General	bedwards	Jul 17, 2019 - Jul 17, 2019	11:53 am - 9:00 pm	N/A	Complete	2763	0	4059	0	0
MCHS School Calendar Now Online	General	bedwards	Jul 17, 2019 - Jul 17, 2019	12:01 pm - 9:00 pm	N/A	Complete	409	0	357	0	0
Test	General	bzwemke	Jul 22, 2019 - Jul 22, 2019	9:48 am - 9:00 pm	N/A	Complete	2	0	2	0	0
MCHS - 2019/20 Registration Days Reminder	General	bedwards	Jul 22, 2019 - Jul 22, 2019	1:41 pm - 9:00 pm	N/A	Complete	2761	0	4057	0	0
MCHS Test email	General	bedwards	Jul 23, 2019 - Jul 23, 2019	3:58 pm - 9:00 pm	N/A	Complete	1	0	1	2	0

246

MCHS - (Jr/Sr) Walk-the-School Day	General	bedwards	Aug 2, 2019 - Aug 2, 2019	8:56 am - 9:00 pm	N/A	Complete	1417	0	2039	2621	0
MCHS - Parking Permit Information	General	bedwards	Aug 2, 2019 - Aug 2, 2019	9:17 am - 9:00 pm	N/A	Complete	2112	0	3079	3900	0
MCSH Test for your email	General	bedwards	Aug 2, 2019 - Aug 2, 2019	10:22 am - 9:00 pm	N/A	Complete	2	0	2	0	0
MCHS - Freshmen Experience Day Reminder	General	bedwards	Aug 2, 2019 - Aug 2, 2019	11:28 am - 9:00 pm	N/A	Complete	658	0	997	1240	0
MCHS - Meningitis Vaccination Reminder	General	bedwards	Aug 2, 2019 - Aug 2, 2019	6:00 pm - 9:00 pm	00:06	Complete	161	445	207	296	0
MCHS - Freshmen health physical reminder	General	bedwards	Aug 5, 2019 - Aug 5, 2019	10:34 am - 9:00 pm	N/A	Complete	26	0	36	45	0
MCHS - Freshmen health physical reminder	General	bedwards	Aug 5, 2019 - Aug 5, 2019	11:13 am - 9:00 pm	N/A	Complete	102	0	138	183	0
MCHS - Sports Physical & Day 1 Sports Information	General	bedwards	Aug 6, 2019 - Aug 6, 2019	1:49 pm - 9:00 pm	N/A	Complete	2766	0	4071	5138	0
MCHS - Meningitis Vaccination Reminder	General	bedwards	Aug 8, 2019 - Aug 8, 2019	6:00 pm - 9:00 pm	N/A	Complete	97	0	123	176	0
MCHS - Freshmen health physical reminder	General	bedwards	Aug 9, 2019 - Aug 9, 2019	12:56 pm - 9:00 pm	N/A	Complete	51	0	64	89	0
MCHS - Welcome to the New School Year	General	bzwemke	Aug 9, 2019 - Aug 9, 2019	2:31 pm - 9:00 pm	N/A	Complete	3134	0	4404	0	0
MCHS - Coffee with the Principal (UPDATE)	General	bedwards	Aug 9, 2019 - Aug 9, 2019	3:00 pm - 9:00 pm	N/A	Complete	3164	0	4433	0	0
MCHS - Important GAVC start date reminders	General	bedwards	Aug 12, 2019 - Aug 12, 2019	9:22 am - 9:00 pm	N/A	Complete	2110	0	3073	0	0
MCHS - ID/Yearbook photos	General	bedwards	Aug 12, 2019 - Aug 12, 2019	11:16 am - 9:00 pm	N/A	Complete	2774	0	4082	0	0
MCHS - Parking Permit Sales	General	bedwards	Aug 14, 2019 - Aug 14, 2019	8:41 am - 9:00 pm	N/A	Complete	1420	0	2039	0	0
MCHS Test Email	General	bedwards	Aug 15, 2019 - Aug 15, 2019	8:37 am - 9:00 pm	N/A	Complete	1	0	2	0	0
MCHS - 2019/20 Open House Invite	General	bedwards	Aug 16, 2019 - Aug 16, 2019	7:29 am - 9:00 pm	N/A	Complete	3066	0	4378	5446	0
MCHS Dual Credit Reminder	General	bedwards	Aug 16, 2019 - Aug 16, 2019	1:44 pm - 9:00 pm	N/A	Complete	1597	0	2217	0	0
MCHS 2020 Graduation Survey	General	bedwards	Aug 16, 2019 - Aug 16, 2019	2:35 pm - 9:00 pm	N/A	Complete	725	0	1002	1337	0

MCHS Newsletter: August 16, 2019	General	bzwemke	Aug 16, 2019 - Aug 16, 2019	3:43 pm - 9:00 pm	N/A	Complete	2776	0	4087	0	0
MCHS would like to recognize your student	General	bedwards	Aug 19, 2019 - Aug 19, 2019	1:28 pm - 9:00 pm	N/A	Complete	1	0	2	0	0
MCHS would like to recognize your student	General	bedwards	Aug 19, 2019 - Aug 19, 2019	1:32 pm - 9:00 pm	N/A	Complete	1	0	2	0	0
MCHS Provides Interventionist Information	General	bedwards	Aug 19, 2019 - Aug 19, 2019	7:25 pm - 9:00 pm	N/A	Complete	2955	0	4265	0	0
MCHS Invites You to Coffee with the Principal	General	bedwards	Aug 19, 2019 - Aug 19, 2019	7:44 pm - 9:00 pm	N/A	Complete	2777	0	4087	0	0
MCHS - Central Campus Fire Alarm This Morning	General	bedwards	Aug 20, 2019 - Aug 20, 2019	9:14 am - 9:00 pm	N/A	Complete	3192	0	4448	5570	0
MCHS - Text Message Test	General	bedwards	Aug 20, 2019 - Aug 20, 2019	1:14 pm - 9:00 pm	N/A	Complete	1	0	0	1	0
MCHS - Test Email and Text message	General	bedwards	Aug 20, 2019 - Aug 20, 2019	1:24 pm - 9:00 pm	N/A	Complete	1	0	2	2	0
MCHS - Test Text Message	General	bedwards	Aug 20, 2019 - Aug 20, 2019	1:29 pm - 9:00 pm	N/A	Complete	1	0	0	2	0
MCHS -Open House Invitation Reminder	General	bedwards	Aug 20, 2019 - Aug 20, 2019	6:00 pm - 9:00 pm	N/A	Complete	3183	0	4435	0	0
MCHS - Open House Survey	General	bedwards	Aug 22, 2019 - Aug 22, 2019	8:57 pm - 9:57 pm	N/A	Complete	2792	0	4092	0	0
MCHS - Late Start Reminder for Monday (8/26/19)	General	bedwards	Aug 23, 2019 - Aug 23, 2019	2:00 pm - 9:00 pm	N/A	Complete	3185	0	4447	5549	0
MCHS Newsletter: August 23, 2019	General	bzwemke	Aug 23, 2019 - Aug 23, 2019	12:37 pm - 9:00 pm	N/A	Complete	2774	0	4083	0	0
MCHS - Late Start Reminder for Monday (8/26/19)	General	bedwards	Aug 25, 2019 - Aug 25, 2019	6:00 pm - 9:00 pm	N/A	Complete	3186	0	4448	5550	0
MCHS - Text Message Test	General	bedwards	Aug 26, 2019 - Aug 26, 2019	8:18 am - 9:00 pm	N/A	Complete	1	0	0	3	0
MCHS - test email	General	bedwards	Aug 26, 2019 - Aug 26, 2019	11:06 am - 9:00 pm	N/A	Complete	1	0	1	0	0
MCHS - National Honor Society Selection Process	General	bedwards	Aug 27, 2019 - Aug 27, 2019	10:01 am - 9:00 pm	N/A	Complete	1421	0	2043	0	0
MCHS - Universities and Colleges to visit MCHS	General	bedwards	Aug 27, 2019 - Aug 27, 2019	11:03 am - 9:00 pm	N/A	Complete	1420	0	2042	0	0
MCHS - Fire Drill Today	General	bedwards	Aug 29, 2019 - Aug 29, 2019	10:32 am - 9:00 pm	N/A	Complete	2775	0	4084	0	0

MCHS - (PSAT/NMSQT) Registration Information	General	bedwards	Aug 29, 2019 - Aug 29, 2019	11:18 am - 9:00 pm	N/A	Complete	1567	0	2254	0	0
MCHS - (PSAT/NMSQT) Registration UPDATE	General	bedwards	Aug 29, 2019 - Aug 29, 2019	12:18 pm - 9:00 pm	N/A	Complete	1567	0	2255	0	0
MCHS Fall Sports Senior Night/Friday Night Lights	General	bedwards	Aug 30, 2019 - Aug 30, 2019	10:08 am - 9:00 pm	N/A	Complete	3195	0	4452	0	0
MCHS Newsletter: August 30, 2019	General	bzwemke	Aug 30, 2019 - Aug 30, 2019	10:18 am - 9:00 pm	N/A	Complete	2986	0	4294	0	0
MCHS - NFHS Network Live App Information	General	bedwards	Aug 30, 2019 - Aug 30, 2019	2:40 pm - 9:00 pm	N/A	Complete	3194	0	4451	0	0
MCHS - (PSAT/NMSQT) Registration Portal Open Now	General	bedwards	Sep 3, 2019 - Sep 3, 2019	9:10 am - 9:00 pm	N/A	Complete	1568	0	2255	0	0
MCHS - Questions about after High School ?	General	bedwards	Sep 10, 2019 - Sep 10, 2019	1:28 pm - 9:00 pm	N/A	Complete	1419	0	2039	0	0
MCHS Continues A.L.I.C.E. Training Program	General	bedwards	Sep 10, 2019 - Sep 10, 2019	3:22 pm - 9:00 pm	N/A	Complete	2781	0	4087	0	0
MCHS - Calling All Heroes (Friday Night Lights)	General	bedwards	Sep 11, 2019 - Sep 11, 2019	3:02 pm - 9:00 pm	N/A	Complete	2776	0	4083	0	0
MCHS - LOCKDOWN DRILL in progress	General	bedwards	Sep 12, 2019 - Sep 12, 2019	9:45 am - 9:00 pm	N/A	Complete	384	0	352	381	0
MCHS - LOCKDOWN DRILL has concluded	General	bedwards	Sep 12, 2019 - Sep 12, 2019	10:08 am - 9:00 pm	N/A	Complete	384	0	352	381	0
MCHS - Performed LOCKDOWN DRILL today	General	bedwards	Sep 12, 2019 - Sep 12, 2019	10:13 am - 9:00 pm	N/A	Complete	2794	0	4094	0	0
MCHS Messenger: September 16, 2019	General	bzwemke	Sep 16, 2019 - Sep 16, 2019	7:49 am - 9:00 pm	N/A	Complete	2955	0	4261	0	0
MCHS - Late Start Reminder for Tuesday (9/17/19)	General	bedwards	Sep 16, 2019 - Sep 16, 2019	6:00 pm - 9:00 pm	N/A	Complete	3203	0	4447	5559	0
MCHS - Friday Night Football Information	General	bedwards	Sep 17, 2019 - Sep 17, 2019	8:30 am - 9:00 pm	N/A	Complete	3199	0	4441	0	0
MCHS - Friday Night Football Game (Correction)	General	bedwards	Sep 17, 2019 - Sep 17, 2019	8:47 am - 9:00 pm	N/A	Complete	3200	0	4441	0	0
MCHS - School Board Policy Review	General	bedwards	Sep 20, 2019 - Sep 20, 2019	9:27 am - 9:00 pm	N/A	Complete	2789	0	4085	0	0
MCHS - Activities Spirit Wear ON SALE NOW!	General	bedwards	Sep 20, 2019 - Sep 20, 2019	9:52 am - 9:00 pm	N/A	Complete	2788	0	4084	0	0
MCHS - Proof of School Dental Examination	General	bedwards	Sep 20, 2019 - Sep 20, 2019	10:43 am - 9:00 pm	N/A	Complete	561	0	851	0	0

MCHS The NOOK 111 podcast new release (Episode 8)	General	bedwards	Sep 20, 2019 - Sep 20, 2019	2:43 pm - 9:00 pm	N/A	Complete	3208	0	4452	0	0
MCHS - Football LIVE STREAM Tonight's' Game	General	bedwards	Sep 20, 2019 - Sep 20, 2019	4:22 pm - 9:00 pm	N/A	Complete	3208	0	4452	0	0
MCHS Newsletter: September 23, 2019	General	bzwemke	Sep 23, 2019 - Sep 23, 2019	10:36 am - 9:00 pm	N/A	Complete	3053	0	4353	0	0
MCHS - 6 Week Progress Grades Available Tomorrow	General	bedwards	Sep 23, 2019 - Sep 23, 2019	6:00 pm - 9:00 pm	N/A	Complete	2770	0	4072	0	0
MCHS - Conquering Challenges of College Costs	General	bedwards	Sep 24, 2019 - Sep 24, 2019	6:00 pm - 9:00 pm	N/A	Complete	2773	0	4075	0	0
MCHS - Fire Drill Today	General	bedwards	Sep 25, 2019 - Sep 25, 2019	2:08 pm - 9:00 pm	N/A	Complete	2790	0	4085	0	0
MCHS - Career Exploration Fair (South Campus)	General	bedwards	Sep 25, 2019 - Sep 25, 2019	3:18 pm - 9:00 pm	N/A	Complete	2788	0	4083	0	0
MCHS - Senior Portrait Information	General	bedwards	Sep 26, 2019 - Sep 26, 2019	8:16 am - 9:00 pm	N/A	Complete	721	0	995	0	0
MCHS - (PSAT/NMSQT) Registration Reminder	General	bedwards	Sep 26, 2019 - Sep 26, 2019	11:44 am - 9:00 pm	N/A	Complete	1387	0	2073	0	0
MCHS - Order Your Class Shirt Today!	General	bedwards	Sep 26, 2019 - Sep 26, 2019	12:00 pm - 9:00 pm	N/A	Complete	2788	0	4083	0	0
MCHS - Late Start Reminder for Monday (9/30/19)	General	bedwards	Sep 27, 2019 - Sep 27, 2019	6:00 pm - 9:00 pm	N/A	Complete	3198	0	4438	5548	0
MCHS - Sophomore Football Game Update	General	bedwards	Sep 27, 2019 - Sep 27, 2019	12:53 pm - 9:00 pm	N/A	Complete	3207	0	4450	5557	0
MCHS - VARSITY Football Game Update	General	bedwards	Sep 27, 2019 - Sep 27, 2019	1:44 pm - 9:00 pm	N/A	Complete	3207	0	4450	5557	0
MCHS Newsletter: September 30, 2019	General	bzwemke	Sep 30, 2019 - Sep 30, 2019	1:22 pm - 9:00 pm	N/A	Complete	2950	0	4251	0	0
MCHS - FAFSA Completion Night CORRECTION	General	bedwards	Oct 2, 2019 - Oct 2, 2019	8:47 am - 9:00 pm	N/A	Complete	2769	0	4069	5138	0
MCHS - Additional FAFSA Nights at JJC	General	bedwards	Oct 3, 2019 - Oct 3, 2019	7:38 am - 9:00 pm	N/A	Complete	720	0	993	0	0
MCHS - Missing AP Registrations	General	bedwards	Oct 3, 2019 - Oct 3, 2019	10:17 am - 9:00 pm	N/A	Complete	23	0	36	0	0
MCHS - 2019 Parent/Teacher Conference information	General	bedwards	Oct 3, 2019 - Oct 3, 2019	2:09 pm - 9:00 pm	N/A	Complete	2768	0	4068	5135	0
MCHS 2019 HOMECOMING WEEK Info-at-a-glance!	General	bedwards	Oct 3, 2019 - Oct 3, 2019	3:56 pm - 9:00 pm	N/A	Complete	3189	0	4444	0	0
MCHS - Test email	General	bedwards	Oct 8, 2019 - Oct 8, 2019	11:59 am - 9:00 pm	N/A	Complete	1	0	2	2	0

MCHS - PSAT/NMSQT Reminder	General	bedwards	Oct 9, 2019 - Oct 9, 2019	11:09 am - 9:00 pm	N/A	Complete	1385	0	2066	0	0
MCHS - 2019 Homecoming Assembly Update	General	bedwards	Oct 10, 2019 - Oct 10, 2019	11:12 am - 9:00 pm	N/A	Complete	3177	0	4426	5521	0
MCHS would like to recognize your student	General	bedwards	Oct 10, 2019 - Oct 10, 2019	11:32 am - 9:00 pm	N/A	Complete	2	0	3	0	0
MCHS would like to recognize your student	General	bedwards	Oct 10, 2019 - Oct 10, 2019	11:41 am - 9:00 pm	N/A	Complete	2	0	3	0	0
MCHS Homecoming Parade is ON (Starts at 4 PM)	General	bedwards	Oct 11, 2019 - Oct 11, 2019	12:57 pm - 9:00 pm	N/A	Complete	3186	0	4437	5530	0
MCHS The NOOK 111 podcast new release (Episode 9)	General	bedwards	Oct 11, 2019 - Oct 11, 2019	2:34 pm - 9:00 pm	N/A	Complete	3201	0	4438	0	0
MCHS - Late Start Reminder for Tuesday (10/15/19)	General	bedwards	Oct 11, 2019 - Oct 11, 2019	6:00 pm - 9:00 pm	N/A	Complete	3185	0	4428	5545	0
MCHS Technology Survey	General	bedwards	Oct 18, 2019 - Oct 18, 2019	10:58 am - 9:00 pm	N/A	Complete	2782	0	4072	0	0
MCHS - Rotary Student of the Month (Tomorrow)	General	bedwards	Oct 21, 2019 - Oct 21, 2019	11:09 am - 9:00 pm	N/A	Complete	1	0	2	0	0
MCHS - Have questions about college?	General	bedwards	Oct 21, 2019 - Oct 21, 2019	1:40 pm - 9:00 pm	N/A	Complete	1408	0	2021	0	0
MCHS Technology Survey - Reminder	General	bedwards	Oct 22, 2019 - Oct 22, 2019	9:47 am - 9:00 pm	N/A	Complete	2766	0	4064	0	0
MCHS - Grundy Area Vocational Center Field Trip	General	bedwards	Oct 22, 2019 - Oct 22, 2019	10:29 am - 9:00 pm	N/A	Complete	696	0	1038	0	0
Join Minooka's NHS for ROCK N' READ	General	bedwards	Oct 22, 2019 - Oct 22, 2019	12:32 pm - 9:00 pm	N/A	Complete	2766	0	4064	0	0
MCHS - Veterans Day Assembly Information	General	bedwards	Oct 22, 2019 - Oct 22, 2019	2:00 pm - 9:00 pm	N/A	Complete	2784	0	4075	0	0
MCHS Choir Boosters Craft Fair & Raffle	General	bedwards	Oct 23, 2019 - Oct 23, 2019	9:43 am - 9:00 pm	N/A	Complete	3185	0	4439	0	0
MCHS - Pertussis (whooping cough) information	General	bedwards	Oct 23, 2019 - Oct 23, 2019	5:23 pm - 9:00 pm	N/A	Complete	3160	0	4411	5504	0
MCHS Newsletter: October 24, 2019	General	bzwemke	Oct 24, 2019 - Oct 24, 2019	3:39 pm - 9:00 pm	N/A	Complete	2765	0	4063	0	0
MCHS- Elyssa's Mission, Suicide Prevention Program	General	bedwards	Oct 24, 2019 - Oct 24, 2019	6:06 pm - 9:00 pm	N/A	Complete	667	0	1010	0	0
MCHS - Senior Assembly Announcement	General	bedwards	Oct 24, 2019 - Oct 24, 2019	6:28 pm - 9:00 pm	N/A	Complete	721	0	994	0	0

MCHS - Friday Night Lights LIVE STREAM Information	General	bedwards	Oct 25, 2019 - Oct 25, 2019	12:13 pm - 9:00 pm	N/A	Complete	3183	0	4437	0	0
MCHS - Test Email	General	bedwards	Oct 28, 2019 - Oct 28, 2019	8:53 am - 9:00 pm	N/A	Complete	1	0	1	2	0
MCHS - Spring Driver Education Information	General	bedwards	Oct 28, 2019 - Oct 28, 2019	6:00 pm - 9:00 pm	N/A	Complete	696	0	1038	0	0
MCHS - 1st Round Football Playoff Information	General	bedwards	Oct 29, 2019 - Oct 29, 2019	12:31 pm - 9:00 pm	N/A	Complete	3183	0	4438	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Oct 31, 2019 - Oct 31, 2019	6:00 pm - 9:00 pm	N/A	Complete	2802	0	4095	0	0
MCHS Bus Route 31 Delayed	General	bedwards	Oct 31, 2019 - Oct 31, 2019	3:54 pm - 9:00 pm	N/A	Complete	142	0	224	274	0
MCHS - Friday Night Lights LIVE STREAM Information	General	bedwards	Nov 1, 2019 - Nov 1, 2019	5:05 pm - 9:00 pm	N/A	Complete	3183	0	4439	0	0
MCHS - Late Start Reminder for Tuesday (11/05/19)	General	bedwards	Nov 4, 2019 - Nov 4, 2019	6:00 pm - 9:00 pm	N/A	Complete	3183	0	4439	5530	0
MCHS - Equity and Diversity Committee Nominees	General	bedwards	Nov 4, 2019 - Nov 4, 2019	2:51 pm - 9:00 pm	N/A	Complete	2784	0	4084	0	0
MCHS - Dual Credit Information Night	General	bedwards	Nov 4, 2019 - Nov 4, 2019	5:01 pm - 9:00 pm	N/A	Complete	1569	0	2251	0	0
MCHS - 2nd Round Football Playoff Information	General	bedwards	Nov 6, 2019 - Nov 6, 2019	9:26 am - 9:00 pm	N/A	Complete	3184	0	4440	0	0
MCHS - 12 Week Progress Grades Available Tomorrow	General	bedwards	Nov 6, 2019 - Nov 6, 2019	6:00 pm - 9:00 pm	N/A	Complete	2801	0	4094	5150	0
late but test	General	bedwards	Nov 7, 2019 - Nov 7, 2019	9:30 am - 9:00 pm	N/A	Complete	1	0	1	0	0
MCHS The NOOK 111 podcast new release (Episode 10)	General	bedwards	Nov 7, 2019 - Nov 7, 2019	11:37 am - 9:00 pm	N/A	Complete	3185	0	4440	0	0
MCHS - Dual Credit Information Night Reminder	General	bedwards	Nov 7, 2019 - Nov 7, 2019	6:00 pm - 9:00 pm	N/A	Complete	1570	0	2251	0	0
MCHS - Volleyball Super Sectional Game Information	General	bedwards	Nov 7, 2019 - Nov 7, 2019	3:15 pm - 9:00 pm	N/A	Complete	3177	0	4429	0	0
MCHS - Receives ISBE Designation of "Commendable"	General	bedwards	Nov 12, 2019 - Nov 12, 2019	11:08 am - 9:00 pm	N/A	Complete	3184	0	4437	0	0
MCHS - Dual Credit Information Night Reminder	General	bedwards	Nov 12, 2019 - Nov 12, 2019	6:00 pm - 9:00 pm	N/A	Complete	1405	0	2085	0	0
MCHS - 3rd Round Football Playoff Information	General	bedwards	Nov 12, 2019 - Nov 12, 2019	11:54 am - 9:00 pm	N/A	Complete	3183	0	4437	0	0

MCHS Dual Credit Presentation Available Online	General	bedwards	Nov 15, 2019 - Nov 15, 2019	11:45 am - 9:00 pm	N/A	Complete	1405	0	2085	0	0
MCHS - Parent 5Essentials Survey Now Open	General	bedwards	Nov 15, 2019 - Nov 15, 2019	6:00 pm - 9:00 pm	N/A	Complete	2784	0	4081	5153	0
ROUTE 29 BUS ROUTE INFO	General	busmessenger	Nov 18, 2019 - Nov 18, 2019	7:07 am - 9:00 pm	N/A	Complete	73	0	0	120	0
MCHS - Late Start Reminder for Tuesday (11/19/19)	General	bedwards	Nov 18, 2019 - Nov 18, 2019	12:00 pm - 9:00 pm	N/A	Complete	3183	0	4436	5533	0
MCHS would like to recognize your student	General	bedwards	Nov 18, 2019 - Nov 18, 2019	11:26 am - 9:00 pm	N/A	Complete	2	0	3	0	0
MCHS would like to recognize your student	General	bedwards	Nov 18, 2019 - Nov 18, 2019	11:30 am - 9:00 pm	N/A	Complete	2	0	2	0	0
MCHS Central Campus Important Information	General	bedwards	Nov 19, 2019 - Nov 19, 2019	10:49 am - 9:00 pm	N/A	Complete	3184	0	4429	5551	0
MCHS Central Information UPDATE	General	bedwards	Nov 19, 2019 - Nov 19, 2019	11:24 am - 9:00 pm	N/A	Complete	3184	0	4429	5551	0
MCHS Central Campus Update	General	bedwards	Nov 19, 2019 - Nov 19, 2019	11:30 am - 9:00 pm	N/A	Complete	3200	0	4439	0	0
MCHS Central Campus UPDATE	General	bedwards	Nov 19, 2019 - Nov 19, 2019	12:34 pm - 9:00 pm	N/A	Complete	3169	0	4409	5522	0
MCHS Board Meeting moved to South Campus tonight	General	bedwards	Nov 19, 2019 - Nov 19, 2019	1:12 pm - 9:00 pm	N/A	Complete	5	0	6	6	0
MCHS Test Email	General	bedwards	Nov 19, 2019 - Nov 19, 2019	3:43 pm - 9:00 pm	N/A	Complete	1	0	1	2	0
MCHS Central Campus UPDATE	General	bedwards	Nov 19, 2019 - Nov 19, 2019	6:22 pm - 9:00 pm	N/A	Complete	3185	0	4440	5536	0
MCHS Central Campus Information UPDATE 11.20.19	General	bedwards	Nov 20, 2019 - Nov 20, 2019	9:58 am - 9:00 pm	N/A	Complete	2986	0	4255	0	0
MCHS Test email	General	bedwards	Nov 21, 2019 - Nov 21, 2019	10:47 am - 9:00 pm	N/A	Complete	2	0	2	4	0
MCHS - P.E. Department Annual Turkey Trot	General	bedwards	Nov 21, 2019 - Nov 21, 2019	12:19 pm - 9:00 pm	N/A	Complete	2787	0	4085	0	0
District 111 Foundation for Educational Excellence	General	bedwards	Nov 21, 2019 - Nov 21, 2019	2:55 pm - 9:00 pm	N/A	Complete	2787	0	4085	0	0
MCHS Test Email	General	bedwards	Nov 22, 2019 - Nov 22, 2019	10:48 am - 9:00 pm	N/A	Complete	1	0	2	2	0
MCHS - Dual Credit Course Information	General	bedwards	Nov 22, 2019 - Nov 22, 2019	12:03 pm - 9:00 pm	N/A	Complete	1406	0	2086	0	0

Rotary Student of the Month Reminder	General	bedwards	Nov 25, 2019 - Nov 25, 2019	7:52 am - 9:00 pm	N/A	Complete	1	0	2	0	0
MCHS - PSAT/NMSQT Scores Are Coming Soon	General	bedwards	Nov 25, 2019 - Nov 25, 2019	11:37 am - 9:00 pm	N/A	Complete	1406	0	2086	0	0
MCHS - Important Safety Update (Please Read)	General	bedwards	Nov 25, 2019 - Nov 25, 2019	2:41 pm - 9:00 pm	N/A	Complete	2794	0	4092	5165	0
MCHS - Important Safety Update: Please Read	General	bedwards	Nov 25, 2019 - Nov 25, 2019	2:54 pm - 9:00 pm	N/A	Complete	233	0	186	212	0
MCHS Test Email	General	bedwards	Nov 26, 2019 - Nov 26, 2019	8:01 am - 9:00 pm	N/A	Complete	2	0	2	3	0
MCHS - Multicultural Parent Advisory Council	General	bedwards	Nov 26, 2019 - Nov 26, 2019	8:17 am - 9:00 pm	N/A	Complete	2804	0	4092	0	0
MCHS - Athletic Boosters Spirit Wear Day	General	bedwards	Nov 26, 2019 - Nov 26, 2019	9:43 am - 9:00 pm	N/A	Complete	3186	0	4437	0	0
MCHS - Senior Course Selection Information	General	bedwards	Nov 26, 2019 - Nov 26, 2019	2:32 pm - 9:00 pm	N/A	Complete	709	0	1049	0	0
District 111 Foundation for Educational Excellence	General	bedwards	Nov 27, 2019 - Nov 27, 2019	9:37 am - 9:00 pm	N/A	Complete	3201	0	4438	0	0
MCHS The NOOK 111 podcast new release (Episode 11)	General	bedwards	Dec 2, 2019 - Dec 2, 2019	1:09 pm - 9:00 pm	N/A	Complete	3201	0	4438	0	0
MCHS Test Email	General	bedwards	Dec 3, 2019 - Dec 3, 2019	8:25 am - 9:00 pm	N/A	Complete	1	0	2	2	0
MCHS: Bus Route 31 information	General	bedwards	Dec 4, 2019 - Dec 4, 2019	3:14 pm - 9:00 pm	N/A	Complete	156	0	236	282	0
MCHS: Important Information	General	bedwards	Dec 5, 2019 - Dec 5, 2019	1:31 pm - 9:00 pm	N/A	Complete	378	0	338	0	0
MCHS Important Information	General	bedwards	Dec 5, 2019 - Dec 5, 2019	1:35 pm - 9:00 pm	N/A	Complete	2783	0	4072	0	0
MCHS - Late Start Reminder for Monday (12/9/19)	General	bedwards	Dec 6, 2019 - Dec 6, 2019	6:00 pm - 9:00 pm	N/A	Complete	3202	0	4437	5555	0
MCHS: Late Start Reminder for Monday (12/9/19)	General	bedwards	Dec 8, 2019 - Dec 8, 2019	6:00 pm - 9:00 pm	N/A	Complete	3203	0	4439	5558	0
ROUTE 12	General	busmessenger	Dec 9, 2019 - Dec 9, 2019	8:14 am - 9:00 pm	N/A	Complete	81	0	126	154	0
MCHS - Dual Credit Course Information	General	bedwards	Dec 10, 2019 - Dec 10, 2019	12:36 pm - 9:00 pm	N/A	Complete	1406	0	2090	0	0
MCHS - Offers assistance in SAT preparation!	General	bedwards	Dec 10, 2019 - Dec 10, 2019	1:01 pm - 9:00 pm	N/A	Complete	708	0	1053	1301	0

MCHS - Parent 5Essentials Survey Now Open	General	bedwards	Dec 10, 2019 - Dec 10, 2019	3:39 pm - 9:00 pm	N/A	Complete	2785	0	4085	5159	0
MCHS - School Board Policy Review	General	bedwards	Dec 12, 2019 - Dec 12, 2019	10:56 am - 9:00 pm	N/A	Complete	2808	0	4111	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 12, 2019 - Dec 12, 2019	3:13 pm - 9:00 pm	N/A	Complete	2	0	2	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 12, 2019 - Dec 12, 2019	3:16 pm - 9:00 pm	N/A	Complete	2	0	2	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 12, 2019 - Dec 12, 2019	3:19 pm - 9:00 pm	N/A	Complete	2	0	2	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 12, 2019 - Dec 12, 2019	3:31 pm - 9:00 pm	N/A	Complete	2	0	2	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 12, 2019 - Dec 12, 2019	3:37 pm - 9:00 pm	N/A	Complete	2	0	3	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 12, 2019 - Dec 12, 2019	3:39 pm - 9:00 pm	N/A	Complete	2	0	2	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 12, 2019 - Dec 12, 2019	3:41 pm - 9:00 pm	N/A	Complete	1	0	2	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 13, 2019 - Dec 13, 2019	7:57 am - 9:00 pm	N/A	Complete	2	0	2	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 13, 2019 - Dec 13, 2019	7:59 am - 9:00 pm	N/A	Complete	2	0	2	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 13, 2019 - Dec 13, 2019	8:01 am - 9:00 pm	N/A	Complete	2	0	2	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 13, 2019 - Dec 13, 2019	9:49 am - 9:00 pm	N/A	Complete	2	0	2	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 13, 2019 - Dec 13, 2019	9:51 am - 9:00 pm	N/A	Complete	2	0	2	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 13, 2019 - Dec 13, 2019	9:58 am - 9:00 pm	N/A	Complete	2	0	3	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 13, 2019 - Dec 13, 2019	10:00 am - 9:00 pm	N/A	Complete	2	0	3	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 13, 2019 - Dec 13, 2019	10:02 am - 9:00 pm	N/A	Complete	2	0	2	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 13, 2019 - Dec 13, 2019	10:04 am - 9:00 pm	N/A	Complete	2	0	3	0	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 13, 2019 - Dec 13, 2019	10:06 am - 9:00 pm	N/A	Complete	2	0	3	0	0

MCHS - 1st Semester Final Exam Schedule and More	General	bedwards	Dec 13, 2019 - Dec 13, 2019	6:00 pm - 9:00 pm	N/A	Complete	2808	0	4112	5168	0
MCHS - Equity and Diversity Committee	General	bedwards	Dec 13, 2019 - Dec 13, 2019	12:15 pm - 9:00 pm	N/A	Complete	2	0	3	0	0
MCHS - Parent 5Essentials Survey Reminder	General	bedwards	Dec 13, 2019 - Dec 13, 2019	4:00 pm - 9:00 pm	N/A	Complete	2800	0	4101	0	0
MCHS - 1st Semester Final Exam Schedule Reminder	General	bedwards	Dec 16, 2019 - Dec 16, 2019	6:00 pm - 9:00 pm	N/A	Complete	2807	0	4112	0	0
MCHS - Teacher 5Essential Survey Now Open	General	bedwards	Dec 17, 2019 - Dec 17, 2019	2:11 pm - 9:00 pm	N/A	Complete	185	0	185	0	0
MCHS - Incoming Freshmen Information	General	bedwards	Dec 19, 2019 - Dec 19, 2019	1:46 pm - 9:00 pm	N/A	Complete	2807	0	4111	0	0
MCHS - Offers assistance in SAT preparation!	General	bedwards	Dec 20, 2019 - Dec 20, 2019	9:31 am - 9:00 pm	N/A	Complete	708	0	1057	0	0
MCHS - Offers assistance in SAT (reminder)	General	bedwards	Dec 26, 2019 - Dec 26, 2019	6:00 pm - 9:00 pm	N/A	Complete	707	0	1056	0	0
MCHS The NOOK 111 podcast new release (Episode 12)	General	bedwards	Dec 23, 2019 - Dec 23, 2019	1:22 pm - 9:00 pm	N/A	Complete	3182	0	4445	0	0
MCHS - Staff CRT	General	bedwards	Jan 2, 2020 - Jan 2, 2020	2:29 pm - 9:00 pm	N/A	Complete	369	0	347	366	0
MCHS Staff CRT update	General	bedwards	Jan 2, 2020 - Jan 2, 2020	5:40 pm - 9:00 pm	N/A	Complete	369	0	346	365	0
MCHS - Late Start Reminder for Monday and Tuesday	General	bedwards	Jan 3, 2020 - Jan 3, 2020	10:00 am - 9:00 pm	N/A	Complete	3181	0	4444	5538	0
Important message for MCHS community	General	bedwards	Jan 3, 2020 - Jan 3, 2020	11:08 am - 9:00 pm	N/A	Complete	2806	0	4110	0	0
MCHS Staff CRT important message	General	bedwards	Jan 5, 2020 - Jan 5, 2020	6:05 pm - 9:00 pm	N/A	Complete	318	0	295	314	0
MCHS Staff CRT important message (update)	General	bedwards	Jan 5, 2020 - Jan 5, 2020	8:10 pm - 9:10 pm	N/A	Complete	319	0	295	0	0
MCHS - Late Start Reminder for Monday and Tuesday	General	bedwards	Jan 5, 2020 - Jan 5, 2020	8:29 pm - 9:29 pm	N/A	Complete	3198	0	4445	5553	0
MCHS: CRT All Staff/Faculty Meeting 1.6.2020	General	bedwards	Jan 6, 2020 - Jan 6, 2020	7:30 am - 9:00 pm	N/A	Complete	319	0	295	314	0
Matt Clark Test	General	bedwards	Jan 7, 2020 - Jan 7, 2020	10:00 am - 9:00 pm	N/A	Complete	1	0	1	1	0
MCHS - Offers assistance in SAT preparation!	General	bedwards	Jan 7, 2020	6:00 pm - 9:00 pm	N/A	Complete	690	0	1040	0	0

MCHS - Summer Driver's Education Information	General	bedwards	Jan 9, 2020 - Jan 9, 2020	6:00 pm - 9:00 pm	N/A	Cancelled	0	0	0	0	0
MCHS - Summer Driver's Education Information	General	bedwards	Jan 9, 2020 - Jan 9, 2020	6:00 pm - 9:00 pm	N/A	Complete	2813	0	4121	0	0
MCHS - Parent Survey Reminder (5Essentials)	General	bedwards	Jan 9, 2020 - Jan 9, 2020	4:00 pm - 9:00 pm	N/A	Complete	2770	0	4082	0	0
MCHS - Late Start Reminder for Monday	General	bedwards	Jan 10, 2020 - Jan 10, 2020	6:00 pm - 9:00 pm	N/A	Complete	3209	0	4462	5571	0
MCHS Invites You to Coffee with the Principal	General	bedwards	Jan 10, 2020 - Jan 10, 2020	11:48 am - 9:00 pm	N/A	Complete	2814	0	4124	0	0
MCHS - Parent 5Essentials Survey Reminder	General	bedwards	Jan 14, 2020 - Jan 14, 2020	9:47 am - 9:00 pm	N/A	Complete	2732	0	4042	0	0
MCHS - Grundy County Summer Internship Program	General	bedwards	Jan 14, 2020 - Jan 14, 2020	12:07 pm - 9:00 pm	N/A	Complete	1405	0	2021	0	0
MCHS - Online course registration ends tonight	General	bedwards	Jan 14, 2020 - Jan 14, 2020	1:10 pm - 9:00 pm	N/A	Complete	661	0	1015	1249	0
MCHS - Teacher 5Essentials Survey Reminder	General	bedwards	Jan 15, 2020 - Jan 15, 2020	8:16 am - 9:00 pm	N/A	Complete	186	0	186	0	0
MCHS Invites You to Coffee with the Principal	General	bedwards	Jan 15, 2020 - Jan 15, 2020	8:47 am - 9:00 pm	N/A	Complete	2769	0	4075	0	0
MCHS - Strategic Plan Scorecard Link For Review	General	bedwards	Jan 16, 2020 - Jan 16, 2020	11:44 am - 9:00 pm	N/A	Complete	12	0	15	0	0
MCHS The NOOK 111 podcast new release (Episode 13)	General	bedwards	Jan 21, 2020 - Jan 21, 2020	1:33 pm - 9:00 pm	N/A	Complete	3156	0	4433	0	0
MCHS - Teacher 5Essentials Survey Reminder	General	bedwards	Jan 22, 2020 - Jan 22, 2020	9:18 am - 9:00 pm	N/A	Complete	185	0	185	185	0
MCHS - Parent 5Essentials Survey Reminder	General	bedwards	Jan 22, 2020 - Jan 22, 2020	9:39 am - 9:00 pm	N/A	Complete	2751	0	4069	0	0
MCHS: Class of '20 Local Scholarship Opportunities	General	bedwards	Jan 24, 2020 - Jan 24, 2020	10:16 am - 9:00 pm	N/A	Complete	712	0	977	0	0
MCHS - Staff CRT	General	bedwards	Jan 26, 2020 - Jan 26, 2020	10:24 am - 9:00 pm	N/A	Complete	345	0	345	341	0
MCHS - Late Bus Notice	General	bedwards	Jan 27, 2020 - Jan 27, 2020	7:29 am - 9:00 pm	00:02	Complete	49	143	73	95	0
MCHS - Offers assistance in SAT preparation!	General	bedwards	Jan 27, 2020 - Jan 27, 2020	12:12 pm - 9:00 pm	N/A	Complete	686	0	1032	0	0
MCHS - Meningitis Vaccination Reminder	General	bedwards	Jan 27, 2020 - Jan 27, 2020	2:15 pm - 9:00 pm	N/A	Complete	625	0	939	0	0

MCHS BUS RT INFO RT 18	General	busmessenger	Jan 29, 2020 - Jan 29, 2020	6:25 am - 9:00 pm	N/A	Complete	47	0	71	90	0
MCHS - Summer Driver's Education Reminder	General	bedwards	Jan 29, 2020 - Jan 29, 2020	8:47 am - 9:00 pm	N/A	Complete	2042	0	3103	0	0
MCHS - Late Start Reminder for Monday	General	bedwards	Jan 31, 2020 - Jan 31, 2020	6:00 pm - 9:00 pm	N/A	Complete	2756	0	4084	5118	0
MCHS - Parent University Survey	General	bedwards	Feb 3, 2020 - Feb 3, 2020	12:25 pm - 9:00 pm	N/A	Complete	2754	0	4075	0	0
MCHS - We Welcome Your Feedback	General	bedwards	Feb 4, 2020 - Feb 4, 2020	11:18 am - 9:00 pm	N/A	Complete	2747	0	4065	0	0
MCHS to conduct a school-wide cultural assessment	General	bedwards	Feb 4, 2020 - Feb 4, 2020	2:04 pm - 9:00 pm	N/A	Complete	2774	0	4095	0	0
MCHS Important Message	General	bedwards	Feb 5, 2020 - Feb 5, 2020	8:46 am - 9:00 pm	N/A	Complete	424	0	371	415	0
MCHS Important Message	General	bedwards	Feb 5, 2020 - Feb 5, 2020	8:52 am - 9:00 pm	N/A	Complete	2767	0	4085	5111	0
MCHS Test email	General	bedwards	Feb 5, 2020 - Feb 5, 2020	9:05 am - 9:00 pm	N/A	Complete	1	0	2	0	0
MCHS Parent 5Essentials Survey (Reminder)	General	bedwards	Feb 10, 2020 - Feb 10, 2020	11:49 am - 9:00 pm	N/A	Complete	2729	0	4059	0	0
MCHS - Important Message	General	bedwards	Feb 10, 2020 - Feb 10, 2020	10:03 pm - 11:03 pm	N/A	Complete	383	0	368	374	0
MCHS - Important Message	General	bedwards	Feb 10, 2020 - Feb 10, 2020	10:10 pm - 11:10 pm	N/A	Complete	2747	0	4070	5091	0
MCHS Test Message for you	General	bedwards	Feb 11, 2020 - Feb 11, 2020	8:15 am - 9:00 pm	N/A	Complete	1	0	1	2	0
MCHS - Important Message Update	General	bedwards	Feb 11, 2020 - Feb 11, 2020	1:55 pm - 9:00 pm	N/A	Complete	412	0	374	402	0
MCHS - Important Message Update	General	bedwards	Feb 11, 2020 - Feb 11, 2020	2:03 pm - 9:00 pm	N/A	Complete	2747	0	4072	5091	0
MCHS Important Message Update	General	bedwards	Feb 11, 2020 - Feb 11, 2020	2:26 pm - 9:00 pm	N/A	Complete	1	0	1	0	0
MCHS Test Email	General	bedwards	Feb 11, 2020 - Feb 11, 2020	2:51 pm - 9:00 pm	N/A	Complete	1	0	1	0	0
MCHS Test	General	bedwards	Feb 11, 2020 - Feb 11, 2020	3:09 pm - 9:00 pm	N/A	Complete	1	0	1	1	0
MCHS Test	General	bedwards	Feb 12, 2020 - Feb 12, 2020	8:00 am - 9:00 pm	N/A	Complete	2	0	0	4	0

MCHS - Test Email and Text	General	bedwards	Feb 12, 2020 - Feb 12, 2020	8:50 am - 9:00 pm	N/A	Complete	2	0	2	2	0
MCHS - Grundy County Summer Internship Program	General	bedwards	Feb 12, 2020 - Feb 12, 2020	11:56 am - 9:00 pm	N/A	Complete	1374	0	1988	0	0
MCHS - 5Essentials Survey Reminder	General	bedwards	Feb 12, 2020 - Feb 12, 2020	3:29 pm - 9:00 pm	N/A	Complete	2746	0	4069	5091	0
MCHS - After School Activities Have Been Canceled	General	bedwards	Feb 12, 2020 - Feb 12, 2020	4:54 pm - 9:00 pm	N/A	Complete	2773	0	4099	5118	0
MCHS - 5Essentials Survey Reminder	General	bedwards	Feb 13, 2020 - Feb 13, 2020	11:28 am - 9:00 pm	N/A	Complete	2730	0	4060	5091	0
MCHS: 20/21 Student Handbook Parent Review Survey	General	bedwards	Feb 14, 2020 - Feb 14, 2020	11:59 am - 9:00 pm	N/A	Complete	2766	0	4089	0	0
MCHS - 6 Week Progress Grades Now Available	General	bedwards	Feb 18, 2020 - Feb 18, 2020	6:35 am - 9:00 pm	N/A	Complete	2748	0	4078	0	0
MCHS Invites You to Coffee with the Principal	General	bedwards	Feb 19, 2020 - Feb 19, 2020	8:16 am - 9:00 pm	N/A	Complete	2773	0	4099	0	0
MCHS 1:1 Pilot Program Information	General	bedwards	Feb 19, 2020 - Feb 19, 2020	11:15 am - 9:00 pm	N/A	Complete	177	0	249	0	0
MCHS Coffee with the Principal Reminder	General	bedwards	Feb 20, 2020 - Feb 20, 2020	10:00 am - 9:00 pm	N/A	Complete	2729	0	4061	0	0
MCHS - Summer Driver's Education Reminder	General	bedwards	Feb 21, 2020 - Feb 21, 2020	1:02 pm - 9:00 pm	N/A	Complete	2041	0	3106	0	0
MCHS: Illinois Science Assessment (March 4th)	General	bedwards	Feb 24, 2020 - Feb 24, 2020	1:12 pm - 9:00 pm	N/A	Complete	870	0	1217	0	0
MCHS: SAT Test-Prep Seminar (March 7th)	General	bedwards	Feb 24, 2020 - Feb 24, 2020	3:36 pm - 9:00 pm	N/A	Complete	705	0	1052	0	0
MCHS - Important Message	General	bedwards	Feb 26, 2020 - Feb 26, 2020	5:41 am - 9:00 pm	N/A	Complete	429	0	376	416	0
MCHS - Important Message	General	bedwards	Feb 26, 2020 - Feb 26, 2020	5:48 am - 9:00 pm	N/A	Complete	2767	0	4093	5112	0
MCHS Test email	General	bedwards	Feb 26, 2020 - Feb 26, 2020	9:00 am - 9:00 pm	N/A	Complete	1	0	1	2	0
MCHS Test Text Message	General	bedwards	Feb 26, 2020 - Feb 26, 2020	10:19 am - 9:00 pm	N/A	Complete	1	0	0	2	0
MCHS - Test Message	General	bedwards	Feb 26, 2020 - Feb 26, 2020	10:36 am - 9:00 pm	N/A	Complete	1	0	1	2	0
MCHS - Test message	General	bedwards	Feb 26, 2020 - Feb 26, 2020	10:43 am - 9:00 pm	N/A	Complete	1	0	1	1	0

MCHS - Test Message	General	bedwards	Feb 26, 2020 - Feb 26, 2020	10:57 am - 9:00 pm	N/A	Complete	1	0	1	2	0
MCHS - Summer Driver's Education Reminder	General	bedwards	Feb 26, 2020 - Feb 26, 2020	3:08 pm - 9:00 pm	N/A	Complete	2041	0	3109	0	0
MCHS - Meningitis Vaccination Reminder	General	bedwards	Feb 27, 2020 - Feb 27, 2020	11:12 am - 9:00 pm	N/A	Complete	604	0	904	0	0
MCHS - Communication on Coronavirus	General	bedwards	Mar 2, 2020 - Mar 2, 2020	12:59 pm - 9:00 pm	N/A	Complete	425	0	371	417	0
MCHS - Communication on Coronavirus	General	bedwards	Mar 2, 2020 - Mar 2, 2020	1:04 pm - 9:00 pm	N/A	Complete	2767	0	4094	5111	0
MCHS Test Email	General	bedwards	Mar 2, 2020 - Mar 2, 2020	2:49 pm - 9:00 pm	N/A	Complete	1	0	2	0	0
MCHS - Communication on Coronavirus UPDATE	General	bedwards	Mar 4, 2020 - Mar 4, 2020	3:20 pm - 9:00 pm	N/A	Complete	424	0	371	417	0
MCHS - Late Start Reminder for Tuesday (3.10.20)	General	bedwards	Mar 9, 2020 - Mar 9, 2020	2:00 pm - 9:00 pm	N/A	Complete	3170	0	4448	0	0
MCHS Student Focus Group Reminder	General	bedwards	Mar 9, 2020 - Mar 9, 2020	1:28 pm - 9:00 pm	N/A	Complete	28	0	40	0	0
MCHS: Student Focus Group Reminder	General	bedwards	Mar 9, 2020 - Mar 9, 2020	1:43 pm - 9:00 pm	N/A	Complete	32	0	49	0	0
MCHS: Your Student Was Selected For A Focus Group	General	bedwards	Mar 10, 2020 - Mar 10, 2020	2:55 pm - 9:00 pm	00:01	Complete	11	30	14	21	0
MCHS: Your Student Was Selected For A Focus Group	General	bedwards	Mar 10, 2020 - Mar 10, 2020	3:15 pm - 9:00 pm	00:01	Complete	12	30	19	20	0
MCHS: Your Student Was Selected For A Focus Group	General	bedwards	Mar 10, 2020 - Mar 10, 2020	3:29 pm - 9:00 pm	00:04	Complete	11	29	15	18	0
MCHS - District Residency Information	General	bedwards	Mar 11, 2020 - Mar 11, 2020	11:42 am - 9:00 pm	N/A	Complete	1125	0	1616	0	0
MCHS - Communication on Coronavirus UPDATE	General	bedwards	Mar 12, 2020 - Mar 12, 2020	3:26 pm - 9:00 pm	N/A	Complete	2782	0	4116	5129	0
MCHS: COVID-19 (Coronavirus Update)	General	bedwards	Mar 13, 2020 - Mar 13, 2020	2:30 pm - 9:00 pm	N/A	Complete	2775	0	4109	0	0
MCHS: COVID-19 (Coronavirus Update)	General	bedwards	Mar 13, 2020 - Mar 13, 2020	4:24 pm - 9:00 pm	N/A	Complete	6	0	6	0	0
MCHS: COVID-19 UPDATE (School Closing Information)	General	bedwards	Mar 13, 2020 - Mar 13, 2020	5:28 pm - 9:00 pm	N/A	Complete	2781	0	4115	5123	0
MCHS Important Message	General	bedwards	Mar 15, 2020 - Mar 15, 2020	3:40 pm - 9:00 pm	N/A	Complete	417	0	0	410	0

MCHS: COVID-19 Important School information Update	General	bedwards	Mar 16, 2020 - Mar 16, 2020	12:07 pm - 9:00 pm	N/A	Complete	2779	0	4113	5120	0
MCHS: COVID-19 Important School Information Update	General	bedwards	Mar 16, 2020 - Mar 16, 2020	12:17 pm - 9:00 pm	N/A	Complete	1	0	1	0	0
MCHS: E-Learning Information for MCHS Students	General	bedwards	Mar 16, 2020 - Mar 16, 2020	3:57 pm - 9:00 pm	N/A	Complete	3170	0	4449	0	0
MCHS: Important Update from Dr. Lee and Mr. Zwemke	General	bedwards	Mar 20, 2020 - Mar 20, 2020	8:23 am - 9:00 pm	N/A	Complete	2772	0	4110	0	0
MCHS: Important UPDATE Regarding School Closure	General	bedwards	Mar 20, 2020 - Mar 20, 2020	4:30 pm - 9:00 pm	N/A	Complete	3176	0	4457	0	0
MCHS: Surviving and Thriving in the Face of Crisis	General	bedwards	Mar 25, 2020 - Mar 25, 2020	2:34 pm - 9:00 pm	N/A	Complete	3171	0	4453	0	0
MCHS: Important UPDATE from Dr. Lee and Mr. Zwemke	General	bedwards	Mar 27, 2020 - Mar 27, 2020	4:48 pm - 9:00 pm	N/A	Complete	2728	0	4072	0	0
MCHS: Important UPDATE from Dr. Lee and Mr. Zwemke	General	bedwards	Mar 27, 2020 - Mar 27, 2020	5:05 pm - 9:00 pm	N/A	Complete	427	0	373	0	0
MCHS: Important UPDATE from Dr. Lee and Mr. Zwemke	General	bedwards	Mar 27, 2020 - Mar 27, 2020	5:23 pm - 9:00 pm	N/A	Complete	427	0	0	418	0
MCHS: A/B Day Schedule UPDATE	General	bedwards	Mar 27, 2020 - Mar 27, 2020	5:54 pm - 9:00 pm	N/A	Complete	3171	0	4454	0	0
MCHS: Important School Closure Information UPDATE	General	bedwards	Mar 31, 2020 - Mar 31, 2020	4:14 pm - 9:00 pm	N/A	Complete	3171	0	4456	5507	0
MCHS: "Staying Home" for Grundy County	General	bedwards	Apr 1, 2020 - Apr 1, 2020	10:22 am - 9:00 pm	N/A	Complete	3171	0	4456	0	0
MCHS: Dual Credit Information Reminder	General	bedwards	Apr 2, 2020 - Apr 2, 2020	10:58 am - 9:00 pm	N/A	Complete	2747	0	4093	0	0
MCHS: Senior Letter and Release Form	General	bedwards	Apr 2, 2020 - Apr 2, 2020	1:28 pm - 9:00 pm	N/A	Complete	709	0	979	0	0
MCHS: Dual Credit Information UPDATE	General	bedwards	Apr 3, 2020 - Apr 3, 2020	7:40 am - 9:00 pm	N/A	Complete	2747	0	4093	0	0
MCHS: A message from Dr. Lee and Mr. Zwemke	General	bedwards	Apr 3, 2020 - Apr 3, 2020	3:22 pm - 9:00 pm	N/A	Complete	427	0	373	418	0
MCHS: A message from Dr. Lee and Mr. Zwemke	General	bedwards	Apr 3, 2020 - Apr 3, 2020	3:32 pm - 9:00 pm	N/A	Complete	2771	0	4113	0	0
MCHS: Supplemental Nutrition Assistance Program	General	bedwards	Apr 7, 2020 - Apr 7, 2020	3:29 pm - 9:00 pm	N/A	Complete	402	0	511	0	0
MCHS - 12 Week Progress Grades Available Tomorrow	General	bedwards	Apr 8, 2020 - Apr 8, 2020	6:00 pm - 9:00 pm	N/A	Complete	2765	0	4105	0	0
MCHS: Information About 2020 AP Exams	General	bedwards	Apr 8, 2020 - Apr 8, 2020	8:51 am - 9:00 pm	N/A	Complete	2748	0	4094	0	0

MCHS: Sr Scholarship & Military Enlistment Form	General	bedwards	Apr 9, 2020 - Apr 9, 2020	12:36 pm - 9:00 pm	N/A	Complete	725	0	989	0	0
MCHS: Important UPDATE from Dr. Lee and Mr. Zwemke	General	bedwards	Apr 9, 2020 - Apr 9, 2020	5:09 pm - 9:00 pm	N/A	Complete	3169	0	4456	5506	0
MCHS - District Residency Information	General	bedwards	Apr 17, 2020 - Apr 17, 2020	11:34 am - 9:00 pm	N/A	Complete	994	0	1412	1824	0
MCHS - District Residency Information	General	bedwards	Apr 17, 2020 - Apr 17, 2020	12:18 pm - 9:00 pm	N/A	Complete	3	0	5	6	0
MCHS: Important UPDATE from Dr. Lee and Mr. Zwemke	General	bedwards	Apr 17, 2020 - Apr 17, 2020	4:26 pm - 9:00 pm	N/A	Complete	3172	0	4459	5507	0
MCHS UPDATE: Final Exams, AP Testing, and more	General	bedwards	Apr 20, 2020 - Apr 20, 2020	4:17 pm - 9:00 pm	N/A	Complete	3172	0	4459	0	0
MCHS: Important UPDATE from Dr. Lee and Mr. Zwemke	General	bedwards	Apr 24, 2020 - Apr 24, 2020	3:41 pm - 9:00 pm	N/A	Complete	3172	0	4463	5509	0
MCHS 2020 Senior Honors Night (May 6th - 6:00 PM)	General	bedwards	Apr 29, 2020 - Apr 29, 2020	4:25 pm - 9:00 pm	N/A	Complete	125	0	176	0	0
MCHS 2020 Senior Honors Night (May 6th - 6:00 PM)	General	bedwards	May 1, 2020 - May 1, 2020	8:03 am - 9:00 pm	N/A	Complete	4	0	6	0	0
MCHS: Important UPDATE from Dr. Lee and Mr. Zwemke	General	bedwards	May 1, 2020 - May 1, 2020	4:00 pm - 9:00 pm	N/A	Complete	3171	0	4462	5510	0
MCHS: JJC Dual Credit Student Update (Please Read)	General	bedwards	May 5, 2020 - May 5, 2020	1:39 pm - 9:00 pm	N/A	Complete	61	0	92	0	0
MCHS: Important UPDATE from Dr. Lee and Mr. Zwemke	General	bedwards	May 8, 2020 - May 8, 2020	3:26 pm - 9:00 pm	N/A	Complete	3171	0	4462	5507	0
MCHS: Important Pickup/Drop-Off Time Information	General	bedwards	May 14, 2020 - May 14, 2020	12:12 pm - 9:00 pm	N/A	Complete	3171	0	4462	5507	0
MCHS: Important UPDATE from Dr. Lee and Mr. Zwemke	General	bedwards	May 15, 2020 - May 15, 2020	3:16 pm - 9:00 pm	N/A	Complete	3171	0	4462	5507	0
MCHS - Meningitis Vaccination Reminder	General	bedwards	May 19, 2020 - May 19, 2020	10:45 am - 9:00 pm	N/A	Complete	581	0	870	0	0
MCHS - District Residency Information	General	bedwards	May 19, 2020 - May 19, 2020	1:17 pm - 9:00 pm	N/A	Complete	820	0	1137	0	0
MCHS: Important UPDATE from Dr. Lee and Mr. Zwemke	General	bedwards	May 21, 2020 - May 21, 2020	2:35 pm - 9:00 pm	N/A	Complete	3172	0	4464	5508	0
MCHS Chromebook Record	General	bedwards	May 27, 2020 - May 27, 2020	1:15 pm - 9:00 pm	N/A	Complete	96	0	125	0	0
MCHS: Reminder to print student report card	General	bedwards	Jun 1, 2020 - Jun 1, 2020	2:23 pm - 9:00 pm	N/A	Complete	2797	0	4145	0	0

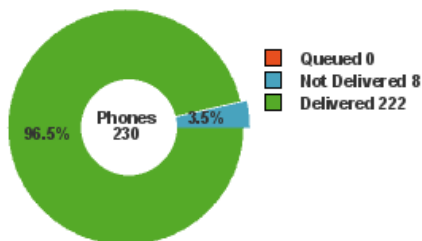
MCHS: Important message from District 111 B.O.E.	General	bedwards	Jun 3, 2020 - Jun 3, 2020	11:29 am - 9:00 pm	N/A	Complete	3192	0	4481	0	0
MCHS: Important UPDATE from Dr. Lee and Mr. Zwemke	General	bedwards	Jun 5, 2020 - Jun 5, 2020	3:00 pm - 9:00 pm	N/A	Complete	3192	0	4481	5488	0
MCHS: Addressing a School and Community Concern	General	bedwards	Jun 5, 2020 - Jun 5, 2020	6:28 pm - 9:00 pm	N/A	Complete	3192	0	4481	5488	0
MCHS: Final Transcript Release Form & Exit Survey	General	bedwards	Jun 8, 2020 - Jun 8, 2020	9:00 am - 9:00 pm	N/A	Complete	419	0	567	0	0

Results

Summary:

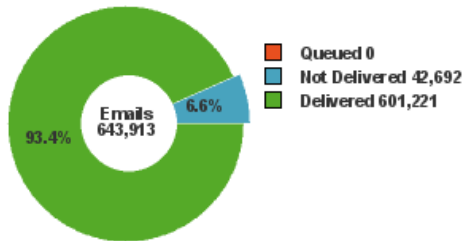
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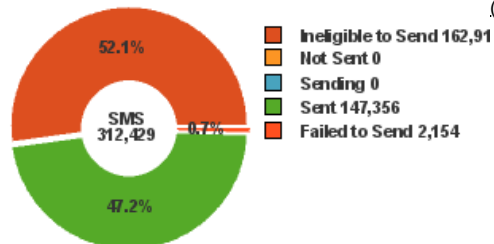
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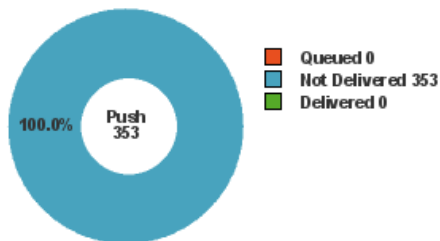
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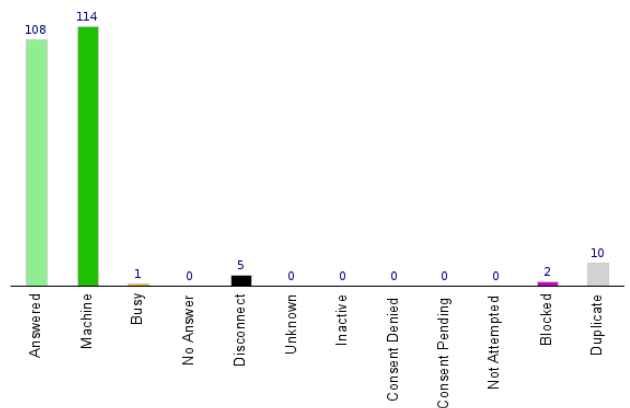
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Logged in as Brent Edwards (bedwards)
 Remote phone access #: (855) 670-6859
 Current system time is June 10th, 2020 09:52 am (US/Central)



MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

January 31, 2020

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
Director of Community Relations
South Campus – (815) 521-4112
bedwards@mchs.net

Minooka Community High School Expands Equity and Diversity Committee with Cultural Assessment

(Minooka) – As part of the continued effort to ensure every student and employee feels welcome, Minooka Community High School (MCHS) will be conducting a school-wide Cultural Assessment during the month of February.

The Cultural Assessment survey will allow MCHS to get a more in-depth understanding of the experiences staff and students are having, and the impact it has on their ability to learn and perform well in class, social settings, and jobs, respectively. It also provides a baseline for measuring the progress of the Equity and Diversity Committee which began in August of 2019.

The Equity and Diversity Committee has grown to 13 members consisting of staff, students, and community members. “The Equity and Diversity Committee is gaining momentum by reaching across the table and learning from each other and listening to our diverse experiences,” stated MCHS Superintendent, Dr. Kenny Lee. “This Cultural Assessment is an expansion of the work already underway with the Equity and Diversity Committee and the T.A.L.K. Day program. I am excited with the participation and engagement the members have already shown, and look forward to next steps and upcoming progress.” Continued Dr. Lee.

The Cultural Assessment process will consist of (3) phases: Survey, Focus Groups, and One-on-One interviews with key leaders and stakeholders of MCHS.

The process is being managed by The Walker Thomas Group. The Walker Thomas Group will administer and collect the survey responses and facilitate the focus groups and interviews. All students and staff will be asked to participate in the survey and responses will remain strictly anonymous.

Once the data is collected and analyzed, The Walker Thomas Group will share the themes that emerge, as well as next steps, with the MCHS Equity and Diversity Committee.

The T.A.L.K. Day program for students and staff was developed to break down barriers between peer groups, enhance empathetic behavior, encourage healthy choices, and promote cohesiveness. T.A.L.K. Day stands for **T**eens **A**ctivating the **L**anguage of **K**indness.



MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

February 19, 2020

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
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South Campus – (815) 521-4112
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Minooka Community High School Rolls Out One-To-One Chromebook Pilot Program

(Minooka) – Technology is ever evolving, and there is no better place for that to be on display than in the classroom. Minooka Community High School (MCHS) launched their one-to-one (1:1) Chromebook pilot program the week of February 10th to a select group of freshmen and sophomore classes.

The select group of about 210 students will use their newly received Chromebooks during classes in Chemistry, English II, Health, Animal Science, Special Education, Spanish I, Pre-AP World History & Geography, and Algebra I.

Teachers for this 1:1 pilot program met with administration during the early development stages to ensure Substitution, Augmentation, Modification & Redefinition (SAMR) and International Society for Technology in Education (ISTE) standards were met throughout the allotted time for the pilot program.

Background:

In 2014, MCHS converted their email system to Google Apps for Education (Google Suite). This improved their email system while also providing staff and students the ability to share documents within Google Drive such as: Calendar, Classroom, Docs, Sheets, Slides, and other collaborative services to enhance the classroom. Google Classroom has evolved over time and provides powerful tools for teachers to assign and grade paperless homework, collaborate with students, and share information about their classes on any type of device that has internet access to the Google Suite.

In 2016, MCHS began introducing Chromebook carts to be checked out by teachers at each campus and improve access to technology. Every year MCHS introduced more carts but found that the need for technology improved just as quickly. With over 1350 devices throughout the district, teachers embraced the technology and integrated it into their curriculum and day-to-day classroom activities. With teachers sharing the carts, it made it difficult for teachers that relied on technology, to provide a lesson without access to devices multiple days in a row.

In 2017, discussions began regarding the steps needed to move MCHS to a 1:1 student to device ratio.

“We understood that before this could be done effectively, the wireless infrastructure at each campus would need to be renovated to support the influx of the added devices,” stated Jim Kelly, Director of Technology at MCHS. “As of now, both campuses have been updated and bandwidth has been increased to support a 1:1 program.” Continued Mr. Kelly.

“MCHS affords an amazing learning environment for our students and teachers, so why not provide them with the latest technology to enhance their knowledge and culture,” stated Bryan Zwemke, Building Principal at MCHS. “Monitoring of the project will be constant through the teachers and their reports of how the devices and lessons are working cohesively. This proposed pilot program is one of many steps to a much larger proposal for a 1:1 plan for the Freshmen and Sophomore classes of the 2020-21 school year and each incoming Freshmen class, thereafter, until each MCHS student has a Chromebook device.” Continued Principal Zwemke.

The pilot program will move through 4 phases consisting of purchasing and configuring the Chromebook devices; introducing the devices to the teachers and delivering them to the students; collecting data from teachers and students on the effectiveness of the program; and transitioning MCHS to 1:1 with the freshmen and sophomore classes. The pilot program will run through the middle of April.







MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

March 20, 2020

FOR IMMEDIATE RELEASE

Contact Information:

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Minooka Community High School Provides Meals and Laptops to Students During School Closure

(Minooka) – Just a month after starting a one-to-one (1:1) Chromebook pilot program to a select group of freshmen and sophomore classes, Minooka Community High School (MCHS) has now found itself immersed in a schoolwide E-Learning platform opportunity due to the coronavirus (COVID-19) pandemic. Last week Illinois Governor, J.B. Pritzker, announced that all Illinois K-12 schools will be closed starting Tuesday, March 17th through Monday, March 30th due to concerns over the COVID-19 virus.

Poised with the latest technology, teachers and students are finding the transition to E-Learning based instruction and engagement to be relatively smooth.

“We have been preparing our teachers for E-Learning opportunities over the last few months and have complete confidence in their ability to lead, instruct, and engage during this time,” stated Bryan Zwemke, Building Principal at MCHS. “I have heard a great amount of positive feedback from teachers, and administration, regarding the last few days of E-Learning and how involved our students are. I am so proud of our school community and the professionalism that has revealed itself during the COVID-19 outbreak. I couldn’t be prouder.” Continued Principal Zwemke.

During this time, students are encouraged to receive instruction and activities from their teachers through a pilot of the MCHS E-Learning model. Although these next few days are non-attendance days and activities provided by teachers will not be graded, MCHS will follow guidance from the Illinois State Board of Education (ISBE) and offer learning opportunities for students.

During this past Wednesday and Thursday, MCHS arranged a two-day pickup schedule for Meals and Laptops for all MCHS students while supplies lasted. The pickup was held at MCHS South Campus between 9:00 AM - 11:00 AM. MCHS Technology Department assigned 77 laptops that were checked-out by families for student use, and Quest Food Management Services, Inc. provided over 300 meals for students over the two-day period. The remaining meals were donated to a Grace Bible Church of Shorewood, who in turn, will help their immediate congregation and surrounding community feed children in need.

“Witnessing the way our school staff stepped outside their normal scope of work to ensure our students and families were taken care of during this time, was nothing short of amazing,” stated Brent Edwards, Director of Community Relations at MCHS. “I was in awe of how quickly this was organized and arranged.” Continued Edwards.

MCHS will continue to closely monitor recommendations and guidance from the CDC, Illinois Department of Public Health, Grundy County Department of Health, and the Illinois State Board of Education, regarding the coronavirus and will provide updates to teachers, staff, students, and families as soon as there are any significant changes in recommendations for schools.

MCHS has also created a coronavirus (COVID-19) resource page on their website, MCHS.net, with information regarding school updates, prevention tips, and other resources.









MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

August 16, 2019

FOR IMMEDIATE RELEASE

Contact Information:

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Minooka Community High School Creates Diversity Committee and Training Initiative

(Minooka) – Based on the feedback from students, faculty, and members of the community, Minooka Community High School (MCHS) has taken steps in creating a Diversity Committee, along with a training initiative for staff and administrators.

After the May 21, 2019 MCHS Board of Education meeting, MCHS Board President, Mike Brozovich, released a statement saying in part, “We further vow to work with our students, staff, and our community on initiatives including training and programs to ensure that all are welcome in our schools.” The training Mr. Brozovich was referring to came in the form of Mr. Troy Cicero, President and Chief Skill Officer, of MulticultuREAL. Mr. Cicero spent time with the MCHS Board of Education in a training session called - Diversity and Inclusion: Awareness, Application, and Accountability.

Mr. Cicero then spent 2 hours during the first day of the 2019 MCHS Teacher Institute in a training session with teachers, staff, and administration providing the same message that was delivered to the Board of Education.

“The Board of Education was impressed and appreciated all they gained from Mr. Cicero,” stated MCHS Superintendent, Dr. Kenny Lee. “We learned a lot about our own perceptions and how we will apply that knowledge on a day-to-day basis. This was an introspective, and enlightening, moment in our personal and professional lives. It was also rewarding to see the entire staff being so engaged during the teacher institute day,” continued Dr. Lee.

The MCHS diversity committee will continue to take the pulse of the school community regarding all aspects of diversity. The committee will include members of the staff, community, and students. MCHS Board members Deirdra Crye and Dustin Heap have volunteered to serve on the committee. Other members of the committee will include various MCHS stakeholders.

MCHS will also continue the T.A.L.K. Day program for students and staff. T.A.L.K. Day stands for **T**eens **A**ctivating the **L**anguage of **K**indness. The program was created by Oswego High School, and was introduced to MCHS during the 2017/18 school year. MCHS presented it to the students in both fall and spring of the 2018/19 school year. The goals of the program are to

break down barriers between peer groups, enhance empathetic behavior, encourage healthy choices, and promote cohesiveness.

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MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

September 5, 2019

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
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Minooka Community High School Offers “Conquering the Challenges of College Costs” Program

(Minooka) – Does the cost of college frighten you? Are you worried about taking on excessive debt to pay for college? The Minooka Community High School (MCHS) Counseling department will sponsor “Conquering College Costs” for the parents of all MCHS high school students on Wednesday, September 25, 2019 at 7:00 P.M. in the Central Campus Cafetorium.

Frank Palmasani, author of “Right College, Right Price” will discuss how families can maximize the opportunities for their student(s) to gain scholarships and grants, and reduce the college sticker price. Mr. Palmasani will also share his unique method of finding affordable college options.

Mr. Palmasani has been a staunch advocate of paying for college without excessive debt for the last 35 years. Mr. Palmasani has spoken to thousands of parents at seminars during that time, presented at counselor conferences, and been interviewed by radio and TV outlets across the country. For more information please contact the main office of MCHS Central Campus at (815) 467-2140.

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MINOOKA COMMUNITY HIGH SCHOOL

MEDIA RELEASE

September 10, 2019

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
Director of Community Relations
South Campus – (815) 521-4112
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Minooka Community High School Senior Named Rotary Club “Student of the Month” for September

(Minooka) – Congratulations are extended to Minooka Community High School senior Gary Gomez, son of Amy and Vincent Gomez of Channahon, for being named the Channahon-Minooka Rotary Club “Student of the Month” for September.

In the classroom, Gary maintains a 3.9 grade-point-average (on a 4.0 scale), and is listed on the MCHS high honor roll. Gary has been a member of the marching band and pep band all four years of high school, National Honor Society inductee in 2018, and named NHS Secretary for his senior year.

Outside the classroom, Gary enjoys volunteering as a counselor at the Center’s Children’s Farm in Palos Park.

“I feel everyone in our community already provides an impact one way or another but through service, big or small, it positively unites the community,” Gomez said. “High school students have a unique perspective and experiences that allows them to view our community in a new light. This perspective allows students to find new ways to serve the community,” Gomez added.

Gomez plans to continue his education after graduation in May at Illinois State University. Gary plans on majoring in History (secondary education), while minoring in Political Science and Economics. His career ambition is to return to Minooka Community High School and teach History.

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MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

September 18, 2019

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
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Minooka Community High School Wins Award of Excellence for Podcast Series “MCHS The Nook 111”

(Minooka) – Minooka Community High School (MCHS) was recognized for its exceptional communications efforts by the state’s school public relations association for the podcast series “MCHS The Nook 111”.

The Illinois Chapter of the National School Public Relations Association (INSPPRA) held its annual Communications Contest Awards Luncheon on September 13, at which it recognized the top communications in the state. Professional school communicators from across the country judged the 158 submissions. Each entry was evaluated by three judges against a rubric of excellence, with awards given to those that scored within the established ranges for merit and excellence. Brent Edwards, Director of Community Relations, received an award of excellence in the category of podcast/audio.

“When I heard the news that MCHS had won for the podcast series, I was shocked and very excited,” stated Edwards. “Winning this award shows that MCHS continues to strive for different and creative outlets to share our good news to the families of our communities. I am extremely proud of the work that goes in to producing the podcast.” continued Edwards.

“We are proud to recognize the winners of the 2019 Communications Contest, whose outstanding work exemplifies the best school communications in Illinois,” said INSPPRA President Kristine Liptrot, Director of Communications and Community Engagement for Yorkville CUSD 115.

“Understanding how to communicate and then creating a successful communication is not easy and it is not something that just anyone can do well,” she said. “Knowing how to communicate a complex concept to people who are from multiple generations using various communication tools is incredibly challenging. Professional school communicators must be flexible and evolve to meet the needs of both their districts and their intended audiences. It takes education, it takes training, and it takes practice. Through this contest, we recognize the quality work of INSPPRA members and their dedication to continued growth.”

MCHS The NOOK 111 is available on iTunes, Google Play, Podbean.com, and mchs.net.

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MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

September 26, 2019

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
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Minooka Community High School Offers T.A.L.K. Day to Students

(Minooka) – For the second year in a row, Minooka Community High School (MCHS) is providing the T.A.L.K. Day program to their students. T.A.L.K. Day stands for Teens Activating the Language of Kindness.

The goals of the program are to break down barriers between peer groups, enhance empathetic behavior, encourage healthy choices, and promote cohesiveness. Ultimately, MCHS hopes to create a more accepting, positive, and connected school community, while allowing students to realize that they are not alone.

The T.A.L.K. Day program is led by MCHS students that have been trained for the program and are responsible for leading small and large student groups throughout the day. The program lasts from 8:00 AM – 2:57 PM at the MCHS Central Campus and includes a keynote speaker, team building activities, discussions on various topics, and time for students to share their own stories.

“Many of the teachers that have had the opportunity to attend have fully participated and the students were able to see, that even as adults, we can relate to their struggles,” stated Shannon Kleczka, MCHS Social Worker. “It is also a great way for our staff to see what our students are struggling with so they can better understand them in the classroom.” continued Kleczka.

T.A.L.K. Day is scheduled for Wednesday, October 2, 2019.

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MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

September 27, 2019

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
Director of Community Relations
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bedwards@mchs.net

Minooka Community High School Girls' Volleyball Teams Participates in "Hit for Hugs" Fundraiser

(Minooka) – The Minooka Community High School and Plainfield Central High School girls' varsity volleyball teams are hoping to score a lot of points on **Tuesday, October 15, 2019**, to benefit Shorewood HUGS as they plan their "HITS for HUGS" fundraiser. The games will be played at Plainfield Central High School starting at 5:30 PM.

Their goal is to raise enough money to grant a wish for the family of Addy Boggs. Addy attends Circle Center Grade School in Yorkville and has been diagnosed with Batten Disease CLN3. Batten Disease is a very rare genetic disease that has many symptoms associated with it. One of the first symptoms is vision loss, which Addy is already starting to experience. Currently there is no cure for Batten Disease.

Shorewood HUGS is a nonprofit women's organization that works to make a positive impact in the lives of those in the community & surrounding communities, one hug at a time. They do this by hosting unique events & raising funds to fulfill wishes for those in need. To date, Shorewood HUGS have fulfilled over 700 wishes!

To find out more information regarding Batten Disease CLN3 please visit BDSRA.org.

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MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

September 27, 2019

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
Director of Community Relations
South Campus – (815) 521-4112
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Minooka Community High School Brings Virtual Reality to the Classrooms

(Minooka) – Minooka Community High School (MCHS) students will now be able to visit the Great Wall of China, peek inside the top of an active volcano, and see how the human heart beats, just to name a few activities, all without leaving the comfort of the classroom.

When the Career and Technical Education (CTE) Department at MCHS was awarded a \$10,000 grant from District #111 Foundation for Educational Excellence, Wes Anderson, CTE Department Teacher, was overjoyed.

"We are very fortunate that the District #111 Foundation for Educational Excellence purchased the ClassVR classroom set for us," stated Anderson. "I am very excited to have this technology available for our teachers to enhance their already great curriculum. This technology is another tool that our teachers will have at their disposal to have a positive impact on student learning." continued Anderson.

The CTE Department purchased the Virtual Reality Headsets from ClassVR. ClassVR administered a day of training for a number of teachers that were picked to be early adopters of the technology and be able to implement the lesson plans very soon after the training.

The ClassVR website says in part: ClassVR's headset is a standalone, classroom-ready device, delivering a fully immersive VR/AR experience under the teacher's control. With the ClassVR headset, everything you need is fully integrated – you don't need to add a mobile device. Headsets have a High Definition 5.5" screen, an 8MP front facing camera, integrated Wi-Fi and a battery that will last throughout the school day.

"The teachers will be able to use the VR/AR technology to provide experiences for their students that they otherwise were not able to do," stated Anderson. "Instead of just using pictures, our teachers can now immerse our students in an experience, thanks to the AR/VR technology." continued Anderson.

The mission of the District #111 Foundation for Educational Excellence is to inspire excellence, foster innovation, and nurture potential. The Foundation wants to provide opportunities where

they can help inspire and educate the students of MCHS beyond the four walls of a class room, and extend creative learning and development time far into the future.

The teachers are excited to be implementing this new technology into their lesson plans as early as this October.



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MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

October 3, 2019

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
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Minooka Community High School Announces 2 Commended Students in the 2020 National Merit Scholarship Program

(Minooka) – Principal, Bryan Zwemke, of Minooka Community High School announced today that ***Bryson Laken and Muhammad Saleh*** have been named Commended Students in the 2020 National Merit Scholarship Program. A Letter of Commendation from the school and National Merit Scholarship Corporation (NMSC), which conducts the program, will be presented by the principal to these scholastically talented seniors.

About 34,000 Commended Students throughout the nation are being recognized for their exceptional academic promise. Although they will not continue in the 2020 competition for National Merit Scholarship awards, Commended Students placed among the top 50,000 scorers of more than 1.5 million students who entered the 2020 competition by taking the 2018 Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT).

“The young men and women being named Commended Students have demonstrated outstanding potential for academic success,” commented a spokesperson for NMSC. “These students represent a valuable national resource; recognizing their accomplishments, as well as the key role their schools play in their academic development, is vital to the advancement of educational excellence in our nation. We hope that this recognition will help broaden their educational opportunities and encourage them as they continue their pursuit of academic success.”

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MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

October 24, 2019

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
Director of Community Relations
South Campus – (815) 521-4112
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Minooka Community High School Senior Named Rotary Club “Student of the Month” for October

(Minooka) – Congratulations are extended to Minooka Community High School senior Sophia Grippo, daughter of Daisy Grippo of Shorewood, for being named the Channahon-Minooka Rotary Club “Student of the Month” for October.

In the classroom, Sophia maintains a 4.03 grade-point-average (on a 4.0 scale), was part of the International Club during her sophomore year, and participated in the Scholastic Bowl her sophomore and junior year. Sophia is also a member of the Spanish National Honor Society.

Outside the classroom, Sophia played Volleyball during her freshmen season, was a member of PULSE her sophomore year, performed community service with Parkview Church, and participated in Feed My Starving Children.

“Community service, to me, is basically giving back to the community that shaped who you are,” Grippo said. “Helping these people in need or even general organizations secure your own self-actualization.” Grippo added.

“High school students can participate in various activities or generally help fellow students in order to build relationships in the school’s community.” Grippo said.

Grippo plans to continue her education after graduation in May at Loyola University Chicago. Sophia plans on majoring in Psychology, while minoring in Marketing. His career ambition is to become an Industrial and Organizational Psychologist or General Psychiatrist.

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MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

October 25, 2019

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
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Minooka Community High School English Teacher Honored by Illinois State Board of Education with Special Recognition

(Minooka) – It has been said that not all heroes wear capes. That is certainly the case when it comes to Minooka Community High School (MCHS) English teacher, Andres Torres.

On Saturday, October 19, 2019, Mr. Torres was honored with an Illinois State Board of Education (ISBE) **Those Who Excel** recognition. Governor JB Pritzker joined Illinois State Superintendent of Education, Dr. Carmen Ayala, in honoring all the classroom teachers, educational leaders, and support personnel that attended the banquet.

The Illinois State Board of Education annually sponsors **Those Who Excel** to honor individuals who have made significant contributions to our state's public and nonpublic elementary and secondary schools.

“Being nominated and recognized by Those Who Excel was an immense honor, but that absolutely wouldn’t have happened without those who participated in my nomination,” stated Mr. Torres. “My department chair, Sean Hackney, as well as my students inspired me to go through the process, and it culminated in a banquet of hundreds of teachers from around the state and was an absolutely career-changing experience. This award is an honor, but more accurately it is a direct correlation to the amazing students that I teach. They are truly the reason why I excel, and I am fortunate to work with them.” continued Torres.

Excellence, Meritorious Service and Special Recognition awards are presented in seven categories: classroom teacher, school administrator/principal, student support personnel (licensed), educational service personnel (unlicensed), school board member/community volunteer; team, and early career educator.

“Mr. Torres is a phenomenal teacher, and he was nominated for this award by his students, students' parents, fellow teachers, and administration,” stated Sean Hackney, MCHS English Department Chair. “I am thrilled that he will be recognized at the state level for the wonderful work that he does here at MCHS.” continued Hackney.

The ISBE **Those Who Excel** banquet was held at the Marriott Bloomington-Normal Conference Center in Normal, Illinois.



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MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

November 14, 2019

FOR IMMEDIATE RELEASE

Contact Information:

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Minooka Community High School to Host 23rd Annual Madrigal Dinner

(Minooka) – Come to a faraway place in a distant time where Joy, Cheer, and Merriment will be henceforth this Yuletide Season at the 23rd Annual Madrigal Dinner at MCHS. The MCHS Madrigal Singers, MCHS Choirs and Choir Boosters heartily invite you to attend this festive holiday event.

Our gracious hosts, the King and Queen, Sir Jayden Ciamprone and Lady Audrey Bittermann, the MCHS Varsity Madrigal Singers under the direction of Sir Randy Benware, the JV Madrigal Singers under the direction of Dames Holly Hunt, our Court Players under the tutelage of Sir Anthony Babich, and our Madrigal Brass under the direction of Sir Tyler White, wish to seek your presence at the Great English Castle of Deep Manor.

The festive performances, along with a sumptuous feast of Wassail, Ribs and Chicken, Oven Roasted Potatoes, Steamed Vegetables, Salad, Rolls, Scrumptious Dessert or even the Vegetarian, Gluten free or Kid's meal option, will take place on **Saturday, December 14th** at 6:30pm, and **Sunday, December 15th** at 1:00pm, in the Great Hall at Minooka Community High School - Central Campus.

Marvel at the antics of the Jester and mingle with our minstrels, the Bard, our Flower Seller, and beware of the Beggars. Be enchanted by the lilt of the Madrigal Brass and have your every dinner need met by our humble Servers. Our King and Queen extend welcome to all of their loyal friends, landed or not, to join them for this annual yuletide event. We would entreat that any who have visited our castle before, including alumni, join us again for this glorious occasion.

The castle gates open one half of an hour before the festivities begin. Guests are advised to arrive in good time so as to be seated before the royal processional begins promptly at 6:30 pm on Saturday or 1:00pm on Sunday. Attire of a Renaissance flavor is always welcomed, but not required.

To order dinner reservations, please visit the MCHS Webstore at **www.mchs.net** by Mon. Dec 9th. For questions about the Madrigal dinner or to inquire about reservations, please call Joann Maruszak, reservation chair at 815-922-3031 no later than Sunday, December 8th. Other

options to order your reservations include printing one out from the MCHS Choir website at www.mchschoir.org, or contacting a Madrigal singer to fill out a paper reservation to be turned in with your payment.

Reservation cost is \$25 for adults, \$20 for seniors 65+, \$20 for students 13-21 or children who would like to eat a full meal, \$15 for children ages 12 and under. Please bring your reservation slip with you as your ticket. Come make the Madrigal Dinner an annual tradition for your Christmas season!



##



MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

November 14, 2019

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
Director of Community Relations
South Campus – (815) 521-4112
bedwards@mchs.net

Minooka Community High School Offers Career Exploration Fair to Freshmen and Sophomore Students

(Minooka) – For some, it takes a very long time to decide what they want to do when they grow up. The counselors at Minooka Community High School (South Campus) decided to help those decisions happen a little earlier with a freshmen and sophomore Career Exploration Fair.

Held on Wednesday, October 30, 2019, the Career Exploration Fair filled the gymnasium at MCHS South Campus. The room was packed with tables and displays, business professionals and companies, and MCHS counselors. Everyone involved was ready to discuss career advice, answer questions, and help the students learn from professionals that were actively working in a career that interested them most.

“Our goal for the Career Exploration Fair was to expose students to numerous careers, colleges, and opportunities for their post-secondary planning,” stated Dr. Kristina Brown, MCHS School Counselor. “Students were able to visit with local professionals and discuss current and future job opportunities.” continued Brown.

This was the first time an event like this was held at MCHS South Campus. On the same day the Career Exploration Fair was happening at MCHS South Campus, there was an ongoing Career Day at MCHS Central Campus for juniors and seniors. The MCHS Central Campus event allowed professionals to give a “career talk” to students that had signed up to learn more about a certain career topic of choice.

“We surpassed our goal and had over 75 tables with 120 people from various professions, businesses, colleges and GAVC represented at our event,” stated Brown. “It was great to see our students interact with professionals and begin to take the next step in their post-secondary planning.” continued Brown.





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MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

November 20, 2019

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
Director of Community Relations
South Campus – (815) 521-4112
bedwards@mchs.net

Minooka Community High School Central Campus Experiences Bathroom Fire

(Minooka) – At 9:57 AM on November 19, 2019 a multi-agency response was initiated for a bathroom fire incident and MCHS would like to thank all the first responders: Minooka Police Department, Channahon Police Department, Shorewood Police Department, Minooka Fire Protection District, Troy Fire Protection District, Grundy County Emergency Management Agency, Channahon Fire Protection District, Grundy County Sheriff's Department, and Illinois State Police.

After yesterday's MCHS Central Campus bathroom fire incident, MFPD and MPD began an investigation into the development of the fire. The investigation has led to two students being charged and transported to River Valley Juvenile Detention Center and referred to Grundy County Juvenile Probation. MCHS students and staff are safe and no further threat has been reported. Minooka Police Department performed a swift investigation and has assured a peaceful return to regularly scheduled days of learning.

Minooka Community High School remains committed to a safe learning environment for all students and staff safety. When a situation such as this arises, MCHS District #111 uses it to reiterate the safety and security of students and staff are top priorities for our district. As partners in education, we encourage parents to not only immediately share information with us should they become aware of this type of situation, but that they also encourage their children to do the same. By working together, we can maintain our focus on providing all students with an exceptional educational experience every day. Our Building Administration and members of Student Services are available should you or your child have questions or concerns.

Should you have any questions for the Minooka Police Department please contact:

Chief Justin Meyer
Phone: 815-467-2298
justin.meyer@minooka.com

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MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

December 17, 2019

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
Director of Community Relations
South Campus – (815) 521-4112
bedwards@mchs.net

Minooka Community High School's National Honor Society Inducts Newest Members

(Minooka) – Congratulations are extended to the newest members of the Minooka Community High School chapter of the National Honor Society (NHS). These outstanding student leaders were inducted during a special ceremony on Monday, December 9, 2019, in the MCHS - Central Campus Performing Arts Center.

The newly inducted NHS members include:

Sarah Babyak, Luke Balkema, Kyle Bebej, Lilli Beeler, Ava Bezaire, Jessica Bieker, Grace Binzen, Willow Bishop, Manuel Campuzano, Isabella Carbajal, Kendyll Chigi, Mackenzie Claunch, Evan Cook, Matthew Dailey, Mariah Duarte, Kennedy Ebner, Brooklyn Elwood, Evelyn Erickson, Isa Bella Esquivel, Alaina Frazier, Peyton Girard, Joseph Gould, Lydia Hong, Braden Johnson, Hannah Johnstone, Avery Kaplan, Christopher Karceski, Hannah Karczewski, Khristian Kluever, Aidan Kozlowski, Olivia Krolczyk, Sydney Kurtyak, Emma Kurtz, Avery Kyle, April Lanka, Julian Lomeli, Hannah Grace Marti, Mia McKeown, Laney McMillin, Emily Mephram, Dylan Meyer, Téa Milazzo, Izabel Minor, Morgan Moreno, Kellan Moss, La’Nyah Nance, Jenson Palmer, Pedro Pardo, Lauryn Pulido, Jacob Pursell, Lydia Reed, Jaklyn Reibenstein, Emily Reppy, Sydney Reppy, Nicholas (Cole) Roberts, Allison Sartorelli, Sara Schofield, Mia Schofield, Marlo Scholtes, Haylee Schultz, Coleton Uphoff, Sophielena Valles, Nia Yost, Paige Zuleger..

The 2019-2020 NHS Officers include: Cameron Cimino - President, Skyler Johnston - Vice-President, Gary Gomez - Secretary, Jared Bieker - Treasurer, Muhammad Saleh - Historian, Tyler Fals - Community Relations, and Taryn Sandei - Communications.

Each year's NHS senior students select a staff member who exemplifies the characteristics of the National Honor Society. This year, the graduating NHS members selected Mrs. Michelle Erickson as the honorary member of the year. Mrs. Erickson spoke about the importance of being present in the moment. Also, during the ceremony, MCHS Class of 2011 alum, Stephanie Engel, was the evening's guest speaker. Ms. Engel spoke about finding the NHS pillars in the everyday moments of life as well as the importance of being part of a community.

National Honor Society candidates must meet the chapter's requirements for scholarship, service, leadership and character in order to be selected for membership. Once members, students continue to exemplify these traits through numerous academic, social, and civic efforts.

This year, NHS has raised over \$1,600 for Lamb's Fold, a center for women and children that serves homeless and abused women and children by providing them with community-based supportive housing, personalized recovery services, and assisting them to achieve self-sufficiency.

The MCHS National Honor Society sponsor is Mrs. Donna Engel, and the assistant sponsor is Mr. Anthony Babich.



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MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

December 17, 2019

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
Director of Community Relations
South Campus – (815) 521-4112
bedwards@mchs.net

Minooka Community High School Students Have the Gift of Giving Through Thrifting

(Minooka) – The holidays are always a great time for giving, and a couple of Minooka Community High School (MCHS) students would like to see that turn into a yearlong passion.

MCHS senior, Alaina Frazier, and junior, Morgan Moreno, co-founded the nonprofit, Gifting For Thrifting, in 2018. The purpose behind Gifting For Thrifting is to gather as much donated clothing as possible from friends, family, and the surrounding communities, and then hold “pop-up” thrift stores at various locations where anyone can stop by and shop for free.

Earlier this year, the two National Honor Society members held their first “pop-up” thrift store event and boasted over 2,000 items of donated clothing. The event drew over 100 guests within the first hour.

“Whether in need or just looking to have a fun shopping day, Gifting For Thrifting provides people of all ages, and sizes, the opportunity to come and add some new items to their wardrobes,” stated Alaina Frazier, co-founder of Gifting For Thrifting. “Last year, we began the journey of Gifting For Thrifting, and although it is a lot of hard work, the results are incredibly rewarding.” continued Frazier.

After becoming a nonprofit corporation this year, the MCHS duo decided to host two “pop-up” events for the community. The first event was held on November 23rd from 9:00 AM – 3:00 PM at St. Mary’s Parish Center in Minooka. Donations were collected for the November event through the Shorewood and Channahon Village Halls, as well as Walnut Trails Elementary School. The second event will be held March 14, 2020 and additional information can be found on their social media channels: Twitter - @giffthrift, Facebook and Instagram - @giftingforthrifting.

Mrs. Hannah Keppner, MCHS Spanish Teacher, also played a part in helping these students get off to a successful start. Mrs. Keppner was able to secure the MCHS South Campus cafeteria during a Saturday before the first event so the girls would have a large place to sort and fold all the donated clothing.





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MINOOKA

COMMUNITY HIGH SCHOOL

MEDIA RELEASE

December 18, 2019

FOR IMMEDIATE RELEASE

Contact Information:

Brent Edwards
Director of Community Relations
South Campus – (815) 521-4112
bedwards@mchs.net

Minooka Community High School Students Bring Back the Art of the Pen-Pal

(Minooka) – Do you want to be pen-pals? Two classes at Minooka Community High School became pen-pals during first semester of this school year, and that activity created friendships and bonds, and ended with a student-led brunch for both classes.

Students in Kathy Kipp’s 1A English class, and R.E.A.C.H. students in Carrie Kravitz’s class, began the pen-pal activity by passing notebooks back-and-forth to one another. The activity caught on and continued the entire semester.

R.E.A.C.H. (Realizing Educational and Career Hopes) is a Grundy County Special Education Cooperative high school program servicing students of Minooka Community High School, Morris High School, and Gardner South Wilmington who are in need of life skills-based instruction.

Students in the R.E.A.C.H. program benefit from direct instruction in daily living skills, vocational training, and social communication. Currently, there are four classrooms housed at Minooka Community High School Central Campus, and one at Minooka Community High School South Campus. In addition to our life skills classrooms, MCHS Central Campus is home to our County Multi Needs program. Students in this program benefit from a therapeutic program that infuses daily therapies into curricular activities.

On December 13th, the R.E.A.C.H. students hosted an end of semester brunch in celebration of the friendships that had been formed. The R.E.A.C.H. students planned all the shopping, cooking, and preparations. Both classes were very excited about the chance to spend time together!



###



MINOOKA

COMMUNITY HIGH SCHOOL

District #111 mchs.net

*Mission: Strengthen **M**astery, **C**ollaboration, **H**igh Expectations, and **S**uccess for All Students.*

December 5, 2019

Dear MCHS Community:

On November 26, 2019, Minooka Community High School District No. 111 (MCHS) administration received an anonymous tip regarding a racially charged statement made by a student. MCHS Administration took immediate action to investigate and promptly administered appropriate discipline to the student involved. As part of the investigation MCHS administrators worked in conjunction with the MCHS School Resource Officer (a Minooka police officer).

MCHS encourages any, and all, students who feel harassed or threatened during school or during school activities to report the incident to administration, teachers, counselors, or deans so the matter can be dealt with swiftly and appropriately.

MCHS continues to work with our Equity and Diversity Committee to define, monitor, and improve methods/structures for equity and diversity within our schools.

MCHS remains committed to a safe learning environment for all of our students and staff. The safety and security of students and staff are top priorities for our district. As partners in education, we encourage parents to not only immediately share information with us should they become aware of any harassment or discrimination, but that they also encourage their children to do the same. By working together, we can maintain our focus on providing all students with an exceptional educational experience every day. Our Building Administration and members of our Student Services department are available should you or your child have any questions or concerns.

Sincerely,

Brent Edwards
Director of Community Relations
(815) 521-4112
bedwards@mchs.net



Photo provided

Minooka School District 111 students help install plants in the school's new pollinator garden.

LOCAL BRIEFS

Minooka D-111 to celebrate opening of pollinator garden

Minooka School District 111 announced it will hold the grand opening of its pollinator garden from 9 to 11 a.m. Sept. 14 with a planting day celebration.

Last school year, the district's science department was awarded a K-12 Pollinator Grant, funded by the Illinois Clean Energy Community Foundation, to create natural environments for butterflies, birds, bees, beetles and other pollinators. The grant was worth \$10,000, according to a news release.

The grant also allows students to gain experience outside of the classroom in the environmental restoration field, as National Honor Society, Science National Honor Society, environmental science and biology students will install the habitat.

The garden is at Minooka Community High School's Central Campus, located at 301 S. Wabena Ave. in Minooka.

— Alex Ortiz

Crash snarls morning I-80 traffic Thursday

A crash snarled westbound traffic Thursday morning on Interstate 80 through New Lenox.

Traffic typically slows approaching the Route 30, I-80 interchange work, but about 7:45 a.m. Thursday, a crash brought motorists to a halt. Illinois State Police troopers and fire crews from Mokena and New Lenox could be seen blocking the two left lanes of westbound I-80 just east of Cedar Road.

There was a chain reaction crash involving three vehicles, state police Master Sgt. DeAnn Falat said. Three people, including two minors, were taken to Silver Cross Hospital in New Lenox with injuries that were not life-threatening, she said.

— Lindsay Gloor



Lindsay Gloor - lgloor@shawmedia.com

A vehicle can be seen with severe rear-end damage Thursday morning on Interstate 80 in New Lenox.

STATE BRIEF

Student charged in hate crime no longer enrolled, school says

The University of Illinois said a student charged with a hate crime for leaving a noose in a residence hall elevator is no longer enrolled at the school.

Champaign County prosecutors allege 19-year-old Andrew Smith of Normal found some rope in an elevator over the weekend and tied it into a noose.

Other students reported finding it early Sunday.

Smith was charged Tuesday with a

felony hate crime and misdemeanor disorderly conduct after his arrest Monday.

University spokeswoman Robin Kaler on Wednesday told The News-Gazette in Champaign that Smith, who enrolled at Illinois in 2018, "is not enrolled at the university at this time."

Kaler wouldn't talk specifically about Smith's situation but said an investigation is conducted if the school believes the student code was violated.

Smith is free on \$5,000 bond and is scheduled for an Oct. 22 hearing.

— The News Gazette

ATTENTION HOMEOWNER

STORM DAMAGE

Our area has had multiple storms that included rain, wind and hail which may have damaged the exterior of your home.

LDK Custom Construction

is offering a **FREE** inspection of your roof to see if there is any storm damage. Either your home has hail damage or it does not.

There are no annoying door knockers telling you a free roof story and wanting you to sign an up front contract. Our comprehensive inspections are simple and hassle free!

TRAINED PROFESSIONALS WILL CHECK YOUR HOME FOR:

- Damaged shingles
- Granule loss
- Dented air vents
- Dented gutters
- Dented siding
- Dented aluminum wrap
- Dented screens
- Chips on paint
- Dented air-conditioner units

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THANK YOU FOR YOUR TIME.

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FREE Roof Inspection

Must present coupon

Ugly Christmas Sweater Party Promo Banners

District #111 Foundation for Educational Excellence

2019 UGLY M Christmas SWEATER PARTY

River Hawk Brewing
Saturday, December 7, 2019 (6pm - 10pm)
[Click here for ticket information & details](#)

District #111 Foundation for Educational Excellence
Invites You to the 1st Annual

2019 UGLY M Christmas SWEATER PARTY

Inspire Excellence / Foster Innovation / Nurture Potential
[Click here for ticket information & details.](#)

DISTRICT #111 FOUNDATION FOR EDUCATIONAL EXCELLENCE

District #111 Foundation Highlights

Over
\$58,000

Total amount raised in
first two years of
fundraising

6

Number of grants
awarded thus far



\$13,811

Total amount given in
grants to teachers for
innovation and learning

2,803

Number of students
impacted by your
donations

Your donation will provide innovative experiences to the students of Minooka Community High School.

Dear Business and Community Leaders,

I wish you could have witnessed the overwhelming sense of joy and excitement when the students of Minooka Community High School (MCHS) first put on the Virtual Reality (VR) Goggles and explored the planets of our solar system. The classroom pictures below are from that first experience. The students were completely engaged and amazed by what, and how, they were learning. It was truly inspiring. Since then, they have traveled to the bottom of the ocean, visited the Great Wall of China, and walked through major cities, all from the comfort of their classroom.

Unfortunately, MCHS only has one set of classroom VR Goggles for the entire school to utilize. This makes scheduling and transporting back and forth to each campus complicated. To have another set of classroom VR Goggles would allow both campuses to provide "out-of-this-world" learning for the students.

We are asking for you to donate \$25, \$50, \$100 or whatever you can, to provide an additional set of classroom VR Goggles to the students and teachers of MCHS. By achieving this goal, your donation will help increase the reach of innovative learning for the students at both campuses. It will also ease the scheduling and transporting difficulties as teachers continue to plan to utilize this fantastic technology.

How far will your donation go:

The majority of MCHS students live in one of three local villages: Minooka, Channahon, and Shorewood. Three different grade school districts currently send students to MCHS District 111: Minooka CCSD 201, Channahon District 17, and Troy District 30C. Your donation will not only help the students of today become engaged members of your communities, but it will inspire future students for generations to come.

I would like to thank you in advance for your donation. Please enclose your donation and send in the enclosed envelope by Thursday, April 30, 2020. Please make check payable to:

District #111 Foundation for Educational Excellence
26655 West Eames Street
Channahon, IL 60410

Sincerely,

Michael Rittorf
President
District #111 Foundation for Educational Excellence



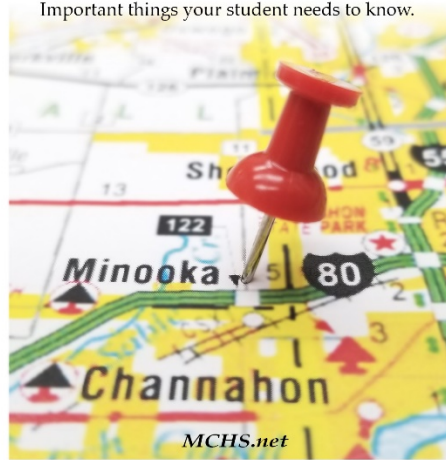
**DISTRICT #111
FOUNDATION
FOR EDUCATIONAL EXCELLENCE**

MINOOKA
COMMUNITY HIGH SCHOOL



*Road
Map to
Success!*

Important things your student needs to know.



			
<p>Freshmen...</p> <p>Get Involved!</p> <ul style="list-style-type: none"> Freshmen Experience Day Open House Night Student Activities Athletics <p>The Road Ahead!</p> <ul style="list-style-type: none"> Gmail Account PowerSchool Web Store PSAT (spring) <p>Other Key Events!</p> <ul style="list-style-type: none"> Homecoming (fall) Winter Fest (winter) Class Committee Class Registration (winter) <p><i>"Freshman year is an exciting time to explore new things, create new friends, and discover who you are. Get involved. Ask questions. Find purpose."</i></p> <p>MCHS.net</p>	<p>Sophomores...</p> <p>What's New!</p> <ul style="list-style-type: none"> Jostens Class Ring Orders Grundy Area Vocational Center Visit <p>The Road Ahead!</p> <ul style="list-style-type: none"> PSAT/NMSQT (fall) JJC Dual Credit Night (fall) College Representative Visits (ongoing) College Selection Night (spring) AP Testing (spring) Career Cruising Interest (fall) <p>Other Key Events!</p> <ul style="list-style-type: none"> Homecoming (fall) Winter Fest (winter) Student Testing Class Registration (winter) <p><i>"To be a Sophomore, you must first find out who you are. You must know who you are meant to be. Stay into the light and let the world see you shine."</i></p> <p>MCHS.net</p>	<p>Juniors...</p> <p>Testing Time!</p> <ul style="list-style-type: none"> SAT Prep Class AP Testing Announcements <p>The Road Ahead!</p> <ul style="list-style-type: none"> PSAT/NMSQT (fall) JJC Dual Credit Night (fall) JJC College Fair (fall) College Representative Visits (ongoing) College Selection Night (spring) Career Day (fall) College Cost Night (fall) SAT Test (spring) <p>Other Key Events!</p> <ul style="list-style-type: none"> From (spring) Homecoming (fall) Winter Fest (winter) National Honor Society Induction (winter) Senior Portraits (summer) Class Registration (winter) <p><i>"Juniors are hard to be. Prepare your thoughts, take your passions, and find your purpose."</i></p> <p>MCHS.net</p>	<p>Seniors...</p> <p>Graduation!</p> <ul style="list-style-type: none"> Graduation Date Jostens Cap & Gown Ordering Announcements <p>The Road Ahead!</p> <ul style="list-style-type: none"> FASFA Completion Night (fall) AP Testing (spring) JJC College Fair (fall) College Representative Visits (ongoing) College Selection Night (spring) College Applications (fall) <p>Other Key Events!</p> <ul style="list-style-type: none"> From (spring) Homecoming (fall) Winter Fest (winter) Senior Banquet (spring) Senior Honors Night (spring) Senior Portraits (fall) <p><i>"Seniors are the best! They are smart, they are kind, they are brave, they are strong, they are beautiful, they are the best!"</i></p> <p>MCHS.net</p>

Graduation Requirements

Succeeding at MCHS

English: 7 credits (3.5 yrs)
Math: 6 credits (3 yrs)
Science: 6 credits (3 yrs)
Social Studies: 6 credits (3 yrs)
Health: 1 credit (1 semester)
PE: 6 credits (1 each semester)
Computer App: 1 credit (1 semester)
Line Art/World Lang/Voc. Lab: 2 credits (1 yr / 2 semesters)
Credit Total: 52
Required: 36 Elective: 16

See curriculum guide for full details and course descriptions


District Office

Superintendent:
Dr. Kenneth Lee

Assistant Superintendents: **John Inry** Director of Curriculum & Instruction: **Dr. Jauel Grzetichek**

Director of Student Services: **Joseph Paeretti** Director of Student Activities: **Hilary Holden**

Athletic Director: **Robert Tyrrell** Director of Community Relations: **Brent Edwards**



Minoaka Community High School
26635 W. Farnes Street
Channahon, IL 60410 / (815) 467-2557

Strategic Plan Goal #4 – SCORECARD Development



Minooka Community High School District

#111

Online Scorecard

MISSION To Strengthen Mastery, Collaboration, High Expectations, and Success for all students.

KEY

- Meets or Exceeds
- Approaching
- Not Improving
- Baseline
- Trending Up
- Trending Down
- Meets or Exceeds
- Does Not Meet

Expand All

Goal 1 Academic Growth

Improve academic growth and achievement of all students.

Course Grades

Grade of A, B, or C in Algebra I

Baseline: 68%
Updated: Fall 2019
Target: 2% growth

68%

Grade of A, B, or C in English I

Baseline: 89%
Updated: Fall 2019
Target: Maintain or growth

89%

Grade of A, B, or C in Chemistry

Baseline: 83%
Updated: Fall 2019
Target: Maintain or growth

83%

College Standards

Percent of students meeting College Board SAT ERW benchmarks

Baseline: 66%
Updated: Fall 2019
Target: 2% growth

66%



MINOOKA COMMUNITY HIGH SCHOOL

Minooka Community High School District 111 2019 5Essentials Survey Summary

OVERVIEW

5Essentials is an evidence-based system designed to drive improvement in schools nationwide. It reliably measures changes in a school organization through the 5Essentials Survey and provides individualized, actionable reports for each school. The survey, which gathers data from staff, students, and parents, was implemented by the Illinois State Board of Education in 2013 and is administered online by UChicago Impact at the University of Chicago. This year, the survey was open from December 11, 2018 to March 15, 2019.

This year's participation rates are as follows:

Teachers	Students	Parents
76.8%	85.9%	38.4%


The 5Essentials Survey gathers and evaluates perception data in five "Essential" school culture components found to be critical for school success:

- Effective Leaders
- Collaborative Teachers
- Involved Families
- Supportive Environment
- Ambitious Instruction

The survey utilizes three types of related but different scores:

1. **Measure Score** (scale of 1 to 99)
Uses statistical models to combine questions into a raw score for each participant, then averaged
2. **Essential Score** (scale of 1 to 99)
Uses the average of all related Measure scores for that Essential
3. **5Essentials Score** (scale of -5 to +5)
Calculated by adding up the school's performance on each individual Essential

**It is important to note that the Measure and Essential scores are based on a 1-99 scale. These scale scores are neither a percentile rank nor a percentage*

				Rating	Score Band	Point Value
				Most Implementation	80-99	+1
				More Implementation	60-79	+1
				Average Implementation	40-59	0
				Less Implementation	20-39	-1
				Least Implementation	1-19	-1

Schools that have a total score of 3 or higher based on this scale are considered "**Well Organized for Improvement.**"

Schools with a total score of 1 or 2 are considered "**Organized for Improvement.**"

2019 Illinois 5Essentials Overall Score = 2 “Organized for Improvement”

Effective Leaders	43 (Average Implementation)	0
Collaborative Teachers	61 (More Implementation)	+1
Involved Families	56 (Average Implementation)	0
Supportive Environment	62 (More Implementation)	+1
Ambitious Instruction	57 (Average Implementation)	0

The following are excerpts from the Illinois 5Essentials Summary Report we received from UChicago Impact.

Where is Minooka Community High performing the highest?

Socialization of New Teachers	99
Classroom Disruptions	88
Student-Teacher Trust	83
Student Responsibility	77
Student Peer Relationships	73

Where is Minooka Community High performing the lowest?

Importance of High School for the Future	6
Teacher Influence	25
Grit	34
Classroom Rigor	39
Math Instruction	40



**5Essentials: EFFECTIVE LEADERS
PERFORMANCE 43 (Average)**

In schools with Effective Leaders, principals and teachers work together to implement a shared vision. In such schools, people, programs, and resources are focused on a vision for sustained improvement.

Leaders:

- practice shared leadership,
- set high goals for quality instruction,
- maintain mutually trusting and respectful relationships,
- support professional advancement for faculty and staff, and
- manage resources for sustained program improvement (not measured).

How is Minooka Community High performing on Instructional Leadership?

Teachers report that a member of the school leadership team:

Measure	Strongly disagree	Disagree	Agree	Strongly agree
Makes clear to the staff the leadership's expectations for meeting instructional goals.	3%	12%	60%	25%
Communicates a clear vision for our school.	3%	9%	63%	25%
Presses teachers to implement what they have learned in professional development.	2%	14%	62%	22%
Knows what's going on in my classroom.	10%	26%	52%	12%
Provides me with useful feedback to improve my teaching.	3%	16%	63%	18%
Has provided me with the support I need to improve my teaching.	1%	16%	60%	23%

How is Minooka Community High performing on Program Coherence?

Teachers report the following:

Measure	Strongly disagree	Disagree	Agree	Strongly agree
Once we start a new program in this school, we follow up to make sure that it's working.	5%	39%	50%	6%

We have so many different programs in this school that I can't keep track of them all.	7%	30%	52%	11%
Many special programs come and go at this school.	5%	33%	52%	11%
Curriculum, instruction, and learning materials are well coordinated across the different grade levels at this school.	5%	22%	65%	8%
There is consistency in curriculum, instruction, and learning materials among teachers in the same grade level at this school.	2%	13%	66%	19%

How is Minooka Community High performing on Teacher Influence?

Teachers report having influence on:

Measure	No influence	A little influence	Some influence	A great deal of influence
Planning how discretionary school funds should be used.	50%	35%	13%	2%
Determining which books and other instructional materials are used in classrooms.	4%	27%	36%	33%
Establishing the curriculum and instructional program.	3%	12%	32%	53%
Determining the content of in-service programs.	6%	40%	40%	14%
Setting standards for student behavior.	4%	23%	49%	24%

How is Minooka Community High performing on Teacher-Principal Trust?

Teachers report the following:

Measure	Strongly disagree	Disagree	Agree	Strongly agree
The principal has confidence in the expertise of the teachers.	0%	1%	49%	50%
I trust the principal at his or her word.	1%	5%	54%	41%

It's OK in this school to discuss feelings, worries, and frustrations with the principal.	1%	11%	59%	29%
The principal takes a personal interest in the professional development of teachers.	0%	10%	52%	39%
The principal looks out for the personal welfare of the faculty members.	0%	8%	61%	32%
The principal places the needs of children ahead of personal and political interests.	1%	6%	47%	46%
Teachers feel respected by the principal	Not at all	A little	Some	To a great extent
	1%	4%	29%	66%
The principal at this school is an effective manager who makes the school run smoothly.	1%	7%	53%	40%

: (end of) :

**5Essentials: EFFECTIVE LEADERS
PERFORMANCE 43 (Average)**



5Essentials: COLLABORATIVE TEACHERS PERFORMANCE 61 (More)

In schools with strong Collaborative Teachers, all teachers collaborate to promote professional growth. In such schools, teachers are:

- active partners in school improvement,
- committed to the school, and
- focused on professional development.

How is Minooka Community High performing on Collaborative Practices?

Teachers report how often they have done the following:

Measure	Never	Once or twice	3-9 times	10 or more times
Observed another teacher's classroom to offer feedback?	46%	37%	14%	2%
Observed another teacher's classroom to get ideas for your own instruction?	40%	43%	17%	1%
Gone over student assessment data with other teachers to make instructional decisions?	4%	18%	54%	23%
Worked with other teachers to develop materials or activities for particular classes?	1%	6%	34%	59%
Worked on instructional strategies with other teachers?	1%	8%	47%	44%

How is Minooka Community High performing on Collective Responsibility?

Teachers report that other teachers in the school:

Measure	None	Some	About half	Most	Nearly all
Help maintain discipline in the entire school, not just their classroom?	1%	18%	17%	45%	19%
Take responsibility for improving the school?	0%	10%	21%	49%	21%
Feel responsible to help each other do their best?	0%	9%	19%	48%	25%
Feel responsible that all students learn?	0%	4%	7%	53%	36%

Feel responsible for helping students develop self-control?	0%	7%	21%	49%	23%
Feel responsible when students in this school fail?	0%	19%	24%	45%	12%

How is Minooka Community High performing on Quality Professional Development?
Teachers report that professional development this year has:

Measure	Strongly disagree	Disagree	Agree	Strongly agree
Been sustained and coherently focused, rather than short-term and unrelated.	3%	23%	58%	16%
Included enough time to think carefully about, try, and evaluate new ideas.	2%	27%	55%	15%
Been closely connected to my school's improvement plan.	0%	13%	70%	17%
Included opportunities to work productively with colleagues in my school.	2%	8%	61%	29%
Included opportunities to work productively with teachers from other schools.	34%	22%	33%	11%

How is Minooka Community High performing on School Commitment?
Teachers report the following:

Measure	Strongly disagree	Disagree	Agree	Strongly agree
I feel loyal to this school.	0%	3%	39%	58%
I would recommend this school to parents seeking a place for their child.	0%	1%	26%	63%
I usually look forward to each working day at this school.	1%	4%	47%	48%
I wouldn't want to work in any other school.	2%	9%	46%	43%

How is Minooka Community High performing on Teacher-Teacher Trust?
Teachers report the following:

Measure	Strongly disagree	Disagree	Agree	Strongly agree
Teachers in this school trust each other.	1%	3%	62%	34%
It's OK in this school to discuss feelings, worries, and frustrations with other teachers.	1%	5%	53%	41%
Teachers respect other teachers who take the lead in school improvement efforts.	1%	5%	58%	36%
Teachers at this school respect those colleagues who are experts at their craft.	1%	2%	52%	45%
Teachers feel respected by other teachers	0%	4%	31%	65%

: (end of) :

**5Essentials: COLLABORATIVE TEACHERS
PERFORMANCE 61 (More)**



**5Essentials: INVOLVED FAMILIES
PERFORMANCE 56 (Average)**

In schools with Involved Families, the entire staff builds strong external relationships. Such schools:

- see parents as partners in helping students learn,
- value parents' input and participation in advancing the school's mission, and
- support efforts to strengthen its students' community resources.

How is Minooka Community High performing on Parent Influence on Decision Making in Schools?

Teachers report that the school:

Measure	Not at all	A Little	Somewhat	A great deal
Involves parents in the development of programs aimed at improving students' academic outcomes.	16%	41%	33%	10%
Develops formal networks to link all families with each other (for example: sharing parent directories, providing a website for parents to connect with one another, etc.).	23%	24%	32%	20%
Encourages more-involved parents to reach out to less-involved parents.	31%	38%	22%	9%
Involves parents in commenting on school curricula.	17%	41%	31%	10%
Includes parent leaders from all backgrounds in school improvement efforts.	14%	43%	30%	13%

How is Minooka Community High performing on Parent Involvement in School?

Teachers report that students' parents:

Measure	None	Some	About half	Most	All
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Attended parent-teacher conferences when you requested them?	2%	58%	8%	18%	14%
Volunteered time to support the school (e.g., volunteer in classrooms, help with school-wide events, etc.)?	29%	52%	12%	6%	1%
Contacted you about their child's performance?	2%	88%	5%	4%	1%
Responded to your suggestions for helping their child?	4%	56%	11%	21%	8%

How is Minooka Community High performing on Teacher-Parent Trust?

Teachers report the following:

Measure	Not at all	A Little	Somewhat	To a great extent	
Teachers feel respected by the parents of the students	0%	5%	53%	42%	-
Parents support teachers teaching efforts	None	Some	About half	Most	All
	0%	10%	16%	64%	11%
Parents do their best to help their children learn	0%	17%	23%	56%	3%
Teachers and parents at this school think of each other as partners in educating children.	Strongly disagree	Disagree	Agree	Strongly agree	
	0%	21%	70%	9%	-
Staff at this school work hard to build trusting relationships with parents.	2%	11%	69%	18%	-
Teachers feel good about parents' support for their work	None	Some	About half	Most	Nearly all
	0%	12%	38%	44%	6%

: (end of) :

5Essentials: INVOLVED FAMILIES
PERFORMANCE 56 (Average)



5Essentials: SUPPORTIVE ENVIRONMENT PERFORMANCE 62 (More)

In schools with a Supportive Environment, the school is safe, demanding, and supportive.
In such schools:

- students feel safe in and around the school,
- they find teachers trust-worthy and responsive to their academic needs,
- and they are well-supported in planning for college and other post-high school experiences.

How is Minooka Community High performing on Expectations for Postsecondary Education?

Teachers report that:

Measure	Strongly disagree	Disagree	Agree	Strongly agree
Teachers expect most students in this school to go to college.	0%	3%	60%	37%
Teachers at this school help students plan for college outside of class time.	2%	25%	58%	15%
The curriculum at this school is focused on helping students get ready for college.	0%	2%	63%	36%
Most of the students in this school are planning to go to college.	0%	5%	65%	30%
Teachers in this school feel that it is a part of their job to prepare students to succeed in college.	0%	2%	55%	43%

How is Minooka Community High performing on Safety?

Students report how safe they feel:

Measure	Not safe	Somewhat safe	Mostly safe	Very safe
Outside around the school?	2%	10%	42%	46%

Traveling between home and school?	2%	8%	37%	53%
In your classes?	1%	4%	33%	62%
In the hallways of the school?	2%	11%	46%	41%
In the bathrooms of the school?	3%	13%	44%	40%

How is Minooka Community High performing on School-Wide Future Orientation?

Students report that:

Measure	Strongly disagree	Disagree	Agree	Strongly agree
Teachers make sure that all students are planning for life after graduation.	3%	16%	56%	25%
Teachers work hard to make sure that all students are learning.	2%	11%	61%	26%
High school is seen as preparation for the future.	3%	10%	57%	30%
All students are encouraged to go to college.	2%	12%	56%	29%
Teachers pay attention to all students, not just the top students.	5%	18%	55%	23%
Teachers work hard to make sure that students stay in school.	3%	12%	60%	26%

How is Minooka Community High performing on Student-Teacher Trust?

Students report:

Measure	Strongly disagree	Disagree	Agree	Strongly agree
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My teachers always keep their promises	6%	25%	53%	17%
I feel safe and comfortable with my teachers at this school.	1%	5%	53%	41%
My teachers treat me with respect.	2%	8%	55%	36%
My teachers will always listen to students' ideas.	4%	22%	51%	23%

: (end of) :

**5Essentials: SUPPORTIVE ENVIRONMENT
PERFORMANCE 62 (More)**



5Essentials: **AMBITIOUS INSTRUCTION** **PERFORMANCE 57 (Average)**

In schools with strong Ambitious Instruction, classes are challenging and engaging. The instruction is clear, well-structured, and encourages students to build and apply knowledge. When combined with a supportive environment, Ambitious Instruction has the most direct effect on student learning
It is:

- well-defined with clear expectations for student success,
- interactive and encourages students to build and apply knowledge,
- well-paced (not measured), and
- aligned across grades (not measured).

How is Minooka Community High performing on Academic Press?

Students report the following about one specific class:

Measure	Strongly disagree	Disagree	Agree	Strongly agree
The teacher expects me to do my best all the time	1%	4%	43%	52%
The teacher expects everyone to work hard	1%	4%	43%	51%
This class really makes me think.	3%	11%	50%	36%
I really learn a lot in this class	5%	14%	48%	33%
The teacher wants us to become better thinkers, not just memorize things	2%	6%	39%	53%
Measure	Never	Once in a while	Most of the time	All the time
This class challenges me	3%	28%	46%	23%
The teacher asks difficult questions on tests	4%	31%	42%	23%
The teacher asks difficult questions in class	4%	22%	44%	20%
This class requires me to work hard to do well	4%	21%	45%	30%

How is Minooka Community High performing on English Instruction?

Students report doing the following in English class:

Measure	Never	Once or twice a semester	Once or twice a month	Once or twice a week	Almost every day
Rewrite a paper or essay in response to comments.	8%	16%	36%	28%	12%
Discuss connections between a reading and real life people or situations.	5%	9%	24%	40%	22%
Discuss how culture, time, or place affects an author's writing.	5%	10%	28%	38%	20%
Improve a piece of writing as a class or with partners.	5%	13%	31%	35%	15%
Debate the meaning of a reading.	15%	15%	22%	31%	16%
Explain how writers use tools like symbolism and metaphor to communicate meaning.	4%	9%	25%	39%	24%

How is Minooka Community High performing on Math Instruction?

Students report that they do the following in math class:

Measure	Never	Once or twice a semester	Once or twice a month	Once or twice a week	Almost every day
Write a few sentences to explain how you solved a math problem.	31%	15%	22%	20%	11%
Explain how you solved a problem to the class.	11%	10%	18%	28%	33%
Write a math problem for other students to solve.	44%	17%	18%	13%	9%
Discuss possible solutions to problems with other students.	8%	8%	19%	33%	32%
Apply math to situations in life outside of school.	20%	15%	23%	25%	17%
Solve a problem with multiple steps that takes more than 20 minutes.	28%	17%	22%	22%	11%

How is Minooka Community High performing on Quality of Student Discussion?

Teachers report the following about classroom discussions:

Measure	Never	Rarely	Sometimes	Almost always
Students build on each other's ideas during discussion.	0%	5%	65%	30%
Students use data and text references to support their ideas.	4%	27%	43%	26%
Students show each other respect.	0%	1%	21%	78%
Students provide constructive feedback to their peers and to me.	0%	6%	50%	44%
Most students participate in the discussion at some point.	1%	4%	52%	43%

: (end of) :

5Essentials: AMBITIOUS INSTRUCTION
PERFORMANCE 57 (Average)

Supplemental Data from Parent Survey

The parent component of the Illinois 5Essentials Survey differs from the student and staff versions of the survey in that it presents its findings as general percentages and that no 5Essentials rating is calculated based on the data. MCHS District 111 received access to a web-based summary of the parent data because we surpassed the minimum 20% parent participation rate. The parent data does not appear on the annual Illinois School Report Card.

Communication Preferences

Parents report their preferences for receiving information:

Via email	97% Yes 3% No
Via telephone	43% Yes 57% No
Via mail	52% Yes 48% No
Via text message	91% Yes 9% No

Parent Connectedness

Parents report how connected they feel to their child's school:

Measure	Not at all	A Little	Somewhat	To a great extent
Your voice is valued at the school?	14%	24%	41%	20%
Comfortable sharing your concerns with the school leadership?	13%	20%	37%	30%
Welcomed when you enter the school?	5%	15%	32%	48%
That you are an important part of improving the school?	21%	25%	34%	20%

Parent Satisfaction

Parents report satisfaction with their child's school:

Measure	Not at all	Somewhat	Extremely likely	Not applicable
How likely are you to recommend this school to a parent looking for a school for their child?	3%	26%	70%	1%
Overall, how satisfied are you with the education your child is receiving at this school?	2%	6%	35%	56%

Parent-Student Interaction

Parents report how often they engage with their child at home:

Measure	Never	Rarely	Occasionally	Usually	Always	Not applicable
Read.	19%	20%	23%	10%	8%	21%
Supervise homework.	8%	16%	32%	21%	18%	5%
Talk about their day.	0%	0%	2%	15%	82%	0%
Practice math problems.	17%	22%	31%	11%	7%	11%

Parent-Teacher Interaction

Parents report that:

Measure	Never	Once or twice a semester	2-3 times a month	Once a week or more
Let me know what my child is working on in class.	40%	27%	10%	23%
Contact me personally to discuss my child's academic achievement.	73%	22%	2%	2%
Provide suggestions for how to support my child in school.	62%	30%	4%	3%
Listen to my suggestions about how to best support my child.	55%	37%	4%	3%

Parents' Assessment of Involvement in School

Parents report their involvement:

Measure	Never	Rarely	Occasionally	Usually	Always	Not applicable
Volunteer at the school.	42%	22%	23%	6%	3%	5%
Attend scheduled Parent-Teacher conferences.	16%	19%	20%	15%	29%	2%
Chaperone field trips.	57%	10%	10%	3%	1%	18%
Participate in parent safety/patrol.	72%	4%	2%	1%	1%	20%

Attend scheduled school events/performances.	6%	10%	30%	30%	22%	2%
Raise funds for the school.	22%	18%	31%	16%	7%	6%
Attend scheduled PTA (parent, teacher and staff) meetings.	56%	18%	11%	4%	5%	6%

Parents' Assessment of School Safety

Parents report that:

Measure	Not at all	A Little	Somewhat	To a great extent
My child feels safe at this school.	1%	6%	39%	54%
My child is affected by bullying at this school.	62%	22%	12%	5%
This school addresses bullying.	8%	27%	42%	24%
The teachers and the principal could do more to make the school a safe place.	19%	34%	31%	16%
A teacher or other staff member lets me know if there is a problem with my child's behavior.	31%	12%	27%	30%

Parents' Assessment of Teacher Trust

Parents report their feelings about trust.

Measure	Strongly disagree	Disagree	Agree	Strongly agree
The teachers respect me.	2%	5%	68%	25%
The teachers do their best to help my child learn.	2%	9%	60%	28%
The teachers have my child's best interest in mind.	2%	8%	62%	28%
I am comfortable sharing my concerns with teachers at the school.	3%	9%	59%	30%

Quality of School Facilities

Parents rated the following facilities at the school:

Measure	Poor	Fair	Good	Excellent	Does not apply
Your child's classrooms.	1%	8%	45%	44%	3%
Computer lab(s).	1%	8%	45%	38%	8%
Gym.	1%	8%	43%	45%	3%
Library.	1%	8%	47%	40%	4%
Food Services.	3%	14%	47%	31%	5%
Overall cleanliness of the school.	1%	5%	39%	54%	1%

School Outreach

Parents report that school staff:

Measure	Never	Rarely	Often	Every time there is an event
Invite you to school events.	4%	16%	44%	36%
Make you aware of the important information and news about the school.	1%	8%	45%	46%
Offer opportunities to participate in making decisions that affect the school community.	10%	29%	37%	24%

What results are shown below?

This chart displays core teacher and student measures from all 5Essentials as well as any extra supplemental teacher and student measures.

Measures	Performance	Essential	Respondent
Socialization of New Teachers	99 Most	Supplemental Measures	Teacher
Classroom Disruptions	88 Most	Supplemental Measures	Teacher
Student-Teacher Trust	83 Most	Supportive Environment	Student
Student Responsibility	77 More	Supplemental Measures	Teacher
Student Peer Relationships	73 More	Supplemental Measures	Student
Parent Supportiveness	72 More	Supplemental Measures	Student
Human & Social Resources in the Community	71 More	Supplemental Measures	Student
School Commitment	69 More	Collaborative Teachers	Teacher
Teacher-Parent Trust	68 More	Involved Families	Teacher
Collaborative Practices	67 More	Collaborative Teachers	Teacher
Inquiry-Based Science Instruction	65 More	Supplemental Measures	Student
Quality of Student Discussion	65 More	Ambitious Instruction	Teacher
School Safety	65 More	Supplemental Measures	Student
Teacher-Teacher Trust	65 More	Collaborative Teachers	Teacher
Academic Press	64 More	Ambitious Instruction	Student
Collective Use of Assessment Data	64 More	Supplemental Measures	Teacher
Teacher Safety	64 More	Supplemental Measures	Teacher
Emotional Health	63 More	Supplemental Measures	Student

Expectations for Postsecondary Education	61 More	Supportive Environment	Teacher
English Instruction	60 More	Ambitious Instruction	Student
Academic Engagement	58 Average	Supplemental Measures	Student
Course Clarity	56 Average	Supplemental Measures	Student
Quality Professional Development	56 Average	Collaborative Teachers	Teacher
Academic Personalism	54 Average	Supplemental Measures	Student
Rigorous Study Habits	54 Average	Supplemental Measures	Student
School-Wide Future Orientation	54 Average	Supportive Environment	Student
Teacher-Principal Trust	53 Average	Effective Leaders	Teacher
Parent Influence on Decision Making in Schools	51 Average	Involved Families	Teacher
Program Coherence	51 Average	Effective Leaders	Teacher
Safety	51 Average	Supportive Environment	Student
Collective Responsibility	50 Average	Collaborative Teachers	Teacher
Reflective Dialogue	49 Average	Supplemental Measures	Teacher
Parent Involvement in School	48 Average	Involved Families	Teacher
School Connectedness	45 Average	Supplemental Measures	Student
Instructional Leadership	42 Average	Effective Leaders	Teacher
Innovation	41 Average	Supplemental Measures	Teacher
Math Instruction	40 Average	Ambitious Instruction	Student
Classroom Rigor	39 Less	Supplemental Measures	Student
Grit	34 Less	Supplemental Measures	Student

Teacher Influence	25 Less	Effective Leaders	Teacher
Importance of High School for the Future	6 Least	Supplemental Measures	Student

9/17/2019

5Essential Survey Promotional Banners



**MCHS Parents:
Let Your Voices Be Heard!**

Participate in the 5Essentials Parent Survey now.

This survey gathers data related to five indicators that can predict important student outcomes, including improved attendance and larger test score gains. These five indicators that affect and predict school success are:

- Effective Leaders*
- Collaborative Teachers*
- Involved Families*
- Supportive Environments*
- Ambitious Instruction*

**Start your survey now!
Click Here.**



**Illinois
5Essentials survey**

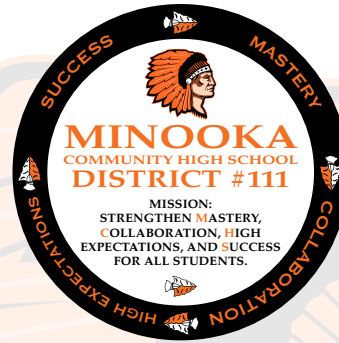
Organizing Schools for Improvement

MCHS Parents:

This survey gathers data related to five indicators that can predict important student outcomes, including improved attendance and larger test score gains. These five indicators that affect and predict school success are:

- Effective Leaders*
- Collaborative Teachers*
- Involved Families*
- Supportive Environments*
- Ambitious Instruction*

**Start your survey now!
Click Here.**



Certificate of Recognition

IS AWARDED TO

Evan Hartke

FOR BEING AWARDED

3rd Place at the 2019/20 IHSA Boys Bowling State Finals

Dr. Kenneth Lee - Superintendent
Minooka Community High School
District 111

Bryan Zwemke - Principal
Minooka Community High School
Central & South Campus

Michael Brozovich - President
Minooka Community High School
District 111 Board of Education



MINOOKA

COMMUNITY HIGH SCHOOL

District #111

*Mission: Strengthen **M**astery, **C**ollaboration, **H**igh Expectations, and **S**uccess for All Students.*

October 9, 2018

Kyler Surrey,

Congratulations!

You, and three other students, will be honored with recognition during the next Minooka Community High School District #111 Board of Education meeting.

You are being recognized for your achievement of becoming a Commended Student in the 2019 National Merit Scholarship Program. Principal Ron Kiesewetter will present a Letter of Commendation from Minooka Community High School and the National Merit Scholarship Corporation (NMSC), which conducts the program, to you at the beginning of the Board Meeting.

Commended Students placed among the top 50,000 scorers of more than 1.6 million students who entered the 2019 competition by taking the 2017 Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT). This achievement is one in which you should be very proud.

The Board of Education meeting is scheduled for **Wednesday, October 17, 2018 at 6:00 p.m.** The Regular Board Meeting will be held at the Minooka Community High School Central Campus Career Center located at 301 South Wabena Avenue in Minooka, Illinois. You and your family are encouraged to attend.

Please RSVP by October 16th at 3:00 p.m. to Brent Edwards at bedwards@mchs.net or (815) 521-4112.

Thank you, and congratulations again!

Sincerely,

Brent Edwards
Director of Community Relations
Minooka Community High School District #111

← **Tweet**



MCHS District #111
@MCHSDistrict111



Congratulations!

The Board of Education recognized the Arrowettes Dance Team at the 2/19 Board Meeting for their 3rd Place finish at the IHSA Competitive Dance State Finals. Nice job! Go Indians! [@MinookaDance](#)
[@BryanZwemke](#) [#mchsroud](#) [#WeAreMinooka](#)



9:55 AM · Feb 20, 2020 · [Twitter Web App](#)



MINOOKA

COMMUNITY HIGH SCHOOL

District #111

*Mission: Strengthen **M**astery, **C**ollaboration, **H**igh Expectations, and **S**uccess for All Students.*

Brent Edwards

Director of Community Relations & Freedom of Information Act (FOIA) Officer

Via Electronic Mail: freedom@irtaonline.org

February 11, 2020

Nathan Mihelich
Illinois Retired Teachers Association
www.irtaonline.org
217-523-8488

RE: Freedom of Information Act Request – RESPONSE

Nathan Mihelich,

On February 5, 2020, Minooka Community High School District #111 received a Freedom of Information Act (FOIA) request from you as attached:

Response: The attached documents have been provided in response to your request.

If you have any questions regarding the content of this correspondence, please contact me:

- via email at bedwards@mchs.net
- via fax at (815) 467-9733
- via postal mail at the MCHS District #111 Administrative Center, which is located at 26655 W. Eames Street, Channahon, IL 60410

Thank you.

Sincerely,

Brent Edwards
Director of Community Relations
Freedom of Information Act (FOIA) Officer
Minooka Community High School District #111

Dear District Official or FOIA Officer:

This is a request under the Illinois Freedom of Information Act. Today's date is February 5, 2020. Your district is listed as Minooka Chsd 111 in Minooka, Illinois.

RECORDS REQUESTED: Please provide the name and email address of any certified staff (teachers, administrators, nurses, counselors, etc.) who are retiring this year.

Please provide the requested records electronically. Please email to freedom@irtaonline.org.

If your district has NO RETIREES this year, simply reply to this email with the word NONE and the name and number of your district and I will consider the request fulfilled.

This is a request by the Illinois Retired Teachers Association, a 501c4 not-for-profit Illinois organization.

Sincerely,

Nathan Mihelich
Illinois Retired Teachers Association
www.irtaonline.org
217-523-8488


First Name	Last Name	EEmailAddress
Anne	Blanco	ablanco@mchs.net
Monica	Gulczynski	mgulczynski@mchs.net
Bernie	Ruettiger	bruettiger@mchs.net
Karen	Skaggs	kskaggs@mchs.net
Glenda	Smith	gsmith@mchs.net
Rob	Torchia	rtorchia@mchs.net

MCHS Student of the Term Yard Sign Promotion



You're invited to have...

Coffee with the Principal



Principal Bryan Zwemke



Friday, February 21st (9:00 am - 10:30 am)
MCHS - Central Campus Cafetorium

Coffee with the Principal is an opportunity for parents to meet with building administration to receive information and ask questions about MCHS.

Topics include curriculum, safety, technology, communication, and college readiness.

We look forward to seeing you there!

RSVP to:
bedwards@mchs.net





Senior Honors Night Awards

Minooka Community High School District #111 was live. about a month ago

2,963 People Reached 1,538 Engagements [Boost Post](#)

110 Reactions 11 Shares 2.3K Views

[Like](#) [Comment](#) [Share](#)

[Comments](#) [Up Next](#)

Realtime Comments

- Melissa Labiak Widlowski** · 11:05 Yay, Madison Marie
[Like](#) · [Reply](#) · 4w
- Tracy Seniw McNally** · 11:17 Congrats again Garyll
[Like](#) · [Reply](#) · 4w
- Cherie Barnes** · 12:04 Yayy Seth!!!
[Like](#) · [Reply](#) · 4w
- Bridget House** · 12:04 Yay Gianna!
[Like](#) · [Reply](#) · 4w

Exelon Nuclear Scholarship

Sponsor:
Sarah Peters

This scholarship is presented to Abigail Pettigrew for her outstanding academic excellence at school.

\$1,000

Abigail Pettigrew



MINOOKA

COMMUNITY HIGH SCHOOL

District #111

*Mission: Strengthen **M**astery, **C**ollaboration, **H**igh Expectations, and **S**uccess for All Students.*

Brent Edwards

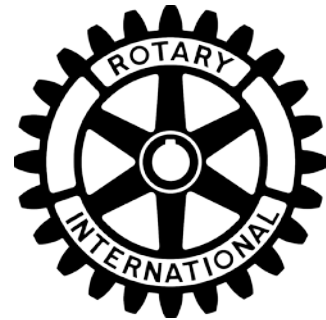
Director of Community Relations

February 11, 2019

Dear Parents of Kelsie Kasky,

On behalf of Minooka Community High School District 111, it is my pleasure to congratulate Kelsie on being selected as the Channahon-Minooka Rotary Club's "Student of the Month" for FEBRUARY. A teacher/staff member from MCHS nominated your child for this accolade on the basis of your child's hard work, service efforts, and overall leadership.

Rotary International is a global, humanitarian service organization. The Channahon-Minooka Rotary Club, a local chapter of Rotary International, is comprised of community members who are business and professional leaders that volunteer their time, talents, and resources to benefit communities, both here and abroad.



MCHS "Student of the Month" honorees are invited to participate in the Rotary Club's *Student/Guest Program*, which takes place during weekly Rotary Club meetings. **The meeting at which your child will be recognized is scheduled for 7 a.m. on FEBRUARY 25, 2020. The meeting will take place at the Heritage Bluffs Public Golf Club, which is located at 24355 W Bluff Rd in Channahon. Your family is encouraged to attend and should plan to arrive at the meeting no later than 6:55 a.m.** Please plan to have your child dress in appropriate attire. Please also note that your child will be asked to address the Rotary Club members in attendance for approximately 4-5 minutes. I have already shared some talking point ideas with your child.

If you have any questions, please feel free to contact me by email at bedwards@mchs.net or by phone at (815) 521-4112

Sincerely,

Brent Edwards
Director of Community Relations
Minooka Community High School District #111

CHANNAHON-MINOOKA ROTARY CLUB

Student of the Month

Congratulations are extended to

Kelsie Kasky

for being selected as the 2020

**Channahon-Minooka
Rotary Club
Student of the Month
for FEBRUARY!**

Each month, the Channahon-Minooka Rotary Club honors one MCHS senior with exemplary leadership and service mindedness.



Please visit www.channahon-minookarotary.org
to learn more about the Channahon-Minooka Rotary Club.





Calling All Heroes

You're invited to attend this Friday Night's MCHS Home Football Game! (Friday, September 13th)
FREE Admission for our First Responders (Police, Fire, & EMT)
You must wear your uniform or bring your official work ID to be eligible for FREE entry. Thank you for all your service!



Powderpuff Game! *Homecoming 2019*

Register now to be a part of the MCHS Homecoming Powderpuff Game.
Online Registration is open 'til September 16th at the School Webstore to all Juniors and Seniors
[Click here for all details!](#)



The (SOMEWHAT) True Tale OF Robin Hood

The Somewhat True Tale of Robin Hood

Presented by
Minooka Community High School

Thursday, October 24th & Friday, October 25th at 7:00 PM
Sunday, October 27th at 2:00 PM

Location: Central Campus - Performing Arts Center (PAC)
\$5 adults / \$3 for kids

[Click here for more information!](#)

NATIONAL
PRINCIPALS
MONTH



MCHS
Building Principal
Bryan Zwemke



#ThankAPrincipal

October is National Principals Month!
Let your voice be heard this month to honor, thank,
and advocate for Principal Bryan Zwemke.
Thank a Principal for their hard work and dedication.


CONGRATULATIONS!

MCHS English Teacher,
Andres Torres, was
recognized by the Illinois
State Board of Education
with the **Those Who Excel**
award!




[Click here to read more about this recognition.](#)

**#WeAre
MINOOKA**
Hold the Rope





Good Luck at
Regional Championships
Tonight



X^C STATE BOUND!
Congratulations!
Boys & Girls XC Teams qualify for STATE!
November 9th
[Click here for more information.](#)



November is
Native American
**Heritage
Month**

Join MCHS as we honor Indigenous communities and learn from their rich traditions. [Click here to visit Native Knowledge 360° \(NK360°\)](#) providing education with new perspectives on Native American history and cultures.

#WeAreMinooka

Hold the Rope



~ 2nd Round Playoff Information ~

When: Saturday, November 9, 2019 @ 4:00 PM Vs. Edwardsville

Where: MCHS Central Campus Stadium (gates open at 2:30 PM)

Cost: \$6.00 General Admission

Important Ticket Information: Pre-Sale tickets will be on sale in the Main Office at either campus. Pre-sale begin Wednesday, 11/6 and runs through Noon Friday, 11/8. Tickets will be available at the door. Season sports passes are not valid during post season play. MCHS Student must purchase a game ticket and bring student ID to the game. Let's Go Indians!

[Click here for more information!](#)



Fall Band Concert

Enjoy an evening of beautiful live music with our MCHS bands.

When: 7:00 P.M.
Where: Central Campus Performing Arts Center (PAC)
301 S. Wabena Avenue
Minooka, IL 60447

★ ★ ★
Minooka Community High School Invites

Local Veterans

TO OUR

Veterans Day Assembly

Monday ★ **11** ★ November

Breakfast Available @ South Campus 8:15 - 8:45 a.m.

South Campus or Central Campus
8:51 - 9:41 a.m. 10:18 - 11:08 a.m.
26655 West Eames Street 301 South Wabena Avenue
Channahon, IL 60410 Minooka, IL 60447



~ RSVP to Anne Seidel at (815) 521-4108 or aseidel@mchs.net ~

Congratulations!

GIRLS

Volleyball

SECTIONAL CHAMPS!

District #111 Foundation for Educational Excellence
Invites You to the 1st Annual

2019 UGLY M Christmas SWEATER PARTY

Inspire Excellence / Foster Innovation / Nurture Potential

[Click here for ticket information & details.](#)

NOW'S YOUR CHANCE

RESERVE A YEARBOOK NOW

ORDER YOUR MCHS YEARBOOK NOW!

[Click Here!](#)

#WeAreMinooka
Hold the Rope

Congratulations on an amazing season!

#mchsproud

23rd
Annual Madrigal Dinner

Saturday, December 14th @ 6:30pm - Sunday, December 15th @ 1:00pm
Central Campus (Click here: [Tickets on sale now through Monday, December 9, 2019](#))

HAPPY
Thanksgiving
WEEK

Thanksgiving Break
November 27-29

MCHS

Follow Your Arrow

Preschool

Spring 2020 Registration Now Open!

Click here to register by January 20, 2020 and to learn more about our program.



MCHS

Winter Choral Concert

Tuesday, December 10th
7:00 PM at Central Campus
Performing Arts Center



Just one more day of exams!



2020 SENIOR BANQUET

Sunday Feb. 16th
Renaissance Center/
Historical Museum
Tickets On Sale NOW!

[Click here for more information.](#)

Congratulations Arrowettes

Conference Champs!

Friday, January 31, 2020
1:30pm - 8:30pm
MCHS Central Campus

NHS PRESENTS

RELAY FOR LIFE

[Click here for more information.](#)

A photograph of a bowling alley with two bowlers in action. One bowler is in the middle of a throw, while another is in the background. The scene is brightly lit with bowling lanes and pins visible.

Back 2 Back
Bowling SECTIONAL CHAMPS
State Bound!
Click here for State Final Information

A photograph of a wrestling match in progress. Two athletes in orange singlets are on the mat, with one in a dominant position over the other. The background shows a gymnasium setting.

Congratulations
Wrestling CONFERENCE CHAMPS!
On to Regionals

A photograph of cheerleaders performing in a gymnasium. They are wearing white and black uniforms with 'M' on them. Some are in the air, while others are on the floor. A crowd of spectators is visible in the background.

Congratulations
MCHS Cheer CONFERENCE CHAMPS!
On to Sectionals!



**Congratulations
MCHS Chess Team!**



**STATE
BOUND!**

#mchsproud

**3rd
State**

Congratulations Girls Bowling!

Back 2 Back State Trophies #mchsproud

**MCHS
Presents**

Tickets on sale now and available for purchase online! You can contact Anne Seidel in the Activities Office at aseidel@mchs.net or call (815) 521-4108 with any questions.

[Click here for tickets!](#)

Disney
NEWSIES
THE BROADWAY MUSICAL

Dates:
Thursday, March 12
Friday, March 13
Saturday, March 14

Time:
7:00 PM

Location:
Central Campus
(Performing Arts Center)

MCHS

MATH TEAM

STATE BOUND!

State Competition will be held on May 2, 2020 at the University of Illinois

Advancing to State: Zach Nordan, Nathan VanDrie, Herschel Su, Bryson Laken, Charlie Fanning, Sabira Hassan, Sunnie Offerman, Sam Smith, Joey Westerhoff, Rachel Karceski, Gabby Kics, Ella McCollum, and Muhammad Saleh

MCHS District 111

CORONAVIRUS (COVID-19)

Updates, Prevention Tips, Resources

Hey MCHS students... today is

A-Day

Hey MCHS students... today is

B-Day



MCHS wishes everyone a
Happy First Day of Spring!

LIGHTS FOR THE FIGHT

*MCHS honors our Class of 2020, first responders, & essential workers.
Friday Night 8:00pm - 8:20pm*

Happy Teacher Appreciation Week

From everyone at MCHS, Thank You! #WeAreMinooka

Happy School Nurse Day



#SND2020

From everyone at MCHS, Thank You! #WeAreMinooka

Congratulations

Class of 2020

Student Pickup Drop-off Days

Pickup/Drop-off will be held at
both campuses during these times:

FR/SO @ South Campus
JR/SR @ Central Campus

Monday, May 18th

8:00AM - 11:00AM (Last name A-E)
12:00PM - 3:00PM (Last name F-K)

Tuesday, May 19th

8:00AM - 11:00AM (Last name L-R)
12:00PM - 3:00PM (Last name S-Z)

MCHS

Office Staff is BACK!

MCHS Office Staff will be available via email and phone during the following summer hours:
June 1 - July 31 | Monday - Thursday (7:00AM - 3:30PM) | Friday (7:00AM - 12:30PM)

* Please refrain from visiting both campuses as they will remain closed until further notice.



MCHS - South Campus announces inaugural...

Career Exploration Fair

[Click here for details!](#)

Promotional Video Examples on Social Media Channels



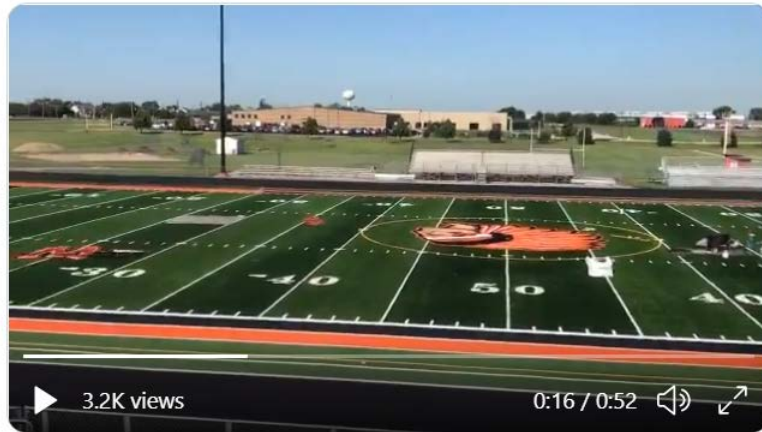
MCHS District #111 @MCHSDistrict111 · Jul 30, 2019

...ever wonder what a marching band practice is like...precision, lazer focus, dedication, and Hawaiian shirts. Take a closer look and step-in-time!
[@MinookaBand](#)



MCHS District #111 @MCHSDistrict111 · Aug 23, 2019

We are just one week away from kickoff!! 7 days!! Who's ready? GO INDIANS!!
[@MCHS_AO](#) [@Minooka_Indians](#) [@IndianNationn](#) [@MCHSActivities1](#)
[@MinookaBand](#) [@MinookaDance](#) [#thenook111](#)





MCHS District #111 @MCHSDistrict111 · Aug 29, 2019

...coming to MCHS this Friday Night!!

#WeAreMinooka #thenook111

@Minooka_Indians @MCHS_AO @MinookaBand @MinookaDance



24

99



MCHS District #111 @MCHSDistrict111 · Aug 31, 2019

MCHS Friday Night Lights was amazing!! Congrats on a dominating Victory to welcome in the new field & to all that make MCHS electric! Good luck this season. GO INDIANS! @IndianNationn @Minooka_Indians @MCHS_AO @MinookaDance @MinookaCheer @MinookaBand



27

108





MCHS District #111 @MCHSDistrict111 · Sep 9, 2019

This week MCHS celebrates the Arts in Education! Each day we will feature a teacher and the role they play in shaping our students. Today we celebrate Choir Director, Randy Benware! Go Indians!

[#thenook111](#) [#WeAreMinooka](#) [@MCHSActivities1](#) [@BryanZwemke](#)



↻ 3

♡ 30



MCHS District #111 @MCHSDistrict111 · Sep 10, 2019

This week MCHS celebrates the Arts in Education! Each day we will feature a teacher and the role they play in shaping our students. Today we celebrate Musical Director, Glenda Smith! Go Indians!

[#thenook111](#) [#WeAreMinooka](#) [@BryanZwemke](#) [@MCHSPerforming](#)
[@MCHSActivities1](#)



↻ 5

♡ 37





MCHS District #111 @MCHSDistrict111 · Sep 13, 2019

This week MCHS celebrates the Arts in Education! Each day we will feature a teacher and the role they play in shaping our students. Today we celebrate Band Directors, Kyle Adelman and Gina Wych! Go Indians!

#thenook111 #WeAreMinooka @BryanZwemke @MinookaBand



2:12 1.4K views



MCHS District #111

1,453 Photos & videos

activities, sports, music, learning, helping each other, being recognized, and so much more. Here's a look back at a few memories from just last month.

@BryanZwemke @MinookaDance @MCHSActivities1 #mchsproud



 **MCHS District #111** @MCHSDistrict111 · Jan 31

MCHS National Honor Society is celebrating and honoring cancer survivors all day during their Relay For Life fundraising campaign. The relay will last until 8:30PM. Congratulations to all our survivors! @BryanZwemke @AmericanCancer #weareminooka



0:35 364 views

3 16

Career Exploration Fair

MINOOKA COMMUNITY HIGH SCHOOL

**Wednesday, October 30, 2019 ~ MCHS South Campus
Session: 7:45AM - 11:00AM**

Minooka Community High School (South Campus) is excited to announce their inaugural Career Exploration Fair for our freshmen and sophomore students. Professionals from a variety of industries will attend the fair and meet with students who may be interested in a career in that field. The Career Exploration Fair will be set up similar to a college fair with tables, displays, and information our students can view. This is a great opportunity for our students to learn directly from professionals in careers they want to pursue.




Educational Campaigns and Appreciation Days

~ Remembering ~

Dr. Martin Luther King, Jr.

No School - January 20, 2020

*"The Time is Always Right
to Do What is Right."*

A black and white portrait of Dr. Martin Luther King, Jr. He is shown from the chest up, looking slightly to the right with a thoughtful expression. His hands are clasped in front of him.A graphic for Native American Heritage Month. On the left is a stylized profile of a Native American man wearing a feathered headdress. The background features a repeating geometric pattern of triangles and diamonds in brown, tan, and blue. A central text box contains the title and a call to action.

**November is
Native American
Heritage
Month**

Join MCHS as we honor Indigenous communities and learn from their rich traditions. Click here to visit Native Knowledge 360° (NK360°) providing education with new perspectives on Native American history and cultures.

~ MCHS Celebrates ~

Black History Month

This week we honor Katherine Johnson

*"Everything was so new - the whole idea of going
into space was new and daring. There were
no textbooks, so we had to write them."*

Click here to find out more!

A black and white portrait of Katherine Johnson. She is shown from the chest up, wearing glasses and a light-colored collared shirt. She has a slight smile and is looking directly at the camera.

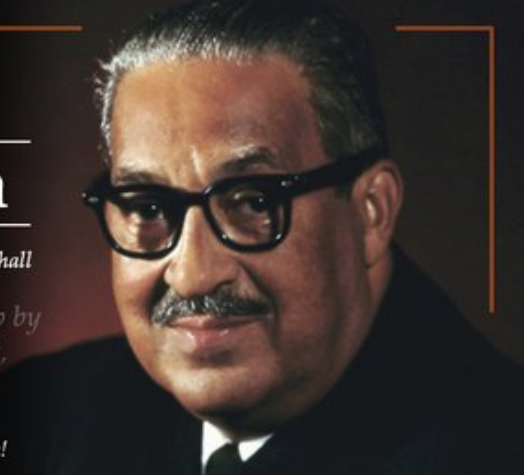
~ MCHS Celebrates ~

Black History Month

This week we honor Thurgood Marshall

"None of us got where we are solely by pulling ourselves up by our bootstraps. We got here because somebody - a parent, a teacher, an Ivy League crony or a few nuns - bent down and helped us pick up our boots."

[Click here to find out more!](#)



~ MCHS Celebrates ~

Black History Month

This week we honor Marian Anderson

*"When I sing, I don't want them to see that my face is black.
I don't want them to see that my face is white.
I want them to see my soul. And that is colorless."*

[Click here to find out more!](#)



~ MCHS Celebrates ~

Black History Month

This week we honor Alex Haley

"In all of us there is a hunger, marrow-deep, to know our heritage - to know who we are and where we have come from. Without this enriching knowledge, there is a hollow yearning."

[Click here to find out more!](#)



~ MCHS Celebrates ~

Women's History Month

This week we honor Clara Barton - founder of the American Red Cross

*I may be compelled to face danger, but never fear it,
and while our soldiers can stand and fight,
I can stand and feed and nurse them.*

[Click here to find out more!](#)



~ MCHS Celebrates ~

Women's History Month

This week we honor Sandra Day O'Connor - first woman to serve on the Supreme Court

*"I think the important thing about my appointment is not
that I will decide cases as a woman, but that I am a
woman who will get to decide cases."*

[Click here to find out more!](#)



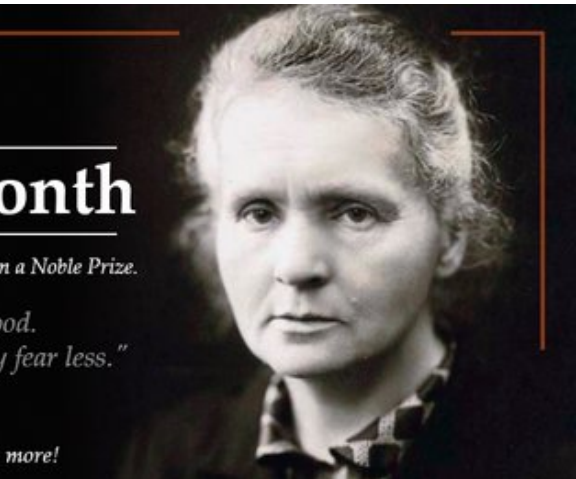
~ MCHS Celebrates ~

Women's History Month

This week we honor Marie Curie - first woman to win a Noble Prize.

*"Nothing in life is to be feared, it is only to be understood.
Now is the time to understand more, so that we may fear less."*

[Click here to find out more!](#)



National Assistant Principals Week

#APWeek20



April 6 - 10 is National Assistant Principals Week!

Let your voice be heard this week to honor, thank, and advocate for our Assistant Principals.

Matt Wikoff
MCHS Assistant Principal
(Central Campus)



Jamie Soliman
MCHS Assistant Principal
(South Campus)

Administrative Professionals Day

#AdminProfessionalsDay Wednesday April 22nd

*Central to any business, these professionals keep an office organized and efficient. They do so much to support our schools and work sites. Make sure to say a big **thank you** for all that they do to support the students of MCHS!*

District 111 Office

Kathy Anderson
Gail Caruso
Beth Claypool

Kathy Fairbairn
Kathy Krakowski
Colleen Ward

MCHS Office

Jeri Brockett
Michelle Fernandez
Amy Hocking

Marci Jordan
Stephanie Ledesma
Jen Mayfield
Debbie Muehlbauer

Morgan Owens
Jenn Quinn
Melanie Safarczyk
Anne Seidel

National School Principals' Day!



Let your voices be heard to honor, thank, and advocate for Principal Zwemke.

Thank you for your leadership and everything you do for MCHS!

Bryan Zwemke
MCHS Building Principal



#SchoolPrincipalsDay

Happy School Nurse Day



#SND2020

From everyone at MCHS, Thank You! #WeAreMinooka



*Thank you for keeping MCHS
clean & maintained! We appreciate everything you do!*

#CustodialWorkersRecognitionDay



MINOOKA COMMUNITY HIGH SCHOOL

Building Principal
Bryan Zwemke
bzwemke@mchs.net

Central Campus Asst. Principal
Matt Wikoff
mwikoff@mchs.net

South Campus Asst. Principal
Jamie Soliman
jsoliman@mchs.net



www.mchs.net

Commendable Summative Designation

93%

Graduation Rate

Graduation rate is calculated based using federal guidance.

MCHS Area Information:

MCHS District 111 attendance boundaries span across three Illinois counties: Will, Grundy, and Kendall. If you have questions about residency, voter registration, property taxes, etc., please contact the appropriate county clerk's office. A majority of MCHS students live in one of three local villages: Minooka, Channahon, and Shorewood (*a small number of students live in other surrounding communities*). Three different grade school districts currently send students to MCHS District 111: Minooka CCSD 201, Channahon District 17, and Troy District 30C.

MCHS District Information:

Minooka Community High School District 111 is a mid-sized school district located in the far southwest suburbs of Chicago. The district, which encompasses 90+ square miles, is largely comprised of the communities of Minooka and Channahon, and also includes portions of Shorewood and Joliet. MCHS offers students a diverse and comprehensive curriculum that prepares students to pursue a college degree, attend technical school, join the military, enter an apprenticeship program, or join the workforce immediately after high school.



MCHS Teacher Mentoring Program

MCHS is proud to offer a Teacher Mentor Program for all teachers and select staff members who are new to our district. Our program offers a sequential model designed to fit varying needs of new staff members while also giving them some agency in their individual plans.

MCHS Demographics

Percentage of students belonging to a particular racial/ethnic group.
(White - 73%) (Black - 4%) (Hispanic - 19%) (Asian - 1%) (American Indian - 0%)
(Two or More Races - 3%) (Pacific Islander - 0%)



MCHS Departments

- Career and Technical Education
- English
- Math
- Physical Education, Health, and Driver's Education
- Science
- Social Studies
- Special Education
- World Languages, Music and Art



26

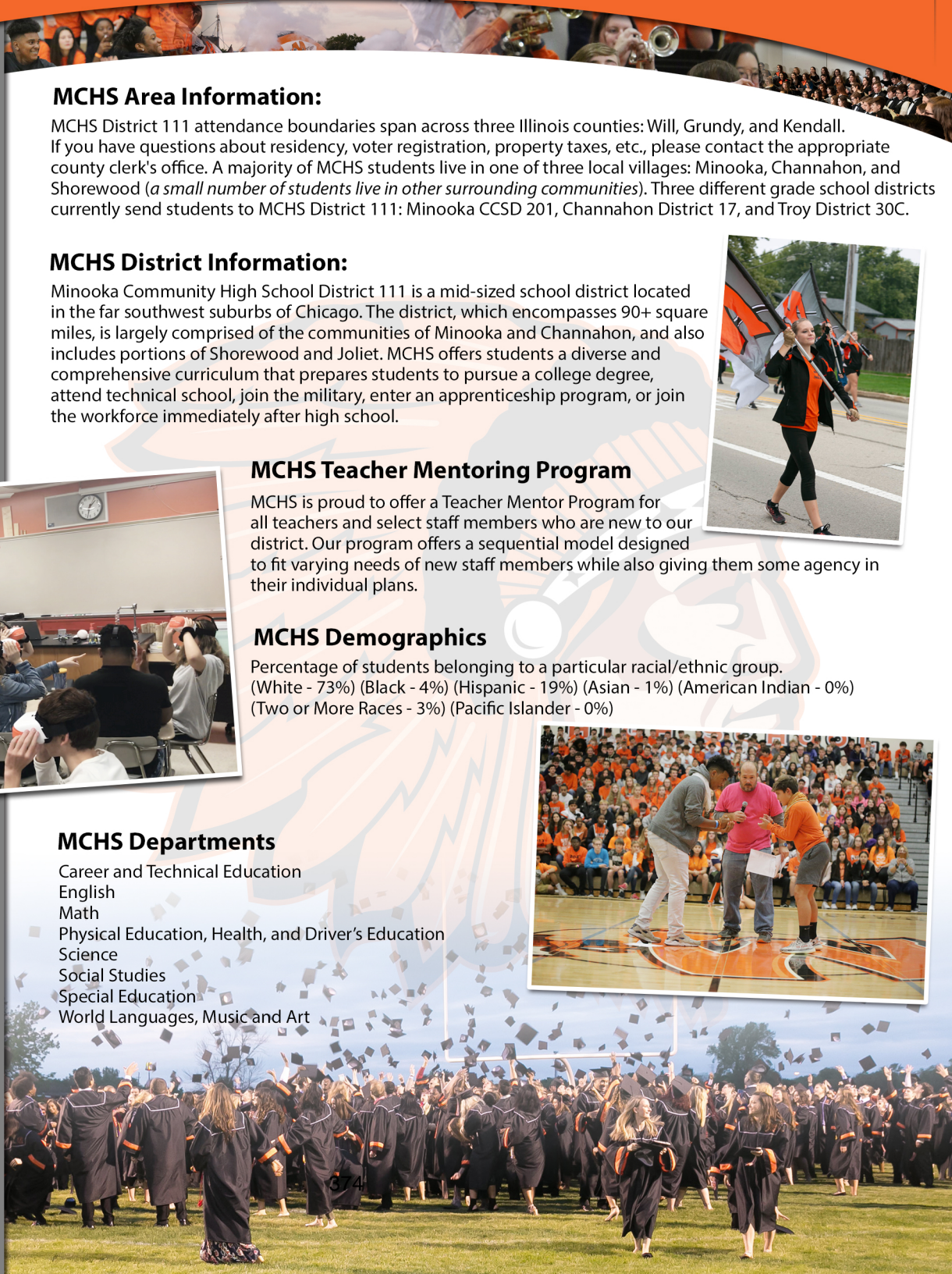
Average class size

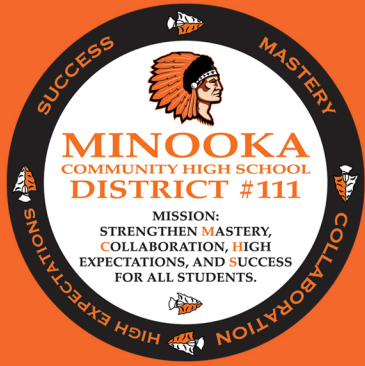
86%

9th grade students on track to graduate

149

Number of Full Time Employed teachers (FTE)





MINOOKA

COMMUNITY HIGH SCHOOL

CENTRAL CAMPUS
301 S. Wabena Avenue
Minooka, IL 60447 | 815.467.2140

SOUTH CAMPUS
26655 W. Eames Street
Channahon, IL 60410 | 815.521.4001



92%

Teacher Retention

Based on the 3-year average percentage of teachers returning to work at this district.

\$12,759

Per Pupil Expenditures

3

Number of schools

Central Campus
South Campus
Project Indian

22:1

Pupil to teacher ratio

This is calculated using the fall enrollment for the school year divided by the number of full-time teachers in the district.

2,803

Number of students

Official counts reflect students enrolled as of the last school day in September of the previous year.

78%

Number of teachers with Masters Degree

Minooka Community High School Job Fair

MCHS District 111 would like to thank you for visiting our booth today. Please take a look at the open positions below and start your journey with us. MCHS offers tuition reimbursement, has a Foundation for Educational Excellence that award grants for teachers to enhance student learning, offers over 50 groups & clubs for student participation, offers AP/Honors/Dual Credit opportunities, and so much more.

* MCHS Staff Positions

* **Dean of Students**

* **Special Education Instructor**

* **Science**
Multiple endorsements preferred: Chemistry & Physics

* **Social Studies Instructor**

* **Career and Technical Education (CTE)**
Business
Woods & Small Engines

* **Physical Education**
Physical Education, Health, & Driver's Education

* **American Sign Language Instructor**

* **English Instructor**

* MCHS Sports & Activities Positions

* **Climbing Club Sponsor**
Central Campus location

* **Book Club Sponsor**

To view a list of all groups & clubs visit:
www.mchsactivities.net

To apply please visit:
www.roe24.org

Athletics:

Boys Golf

Girls Golf

Boys Tennis

Girls Tennis

Boys Cross Country

Girls Cross Country

Boys Volleyball

Girls Volleyball

Sideline Cheerleading

Sideline Poms

Football

Boys Soccer

Girls Soccer

Boys Swimming Coop

Girls Swimming Coop

Boys Bowling

Girls Bowling

Boys Basketball

Girls Basketball

Wrestling

Cheerleading

Competitive Poms/Dance

Baseball

Softball

Boys Track

Girls Track

Boys Lacrosse

Girls Lacrosse

The Minooka Community High School District 111 Board of Education supports and encourages community use of the District's facilities. However, the education of MCHS students is the prime consideration in reviewing requests for the use of the facilities by other groups. Facilities will be made available to the public under conditions consistent with the Illinois School Code and the policies of the Board of Education. Completed applications are to be submitted to the administrative assistant for the Student Activities Director, who is located at MCHS - South Campus in Channahon. Requests are then processed by the Student Activities Director and Athletic Director, and then formally approved or denied by the Facility Usage Coordinator.

Minooka Community High School District 111 and the MCHS District 111 Board of Education reserve the following rights:

- to decide which fees will be applicable,
- to disapprove applications, and;
- to authorize the Superintendent to revoke prior approvals, when he deems necessary or in the best interests of the District.

Please note the following regarding facility usage requests:

- The use of school facilities for school purposes and school-sponsored activities takes precedence over all other uses, and school-sponsored organizations and activities will have first priority for facility use. Non-school entities will not be permitted to use school facilities if the requested use would interfere with school operations or activities.
- Non-school organizations are eligible for non-exclusive use of school facilities. The School District retains the right to use or access the facilities at any time, for school-related purposes.
- Use or rental of a facility does not constitute District endorsement of the organization's or program's theme, product, ideas, activities, or participants.
- **Facility usage fees shall be paid in advance of your event, unless arrangements have been made with District Office.**

FACILITIES AVAILABLE FOR RENTAL

The following locations are available for rental. Additional usage beyond time minimum will be billed on an hourly basis. If there is a location you would like to rent that is not on this list, please contact Anne Seidel at aseidel@mchs.net or call her at 815-521-4108 for more information.

Location	Campus	Seating Capacity	Fee for 3 hours (minimum)
Auditorium	Central	755	\$250
Auxiliary gymnasium	Central/South	350	\$75
Band room	Central	30	\$60
Baseball diamond	Central	N/A	\$60
Bistro	Central	40	\$60
Conference Room (Room 263)	Central	30	\$60
Cafeteria	Central/South	500	\$150
Career Center	Central	40	\$60
Choir Room	Central	40	\$60
Classrooms (per room)	Central/South	30	\$60
Dance Studio	Central/South	30	\$75
Fields (soccer, baseball, softball)	Central	N/A	\$60
Football field* **	Central	376 2,000	\$150

Kitchen***	Central/South	N/A	\$180
Large gymnasium****	Central/South	1,500	\$150
Library	Central/South	200	\$75
Locker rooms (per room)	Central/South	200	\$75
Staff dining room	Central/South	30	\$75
Tennis courts	Central	N/A	\$60
Ticket booth (near stadium)	Central	N/A	\$50
Track	Central	N/A	\$40
Wrestling room	Central	100	\$150

*Football lights will be billed at \$60 per hour. This is in addition to the use charge.

**Lining of the football field will be billed as a one-time fee of \$60 per event. This is in addition to the use charge.

***Use of the kitchen requires a kitchen staff member who must be present for the duration of the use of the kitchen. The rate is to-be-determined. This is in addition to the use charge.

****Use of a large gymnasium for a non-athletic event (determination is made by the district) requires the use of a protective floor tarp, which will be billed as a one-time fee of \$150 per event. This is in addition to the use charge.

FEES FOR SUPPORT STAFF

The following school personnel may be hired by your organization. The wage rates listed below for personnel are per hour. This is in addition to the use charge.

Position	Per-hour charge
Custodian	\$40
Security	\$30
Light board/soundboard technician (student worker)	\$10
General support staff	TBD

HOW THE DISTRICT DETERMINES FACILITY USAGE CHARGES

Minooka Community High School District 111 determines facility usage charges based on the characteristics of the group/organization submitting a facility usage request. **Note: facility usage fees shall be paid in advance of your event, unless arrangements have been made with District Office.**

Category 1

Any inside group, student group, affiliated group of the high school, any conference, or association that the high school is a member. Any booster group associated with the district. Any higher education institution (university, community college, etc.) that houses an MCHS supported cohort program for MCHS staff.

Fees and charges for support staff: There are no fees charged for use of facilities, nor no fees charged for support services.

Category 2

Any government or non-profit organization that operates within the district boundaries (no fee charged for admission to activity). This group includes groups such as Boy Scouts, Girl Scouts, Lions Club, local churches, sender school districts, and village-initiated programs.

Fees and charges for support staff: There are no fees charged for use of facilities, but fees will be charged for custodial services if custodial staff is required outside of established schedules. Actual costs for other support staff required for the event will also be billed per-hour according to the schedule of rates established annually.

Category 3

Non-profit and booster fund raisers or where an admission fee is charged for entrance to event. Examples are craft fairs and fund raisers for booster organizations.

Fees and charges for support staff: There are no fees charged for use of facilities, but fees will be charged at a per-hour rate for custodial services regardless of the time of your event. Actual costs for other support staff required for the event will also be billed per-hour according the schedule of rates established annually.

Category 4

All other organizations or activities that do not fit within the framework of the first three categories. The district reserves the right to limit use of facilities for any activity or to any organization that is counter to its stated mission and goals.

Fees and charges for support staff: Facility fees will be charged according to the established rate. Fees will also be charged at a per-hour rate for custodial and all other support staff positions for the duration of your event.

PROOF OF INSURANCE

The organization or individual using school district facilities is required to furnish Minooka Community High School District 111 with an Owners, Landlords & Tenants Liability Insurance Policy for the entire term of the use of the facilities. The insurance policy limits must be at least \$1,000,000/\$2,000,000. Bodily Injury and \$400,000 Property Damage. In addition, the policy must include Minooka Community High School District 111 as an additional named insured. This policy must be submitted with your completed application. The policy must provide coverage for the facilities to be used and the event to be conducted, including all related activities.

ALCOHOL AND DRUGS

Absolutely no alcoholic drinks, narcotics, controlled substances, or illegal drugs are permitted on school district property.

TOBACCO

The buildings and grounds owned and operated by Minooka Community High School District 111 have been designated as tobacco-free by the Board of Education.

CLEAN-UP

Clean-up is the responsibility of the organization or group using the facilities. School personnel will provide equipment, supplies, and direction as needed. Care should be taken to remove any organization-owned or personal items from the building, to properly dispose of waste material, and to leave facilities, furniture, and equipment in their original location and condition. Custodial personnel will secure the building at the conclusion of the activity. In the event that your group does not satisfactorily clean the facilities, school personnel will do it. However, you will be billed the appropriate per-hour charge.

SCHOOL EQUIPMENT

Special equipment needs must be arranged in advance. The district cannot guarantee any equipment requests that are not made a minimum of one week in advance of your event. Any damage to equipment used will be billed to the organization.

GAMES OF CHANCE

Absolutely no games of chance are to be played or are permitted on school district property.

Please print. Completed requests should be returned to Anne Seidel via email at aseidel@mchs.net or to MCHS - South Campus, which is located at 26655 W. Eames Street in Channahon, IL 60410. Questions? Call 815-521-4108.

1. Today's date: _____
2. Name of your organization: _____
3. Purpose for which facilities are to be used: _____
4. Contact information of individual in charge of event/responsible to MCHS District 111:

(name) (email address)

(phone) (street address)

5. Date(s) being requested: _____
Start time: _____ End time: _____
Setup begins: _____ Clean-up ends: _____

Alternate date(s) and/or time(s): _____

6. Campus (check one): South Central
7. Probable event attendance: _____
8. Requested area(s) of facility (please be specific): _____
9. Special assistance needed from school staff (cafeteria, security, audio-visual technician, custodian, etc.): _____

10. Please indicate if your event will include vendors: NONE Food Products Other _____

You must include a copy of your organization's insurance policy with this application. Please indicate the name of your insurance agency and your policy number below, and attach a copy of your policy.

(name of insurance company) (policy number)

AGREEMENT: I have read and understand the regulations on the attached sheet. On behalf of myself and my organization, I hereby agree to comply with these regulations. The organization and I assume full responsibility for the use of the facilities by the organization (including, but not limited to, responsibility for supervision and liability). In consideration of the use of the facilities, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the organization and I agree to defend, indemnify and hold harmless Minooka Community High School District 111, its Board of Education, and the Board's members, officers, employees and agents, from and against any and all claims, liabilities, demands, costs and expenses, including reasonable attorneys' fees, arising from or in connection with the organization's use of school facilities. The organization understands and agrees that Minooka Community High School District 111 assumes no obligation or responsibility in connection with the organization's use of school facilities. The organization further agrees to pay for the repair of any damage to school facilities, furniture, or equipment arising out of the organization's use of school facilities, whether such damage is accidental or deliberate. I warrant that I have the authority to sign this document on behalf of the organization, and to bind the organization thereby. **I understand facility usage fees shall be paid in advance of my event, unless arrangements have been made with District Office.**

(signature) (date)

OFFICE USE ONLY			
Athletic Director _____	Date _____	Date received _____	Usage fee _____
Student Activities Director _____	Date <u>379</u>	Date approved _____	Waived <input type="checkbox"/> Y <input type="checkbox"/> N Init. _____
Facility Usage Coordinator _____	Date _____	Date notified _____	Ins. Proof <input type="checkbox"/> Y <input type="checkbox"/> N Init. _____

POLICY EDITS WORKSHEET
Illinois Association of School Boards (IASB)

District Policy #	Edits / Changes / Comments / Questions
	<i>Rows will expand as necessary. Alt+Enter can be used to insert line break within cell.</i>
ALL	This list ignores ALL insignificant changes including but not limited to synonomous word changes, punctuation, bullets/numbering, abbreviations, formatting, spacing, pagination, order, headers, footers, etc., ignores all changes to legal references, cross references, adoption dates, etc., and ignores all items exclusive to elementary grades and below.
1:20	Added IGAs [New]: "· JJC · Village of Channahon · Village of Minooka · Grundy County Sheriff
130	Added Mission Statement info [Old]: "Philosophy The School District, in an active partnership with parents and community, will promote excellence in a caring environment in which all students learn and grow. This partnership shall empower all students to develop a strong self-esteem and to become responsible learners and decision-makers. The School District is committed to developing and using a visionary and innovative curriculum, a knowledgeable and dedicated staff, and sound fiscal and management practices. It is the responsibility of the District to educate individuals in a nurturing, learning environment of students, staff, and community, so that upon graduation students will possess the self-esteem, knowledge, skills, and values necessary to accept social responsibility, to succeed in today's world and to meet tomorrow's expectations." [New]: "Organization School District Philosophy Mission – Why We Exist · Strengthen Mastery · Collaboration · High Expectations · Success for All Students Values – What We Stand For · Continuous Improvement · Collaboration · High Expectations · Integrity · Resilience · Respect · Responsibility · Service Vision – Where We are Headed MCHS students are success-ready when they: · Think critically and demonstrate mastery of academic learning expectations. · Solve problems collaboratively. · Demonstrate a growth mindset through strong effort and continuous improvement. · Embrace individual differences. · Have the interpersonal skills and confidence to be successful in the workplace. · Explore college, career and other post-high school opportunities. "
2:40	Added residency requirements -- 30% [New]: "Thirty percent (30%) or more of the taxable property of this high school district is located in the unincorporated territory of the district; therefore, at least two board members shall be residents of the unincorporated territory."
2:220	Very minor changes
2:250	FOIA - DCR serves as Officer
3:20	Need org chart
3:30	Very minor changes

4:80	<p>Minor changes -- Pg 2 Each revolving fund shall.....balance \$500 and Itemized Internal Controls [Old]: "Bank accounts for revolving funds are limited to a maximum balance of \$500.00." [New]: "Each revolving fund shall be maintained in a bank that has been approved by the Board and established in an amount approved by the Superintendent consistent with the annual budget."</p> <p>[New]:"The District's system of internal controls shall include the following: 1. All financial transactions must be properly authorized and documented. 2. Financial records and data must be accurate and complete. 3. Accounts payable must be accurate and punctual. 4. District assets must be protected from loss or misuse. 5. Incompatible duties should be segregated, if possible. 6. Accounting records must be periodically reconciled. 7. Equipment and supplies must be safeguarded. 8. Staff members with financial or business responsibilities must be properly trained and supervised, and must perform their responsibilities with utmost care and competence. 9. Any unnecessary weaknesses or financial risks must be promptly corrected."</p>
4:110	<p>Substantial changes; Unique language removed; Change Superintendent or designee to Transportation Director [Added]: "The District may provide transportation for other students residing within one and one-half miles from their assigned school." [Added]: ""The District may provide transportation to and from school-sponsored activities." [Deleted]: "If a student is at a location within the District, other than his or her residence, for child care purposes at the time for transportation to and/or from school, that location may be considered for purposes of determining the one and one-half miles from the school attended. Unless the Superintendent or designee establishes new routes, pick-up and drop-off locations for students in day care must be along the District's regular routes. The District will not discriminate among types of locations where day care is provided, which may include the premises of licensed providers, relatives' homes, or neighbors' homes."</p>
4:140	<p>Changes to Verification of student eligibility for waiver of fees [Old]: "shall establish a process for determining a student's eligibility for a waiver of fees in accordance with State law requirements. The Superintendent or designee may require family income verification at the time an individual applies for a fee waiver and anytime thereafter but not more often than once every 60 calendar days. The Superintendent or designee shall not use any information from this or any independent verification process to determine free or reduced-price meal eligibility. If a student receiving a fee waiver is found to be no longer eligible during the school year, the Superintendent or designee shall notify the student's parent/guardian and charge the student a prorated amount based upon the number of school days remaining in the school year." [New]: "must follow the verification requirements of 7 C.F.R. 245.6a when using the free lunch or breakfast eligibility guidelines pursuant to The National School Lunch Act as the basis for waiver of the student's fee(s)."</p>
4:150	<p>Title Change [Old]: "Programs" [New]: "Programs, Including Naming Buildings and Facilities"</p>
4:170	<p>Pg 2 Changes to Unsafe School Choice Option [Old]: "1. All students attending a persistently dangerous school, as defined by State law and identified by the ISBE. 2. Any student who is a victim of a violent criminal offense, as defined by 725 ILCS 120/3, that occurred on school grounds during regular school hours or during a school-sponsored event. The Superintendent or designee shall develop procedures to implement the unsafe school choice option." [New]: "the District in certain situations. This transfer option is unavailable in this District because each grade is in only one attendance center. A student, who would otherwise have qualified for the choice option, or such a student's parent/guardian, may request special accommodations from the Superintendent or designee."</p>

5:30	Minor change first paragraph [New]: "The Superintendent may select personnel on a short-term basis for a specific project or emergency condition before the Board's approval."
5:50	Title Change -- "Prohibition"
5:82	Missing -- "Leave of Absence -Military Duty"
5:100	Substantial changes -- Decided not to implement during meeting 3/10/20
5:110	Title Change [Old]: "For Service and Attendance" [New]: "for Service"
5:120	Minor change -- Pg 2 Employees shall neither solicit nor accept..... [New]: "Employees shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to agreements or contracts. Situations in which the interest is not substantial or the gift is an unsolicited item of nominal value must comply with State law and Board policy 2:105, Ethics and Gift Ban."
5:170	Copyright Infringement Information [New]: "Copyright Infringement; Designation of District Digital Millennium Copyright Act (DMCA) Agent The employee listed below receives complaints about copyright infringement within the use of the District's online services. The Superintendent or designee will register this information with the federal Copyright Office as required by federal law. District DMCA Agent: Name Address Email Telephone"
5:180	Very minor change [Old]: "assistant." [New]: "assistant if the examination is job-related and consistent with business necessity. Please also refer to the applicable collective bargaining agreement(s)."
5:185	Deleted on Pg 1 Employees may take an intermittent..... [Deleted]: "Employees may take an intermittent or reduced-hour family and medical leave when the reason for the leave is 3 or 4, above, with certain limitations provided by law."

5:200	<p>Unique language removed and most moved to CBA</p> <p>[Old]: "Teachers shall work according to the school calendar adopted by the Board, which shall have a minimum of 176 student attendance days and a minimum of 180 teacher work days, including teacher institute days. Teachers are not required to work on legal school holidays unless the District has followed applicable State law that allows it to hold school or schedule teachers' institutes, parent-teacher conferences, or staff development on the third Monday in January (the Birthday of Dr. Martin Luther King, Jr.); February 12 (the Birthday of President Abraham Lincoln); the first Monday in March (known as Casimir Pulaski's birthday); the second Monday in October (Columbus Day); and November 11 (Veterans' Day). School Day Teachers are required to work the school day adopted by the Board. Teachers employed for at least four hours per day shall receive a duty-free lunch equivalent to the student lunch period, or 30 minutes, whichever is longer. The District accommodates employees who are nursing mothers according to provisions in State and Federal law. Salary Teachers shall be paid according to the salaries fixed by the Board, but in no case less than the minimum salary provided by the School Code. Teachers shall be paid at least monthly on a 10-or 12-month basis. Assignments and Transfers The Superintendent is authorized to make teaching, study hall, extra class duty, and extracurricular assignments. In order of priority, assignments shall be made based on the District's needs and best interests, employee qualifications, and employee desires."</p> <p>[Old]: "Dismissal The District will follow State law when dismissing a teacher. Evaluation The District's teacher evaluation system will be conducted under the plan developed pursuant to State law. On an annual basis, the Superintendent will provide the Board with a written report which outlines the results of the District's teacher evaluation system."</p> <p>[New]: "School Year and Day, Duty-Free Lunch, Salary, Assignments and Transfers, Dismissal, Evaluation Please refer to the applicable collective bargaining agreement(s). Nursing Mothers The District accommodates employees who are nursing mothers according to provisions in State and federal law."</p>
5:210	<p>Title Change</p> <p>[Deleted]: "and Retirement"</p>
5:220	<p>Deleted on Pg 2 re: Internal Subst..... refer to CBA</p> <p>[Old]: "Internal Substitution During Preparation Period Please refer to the Agreement Between The Board of Education of Minooka High School District No. 111 and Minooka Education Association IEA-NEA.</p>
5:240	<p>Very minor changes</p>

5:250	<p>Unique language and substantial changes [Old]: "Sick (and Bereavement) Leave, Personal Business Leave, and Extended Unpaid Leave of Absence Please refer to the Agreement Between The Board of Education of Minooka Community High School District No. 111 and Minooka Education Association IEA-NEA."</p> <p>[New]: "Sick and Bereavement Leave, Personal Leave, Leave of Absence Without Pay Please refer to the applicable collective bargaining agreement(s). The use of paid sick leave for adoption or placement for adoption is limited to 30 days unless a longer leave is provided in an applicable collective bargaining agreement. The Superintendent may require that the employee provide evidence that the formal adoption process is underway. Child Bereavement Leave State law allows a maximum of 10 unpaid work days for eligible employees (Family and Medical Leave Act of 1993, 20 U.S.C. §2601 et seq.) to take child bereavement leave. The purpose, requirements, scheduling, and all other terms of the leave are governed by the Child Bereavement Leave Act. Child bereavement leave allows for: (1) attendance by the bereaved staff member at the funeral or alternative to a funeral of his or her child, (2) making arrangements necessitated by the death of the staff member's child, or (3) grieving the death of the staff member's child, without any adverse employment action. The leave must be completed within 60 days after the date on which the employee received notice of the death of his or her child. However, in the event of the death of more than one child in a 12-month period, an employee is entitled to up to a total of six weeks of bereavement leave during the 12-month period, subject to certain restrictions under State and federal law. Other existing forms of leave may be substituted for the leave provided in the Child Bereavement Leave Act. This policy does not create any right for an employee to take child bereavement leave that is inconsistent with the Child Bereavement Leave Act."</p> <p>[New]:"Child-Rearing Leave The Board shall grant a professional staff member's request for a non-paid, child-rearing leave, not to exceed the balance of the school year plus one additional school year (but in no event shall such leave exceed three semesters), provided the request complies with this policy. Nothing in this section shall prohibit a professional staff member from using paid sick days as provided in this policy. A teacher should request, if possible, a child-rearing leave by notifying the Superintendent in writing no later than 90 days before the requested leave's beginning date. The request should include the proposed leave dates. The leave shall end before a new school year begins or at the semester break. Subject to the insurance carrier's approval, the teacher may maintain insurance benefits at his or her own expense during a child-rearing leave. A professional staff member desiring to return before the leave's expiration will be assigned to an available vacancy for which the teacher is qualified, subject to scheduling efficiency and instruction continuity."</p>
Section 5	<p>Category Changes [Old]: "Personnel" [New]: "General Personnel"</p> <p>[Old]: "Personnel" [New]: "Professional Personnel"</p> <p>[Old]: "Personnel" [New]: "Educational Support Personnel"</p>
5:320	Very minor changes and "annual" evaluation
5:330	Holiday language; personal leave prohibitions (#2 and #5); qtr day increments; two personal days
6:60	Minor changes
6:130	Minor changes

6:135	<p>Added--NEW</p> <p>[New]: "Accelerated Placement Program The District provides an Accelerated Placement Program (APP). The APP advances the District's goal of providing educational programs with opportunities for each student to develop to his or her maximum potential. The APP provides an educational setting with curriculum options usually reserved for students who are older or in higher grades than the student participating in the APP. APP options include, but may not be limited to: (a) accelerating a student in a single subject; and (b) other grade-level acceleration. Participation in the APP is open to all students who demonstrate high ability and who may benefit from accelerated placement. It is not limited to students who have been identified as gifted and talented. Eligibility to participate in the District's APP shall not be conditioned upon the protected classifications identified in Board policy 7:10, Equal Educational Opportunities, or any factor other than the student's identification as an accelerated learner. The Superintendent or designee shall implement an APP that includes: 1. Decision-making processes that are fair, equitable, and involve multiple individuals, e.g. District administrators, teachers, and school support personnel, and a student's parent(s)/guardian(s); 2. Notification processes that notify a student's parent(s)/guardian(s) of a decision affecting a student's participation in the APP; and 3. Assessment processes that include multiple valid, reliable indicators. The Superintendent or designee shall annually notify the community, parent(s)/guardian(s), students, and school personnel about the APP, the process for referring a student for possible evaluation for accelerated placement, and the methods used to determine whether a student is eligible for accelerated placement. Notification may: (a) include varied communication methods, such as student handbooks and District or school websites; and (b) be provided in multiple languages, as appropriate "</p>
6:170	Need Districtwide Parental Involvement Policy
6:180	<p>Change</p> <p>[New]: "Child care and training center for pre-school children and for students whose parents work."</p>
6:190	<p>Academic Criteria for Participation -- Credit hours information -- Decided at 3/10/20 meeting to change to 25 credits</p> <p>[Old]: "student must maintain an overall 1.5 grade point average."</p> <p>[New]: "student must pass 25 credit hours of high school work per week. A student must have passed and received credit toward graduation for 25 credit hours of high school work for the entire previous semester to be eligible at all during the ensuing semester."</p>
6:210	<p>Very minor changes re: Instructional Materials Selection and Adoption</p> <p>[Old]: "approve the selection of all textbooks and instructional materials according to the standards described in this policy."</p> <p>[New]: "recommend to the Board for consideration and adoption all textbooks and instructional materials and shall include the following information: (1) title, publisher, copyright dates, number of copies desired, and cost; (2) any texts being replaced; and (3) rationale for recommendation."</p>

6:220	<p>Missing</p> <p>[Old]: "Instruction Bring Your Own Technology (BYOT) Program; Responsible Use and Conduct The Superintendent or designee shall establish a Bring Your Own Technology (BYOT) Program. The program will: 1. Promote educational excellence by facilitating resource sharing, innovation, and communication to enhance (a) technology use skills; (b) web-literacy and critical thinking skills about Internet resources and materials, including making wise choices; and (c) habits for responsible digital citizenship required in the 21st century. 2. Provide sufficient wireless infrastructure within budget parameters. 3. Provide access to the Internet only through the District's electronic networks. 4. Identify approved BYOT devices and what District-owned technology devices may be available; e.g., laptops, tablet devices, E-readers, and/or smartphones. 5. Align with Board policies 4:140, Waiver of Student Fees; 5:125, Personal Technology and Social Media; Usage and Conduct; 5:170, Copyright; 6:120, Education of Children with Disabilities; 6:235, Access to Electronic Networks; 7:140, Search and Seizure; 7:180, Prevention of and Response to Bullying, Intimidation, and Harassment; 7:190, Student Behavior; and 7:340, Student Records. 6. Provide relevant staff members with BYOT professional development opportunities, including the provision of: a. Classroom management information about issues associated with the program, e.g., technical support, responsible use, etc.; b. A copy of or access to this policy and any building-specific rules for the program; c. Additional training, if necessary, about 5:170, Copyright; and d. Information concerning appropriate behavior of staff members as required by State law and policy 5:120, Employee Ethics; Conduct; and Conflict of Interest. 7. Provide a method to inform parents/guardians and students about this policy. 8. Include the program in the annual report to the Board as required under policy 6:10, Education Philosophy and Objectives. The District reserves the right to discontinue its BYOT program at any time. The District does not provide liability protection for BYOT devices, and it is not responsible for any damages to them. Responsible Use The District recognizes students participating in the program as responsible young adults and holds high expectations of their conduct in connection with their participation in the program. Teachers may encourage students to bring their own devices as supplemental in-class materials when: (a) using the devices will appropriately enhance, or otherwise illustrate, the subjects being taught; (b) the Building Principal has approved their use and found that their use is age-appropriate; and (c) the student's parent/guardian has signed the Bring Your Own Technology (BYOT) Program Participation Authorization and Responsible Use Agreement Form. A student's right to privacy in his or her device is limited; any reasonable suspicion of activities that violate law or Board policies will be treated according to policy 7:140, Search and Seizure."</p>
6:230	<p>Title Change; Substantial changes</p> <p>[Old]: "Instruction Library Resource Center"</p> <p>[New]: "Library Media Program"</p> <p>[Old]: "The Superintendent shall manage the District's library resource program according to the following standards: 1. The program focuses on enlarging and enriching the on-going classroom instructional program. 2. Materials are selected on the basis of encouraging the acquisition of knowledge and developing literary, cultural, and aesthetic appreciation and ethical standards. 4. Each school maintains a collection of material that supports the curriculum and provides for individual needs, interests, abilities, and maturity levels."</p> <p>[New]: "The Superintendent or designee shall manage the District's library media program to comply with (1) State law and Ill. State Board of Education (ISBE) rule and (2) the following standards: 1. The program includes an organized collection of resources available to students and staff to supplement classroom instruction, foster reading for pleasure, enhance information literacy, and support research, as appropriate to students of all abilities in the grade levels served. 2. Financial resources for the program's resources and supplies are allocated to meet students' needs. 3. Students in all grades served have equitable access to library media resources. 4. The advice of an individual who is qualified according to ISBE rule is sought regarding the overall direction of the program, including the selection and organization of materials, provision of instruction in information and technology literacy, and structuring the work of library paraprofessionals."</p>

6:250	Item #2 [Old]: "relevant" [New]: "used incident"
6:255	[Text Inserted]: "The District shall not endorse or otherwise promote invocations, benedictions, and group prayers at any school assembly, ceremony, or other school-sponsored activity."
6:290	Substantial changes re: Assignments [New]: "Assignments Homework provides the teacher with the opportunity to increase the time-on-task for students. All teachers shall give homework assignments on a regular basis in keeping with the academic requirements of the course being taught. Teachers shall evaluate the homework of every student assigned to their classes, being careful to maintain objective data to support professional judgments and grades. Evaluation should be regular and consistent. All homework should be evaluated in writing and should be returned within one week of the time it is received. In most cases, students should be permitted to take the assignments home to allow for parental involvement. It is recognized, however, that there are cases where it is appropriate for the teacher to retain the assignment in the classroom."
6:300	Changes to Graduation Requirements [Deleted]: "Veterans of World War II, the Korean Conflict, or the Vietnam Conflict Upon application, an honorably discharged veteran of World War II, the Korean Conflict, or the Vietnam Conflict will be awarded a diploma, provided that he or she (1) resided within an area currently within the District at the time he or she left high school, (2) left high school before graduating in order to serve in the U.S. Armed Forces, and (3) has not received a high school diploma."
6:310	#2 re: enrollment in ROTC [Deleted]: "2. Enrollment in Reserve Officer's Training Corps (ROTC) program sponsored by the District;"
6:315	and vs when in second paragraph
6:320	Title Change and Course Credit for HS Diploma info missing [Old]: "Credit For" [New]: "High School Credit for" [Deleted]: "Course Credit for High School Diploma The Superintendent or designee may investigate, coordinate, and implement a program for students in grades 7 and 8 to enroll in a course required for a high school diploma. Students in grades 7 and 8 may enroll in a course required for a high school diploma when: (1) the course is offered by the high school that the elementary student would attend, (2) the student participates in the course at the location of the high school, and (3) the student's enrollment in the course would not prevent a high school student from being able to enroll. The Superintendent [Old]: "or designee will coordinate with the cooperating elementary school district superintendent to implement a schedule that meets the State law requirements for providing students in grades 7 and 8 the opportunity to enroll in a course required for a high school diploma where they attend school. A student that successfully completes a course required for a high school diploma while in grades 7 and 8 shall receive such academic credit from the Board. That academic credit shall satisfy the requirements of Section 27-22 of the School Code for purposes of receiving a high school diploma, unless evidence about the course's rigor and content show that the course did not address the relevant Illinois learning standard at the level appropriate for the high school grade during which the course is usually taken. The student's grade in the course shall also be included in the student's grade point average in accordance with Board policy."

6:330	<p>Title change and Substantial changes [Old]: "Awards and Scholarships" [New]: "Achievement and Awards"</p> <p>[Old]: "or a designee will develop criteria and procedures for presenting awards, honors, and scholarships to students for outstanding scholarship and distinguished service in District activities. All awards, honors, and scholarship donations must receive the Superintendent's prior approval. The selection of the recipients is under the guidance and control of a committee appointed by the Superintendent. All awards, honors, and scholarships shall be conferred to students under the direction and supervision of the Building Principal."</p> <p>[New]: "Grade Point Average, Class Rank, and Class Honor Roll shall maintain a uniform process for presenting awards and honors for outstanding scholarship, achievement, and/or distinguished service in school activities in such a way as to minimize bias and promote fairness. The Superintendent shall supervise the selection of the recipient(s). In addition to other awards, the Superintendent shall maintain a uniform process for identifying a high school senior as a valedictorian and one as a salutatorian. All donations for awards, honors, and scholarships must receive the School Board's prior approval."</p>
7:15	<p>Physical Exams or Screenings -- #3 deleted [Deleted]: "3. Is administered pursuant to the District's extracurricular drug and alcohol testing program (see Policy 7:240, Conduct Code for Participants in Extracurricular Activities)."</p>
7:30	<p>Title change and Substantial changes [Old]: "Student Assignment and Intra-District Transfer Attendance Areas" [New]: "Student Assignment"</p> <p>[Old]: "The School District is divided into school attendance areas. The Superintendent will review the boundary lines annually and recommend any changes to the School Board. The Superintendent or designee shall maintain a map of the District showing current school attendance areas. Students living in a given school attendance area will be assigned to that school."</p> <p>[New]: "The Superintendent or designee shall assign students to classes."</p> <p>[Deleted]: "Transfers Within the District A student's parent(s)/guardian(s) may request a transfer for their child to a District school other than the one assigned. A request should be directed to the Superintendent, who, at his or her sole discretion, may grant the request when the parent(s)/guardian(s) demonstrate that the student could be better accommodated at another school, provided space is available. If a request is granted, the parent/guardian shall be responsible for transportation. The provisions in this section have no applicability to transfers pursuant to the Unsafe School Choice Option covered in Board policy 4:170, Safety. Class Assignments The Superintendent or designee shall assign students to classes."</p>
7:92	<p>Missing -- Closed Campus [Deleted]: "Students Closed Campus Students are to remain in their and on the school's from the Students are to remain in their assigned buildings and on the school's grounds continuously from the "time of to the time of for the unless to leave is the time of reporting to the time of departure for the day, unless permission to leave is granted by the or a is otherwise excused. Building Principal or a designee or is otherwise excused."</p>

7:100	<p>Changes re: Proof of immunization #4 and #5 deleted</p> <p>[Deleted]: "4. Before admission and in conjunction with required physical examinations, parents/guardians of children between the ages of one and seven years must provide a statement from a physician that their child was risk-assessed or screened for lead poisoning. 5. The IDPH will provide all students entering sixth grade and their parent(s)/guardian(s) information about the link between human papillomavirus (HPV) and HPV-related cancers and the availability of the HPV vaccine."</p>
7:130	<p>Minor change</p> <p>[Added]: ""Noninstructional time means time set aside by a school before actual classroom instruction begins or after actual classroom instruction ends."</p>
7:140	<p>Minor changes Pg 1 re: this paragraph applies to student vehicles.....added</p> <p>[Added]: "This paragraph applies to student vehicles parked on school property. In addition, Building Principals shall require each high school student, in return for the privilege of parking on school property, to consent in writing to school searches of his or her vehicle, and personal effects therein, without notice and without suspicion of wrongdoing."</p>
7:160	<p>Minor change</p> <p>[Old]: "Parent-Student Handbook.</p> <p>[New]: "Student Handbook(s).</p>
7:240	<p>Substantial changes re: Drug Testing</p> <p>[Added]: "Performance Enhancing Drug Testing of High School Student Athletes The Illinois High School Association (IHSA) prohibits participants in an athletic activity sponsored or sanctioned by IHSA from ingesting or otherwise using any performance enhancing substance on its banned substance list, without a written prescription and medical documentation provided by a licensed physician who evaluated the student-athlete for a legitimate medical condition. IHSA administers a performance-enhancing substance testing program. Under this program, student athletes are subject to random drug testing for the presence in their bodies of performance-enhancing substances on the IHSA's banned substance list. In addition to being penalized by IHSA, a student may be disciplined according to Board policy 7:190, Student Behavior."</p>
7:245	<p>Missing -- Determined during 3/10/20 meeting - needs to be reviewed by Bob and Hillary</p> <p>"Students Participation in Extracurricular Activities (No Pass -No Play) The Board of Education of District #111 encourages its students to broaden their skills, knowledge and citizenship by participating in school-sponsored clubs, councils, interscholastic and intramural athletics, theatrical productions, and other extracurricular activities. However, participation in school-sponsored and school-supported athletic and extracurricular activities will be subject to the following: High School Participation In order to be eligible for participation in any school-sponsored or school-supported athletic or extracurricular activity, each student in grade 9, 10, 11, or 12 must maintain an overall grade point average of at least 1.5 at the end of each quarter. Any student who fails to meet the aforesaid requirement will be suspended from further participation in all school-sponsored and school-supported athletic and extracurricular activities until the student attains an overall grade point average of at least 1.5 in a subsequent quarter. Participation in school-sponsored or school-supported athletic or extracurricular activities may also be subject to additional eligibility requirements imposed by the Illinois High School Association or other governing bodies. For purposes of this policy, "extracurricular activity" is defined as any ongoing, regularly scheduled activity of a club or organization for which a staff sponsor or supervisor is assigned, and does not include one-time events. Reporting A copy of this policy shall be filed with the Illinois State Board of Education concurrently upon its adoption. After this policy has been in effect for one year, the Superintendent is directed to file a report with the Illinois State Board of Education setting forth the number and length of suspensions imposed under this policy during the period covered by the report."</p>
7:270	<p>Unique language</p> <p>[Deleted]: "health care provider (physician, dentist, nurse practitioner, physician's assistant, or other health care provider who has authority to prescribe medications) and parent/guardian believe that it is necessary for the student to take a prescription"</p>

7:300	<p>Drug Testing #6 [Deleted]: "6. The student and his or her parent(s)/guardian(s) must provide written consent to random drug and alcohol testing pursuant to the Extracurricular Drug and Alcohol Testing Program."</p>
7:310	<p>Missing re: Restrictions on Publications [Deleted]: "Students Restrictions on Publications School-Sponsored Publications and Web Sites School-sponsored publications, productions, and web sites are part of the curriculum and are not a public forum for general student use. School authorities may edit or delete material that is inconsistent with the District's educational mission. All school-sponsored communications shall comply with the ethics and rules of responsible journalism. Text that is libelous, obscene, vulgar, lewd, invades the privacy of others, conflicts with the basic educational mission of the school, is socially inappropriate, is inappropriate due to the maturity of the students, or is materially disruptive to the educational process will not be tolerated. The author's name will accompany personal opinions and editorial statements. An opportunity for the expression of differing opinions from those published/produced will be provided within the same media. Non-School-Sponsored Publications Accessed or Distributed On-Campus For purposes of this section and the following section, a publication includes, without limitation: (1) written or electronic print material, (2) audio-visual material, on any medium including electromagnetic media (e.g. images, MP3 files, flash memory, etc.), or combinations of these whether off-line (e.g., a printed book, CD-ROM, etc.) or online (e.g., any website, social networking site, database for information retrieval, etc.), or (3) information or material on electronic devices (e.g., data or voice messages delivered by cell phones, tablets, and other hand-held devices). Creating, distributing and/or accessing non-school sponsored publications shall occur at a time and place and in a manner that will not cause disruption, be coercive, or result in the perception that the distribution or the publication is endorsed by the School District. Students are prohibited from creating, distributing and/or accessing at school any publication that: 1. Will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities; 2. Violates the rights of others, including but not limited to material that is libelous, invades the privacy of others, or infringes on a copyright; 3. Is socially inappropriate or inappropriate due to maturity level of the students, including but not limited to material that is obscene, pornographic, or pervasively lewd and vulgar, contains indecent and vulgar language, or sexting as defined by School Board policy and Student Handbooks; 4. Is reasonably viewed as promoting illegal drug use; or 5. Is distributed in kindergarten through eighth grade and is primarily prepared by non-students, "unless it is being used for school purposes. Nothing herein shall be interpreted to prevent the inclusion of material from outside sources or the citation to such sources as long as the material to be distributed or accessed is primarily prepared by students. Accessing or distributing on-campus includes accessing or distributing on school property or at school-related activities. A student engages in gross disobedience and misconduct and may be disciplined for: (1) accessing or distributing forbidden material, or (2) for writing, creating, or publishing such material intending for it to be accessed or distributed at school. Non-School Sponsored Publications Accessed or Distributed Off-Campus A student engages in gross disobedience and misconduct and may be disciplined for creating and/or distributing a publication that: (1) causes a substantial disruption or a foreseeable risk of a substantial disruption</p>
7:320	<p>Missing re: Solitications by outside organizations [Deleted]: "Students Solicitations By Outside Organizations Outside organizations shall not be permitted to advertise events through the school or use the students to sell tickets except those jointly school-sponsored or school-approved parent-teacher activities. All information, advertising, tickets, and other materials must carry the sponsor's name. "</p>

7:340	<p>Changes re: Biometric Information</p> <p>[Deleted]: "The Superintendent or designee may recommend a student biometric information collection system solely for the purposes of identification and fraud prevention. Such recommendation shall be consistent with budget requirements and in compliance with State law. Biometric information means any information that is collected through an identification process for individuals based on their unique behavioral or physiological characteristics, including fingerprint, hand geometry, voice, or facial recognition or iris or retinal scans. Before collecting student biometric information, the District shall obtain written permission from the person having legal custody/parental responsibility or the student (if over the age of 18). Upon a student's 18th birthday, the District shall obtain written permission from the student to collect student biometric information. Failure to provide written consent to collect biometric information shall not be the basis for refusal of any services otherwise available to a student. All collected biometric information shall be stored and transmitted in a manner that protects it from disclosure. Sale, lease, or other disclosure of biometric information to another person or entity is strictly prohibited. The District will discontinue use of a student's biometric information and destroy all collected biometric information within 30 days after: (1) the student graduates or withdraws from the School District, or (2) the District receives a written request to discontinue use of biometric information from the person having legal custody/parental responsibility of the student or the student (if over the age of 18). Requests to discontinue using a student's biometric information shall be forwarded to the Superintendent or designee. The Superintendent or designee shall develop procedures to implement this policy consistent with State and federal law."</p>
8:25	Minor changes
8:40	<p>Missing -- Spectator Conduct at School Events</p> <p>[Deleted]: "Spectator Conduct at School Events Any individual, including an adult, who behaves in an unsportsmanlike or disruptive manner during any school event or meeting, including Board meetings, may be ejected from the event or meeting. The individual is also subject to being denied admission to school events or meetings for up to one calendar year provided the procedures contained in this policy are followed. Examples of [Old]: "unsportsmanlike or disruptive conduct includes, but are not limited to: • using vulgar or obscene language; • possessing or being under the influence of any alcoholic beverage or illegal substance; • possessing a weapon, or any object that can reasonably be considered, or looks like, a weapon; • fighting or otherwise striking or threatening another person; • failing to obey the instructions of a security officer or School District employee; • engaging in any activity that is illegal or disruptive. Procedures to Deny Future Admission to School Events or Meetings Before any individual may be denied admission to school events or meetings as provided in this policy, the individual has a right to a hearing before the Board or a hearing officer appointed by the Board. The Superintendent may temporarily bar an individual from school events which are scheduled to occur before the next regularly scheduled Board meeting at which denial to school events is to be considered by the Board, when the Superintendent believes such action is necessary to prevent disruption of any school event. The Superintendent or designee must provide the individual with a hearing notice delivered or sent by certified mail with return receipt requested, at least 10 days before the hearing date. The hearing notice must contain: 1. The date, time, and place of the hearing, 2. A brief description of the unsportsmanlike or disruptive conduct, 3. A statement that the exclusion from school events may be for one calendar year."</p>
8:70	<p>Complaint Manager deleted</p> <p>Deleted: [Old]: "Complaint Managers: Name Mr. John Troy Address 26655 W. Eames St. Channahon, IL 60410 Telephone No. 815-521-4307"</p>

POLICY EDITS WORKSHEET
Illinois Association of School Boards (IASB)

District Policy #	Edits / Changes / Comments / Questions
	<i>Rows will expand as necessary. Alt+Enter can be used to insert line break within cell.</i>
ALL	This list ignores ALL insignificant changes including but not limited to synonomous word changes, punctuation, bullets/numbering, abbreviations, formatting, spacing, pagination, order, headers, footers, etc., ignores all changes to legal references, cross references, adoption dates, etc., and ignores all items exclusive to elementary grades and below.
2:30	Minor change [Old]: "officer and otherwise provides information to the community concerning District elections." [New]: "officer."
2:70	Minor change [Old]: "résumés" [New]: "letters of interest"
2:120	Minor change [Old]: "maintain" [New]: "post" [Old]: "a log identifying the complete training and development activities of each Board member, including both mandatory and non-mandatory training." [New]: "the names of all Board members who have completed the professional development leadership training described in number 1, above "
2:140	Minor change [Deleted]: "and 2. During the Board's regular meetings, report for the Board's consideration all questions or communications submitted through the active electronic link along with the status of the District's response in the Board meeting packet."
2:260	Minor change [Deleted]: "violated his or her rights guaranteed by the State or federal Constitution, State or federal statute, or Board policy, or have"

4:15	<p>Change</p> <p>[New]: "The Superintendent is also responsible for ensuring the District complies with the Personal Information Protection Act, 815 ILCS 530/. Compliance measures shall include each of the following: 1. Written or electronic notification to an individual and, if applicable, the owner of the information, as required by 815 ILCS 530/10 whenever his or her personal information was acquired by an unauthorized person; personal information means either: a. An individual's first name or first initial and last name in combination with any one or more of his or her (i) social security number, (ii) driver's license number or State identification card number, (iii) financial account information (with any required security codes or passwords), (iv) medical information, (v) health insurance information, and/or (vi) unique biometric data or other unique physical or digital representation of biometric data, when either the name or the data elements are not encrypted or redacted or are "encrypted or redacted but the keys to unencrypt or unredact or otherwise read the name or data elements have been acquired through the breach of security; or b. An individual's username or email address, in combination with a password or security question and answer that would permit access to an online account, when either the username or email address or password or security question and answer are not encrypted or redacted or are encrypted or redacted but the keys to unencrypt or unredact or otherwise read the data elements have been obtained through the breach of security. 2. Notification to the Ill. Attorney General as required by 815 ILCS 530/10, if a single breach of the security system requires the District to notify more than 500 Illinois residents. 3. Cooperation with the owner of the information in matters relating to the breach, if applicable, as required by 815 ILCS 530/10. 4. Disposal of materials containing personal information in a manner that renders the personal information unreadable, unusable, and undecipherable; personal information has the meaning stated in #1, above. Written or electronic notification to an individual and, if applicable, the owner of" ???</p>
4:60	<p>Change</p> <p>[Inserted]: "Notwithstanding the above, the Superintendent shall not commit to any single, non-customary purchase or expenditure, excluding personnel, of greater than \$12,500.00 without prior Board approval."</p>
4:110	<p>Change</p> <p>[Inserted]: "If it is provided, participants will be expected to use such transportation, unless the parent or guardian is granted prior approval by the appropriate administrator."</p>
5:50	<p>Change</p> <p>[Old]: "substance." [New]: "substance, or being impaired by or under the influence of any illegal substance or any detectible use of any illegal substance regardless of when or where the use occurred."</p>
5:125	<p>Change</p> <p>[Old]: "policy during the in-service on educator ethics, teacher-student conduct, and school employee-student conduct required by Board policy 5:120, Employee Ethics; Conduct; and Conflict of Interest." [New]: "policy."</p>
5:330	<p>[Added]: This policy is the District's written plan allowing eligible employees to convert eligible accumulated sick leave to service credit upon a District employee's retirement under the Ill. Municipal Retirement Fund. [Need to Correct]: Holiday information and personal day prohibitions</p>
6:135	<p>[Deleted]: "The Superintendent or designee shall annually notify the community, parent(s)/guardian(s), students, and school personnel about the APP, the process for referring a student for possible evaluation for accelerated placement, and the methods used to determine whether a student is eligible for accelerated placement. Notification may: (a) include varied communication methods, such as student handbooks and District or school websites; and (b) be provided in multiple languages, as appropriate."</p>
6:140	<p>[Old]: "shall, after the passage of 18 months and annually thereafter," [New]: "shall annually"</p>

7:92	Policy added -- Closed campus
7:270	<p>[Deleted]: "School District Supply of Undesignated Asthma Medication The Superintendent or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated asthma medication in the name of the District and provide or administer them as necessary according to State law. Undesignated asthma medication means an asthma medication prescribed in the name of the District or one of its schools. A school nurse or trained personnel, as defined in State law, may administer an undesignated asthma medication to a person when they, in good faith, believe a person is having respiratory distress. Respiratory distress may be characterized as mild-to-moderate or severe. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law."</p> <p>[Deleted]: [Old]: "School District Supply of Undesignated Opioid Antagonists The Superintendent or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated opioid antagonists in [Old]: "the name of the District and provide or administer them as necessary according to State law. Opioid antagonist means a drug that binds to opioid receptors and blocks or inhibits the effect of opioids acting on those receptors, including, but not limited to, naloxone hydrochloride or any other similarly acting drug approved by the U.S. Food and Drug Administration. Undesignated opioid antagonist is not defined by the School Code; for purposes of this policy it means an opioid antagonist prescribed in the name of the District or one of its schools. A school nurse or trained personnel, as defined in State law, may administer an undesignated opioid antagonist to a person when they, in good faith, believe a person is having an opioid overdose. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law. See the website for the Ill. Dept. of Human Services for information about opioid prevention, abuse, public awareness, and a toll-free number to provide information and referral services for persons with questions concerning substance abuse treatment.</p> <p>School District Supply of Undesignated Glucagon The Superintendent or designee shall implement 105 ILCS 145/27 and maintain a supply of undesignated glucagon in the name of the District in accordance with manufacturer's instructions. When a student's prescribed glucagon is not available or has expired, a school nurse or delegated care aide may administer undesignated glucagon only if he or she is authorized to do so by a student's diabetes care plan."</p> <p>[Deleted]: "Asthma Medication section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to: (1)</p>
7:290	<p>[Deleted]: "Illinois Suicide Prevention Strategic Planning Committee The Superintendent or designee shall attempt to develop a relationship between the District and the Illinois Suicide Prevention Strategic Planning Committee, the Illinois Suicide Prevention Coalition Alliance, and/or a community mental health agency. The purpose of the relationship is to discuss how to incorporate the goals and objectives of the Illinois Suicide Prevention Strategic Plan into the District's Suicide Prevention and Depression Awareness Program."</p>

7:340	<p>Added Biometric Information</p> <p>[Added]: "Student Biometric Information Collection The Superintendent or designee may recommend a student biometric information collection system solely for the purposes of identification and fraud prevention. Such recommendation shall be consistent with budget requirements and in compliance with State law. Biometric information means any information that is collected through an identification process for individuals based on their unique behavioral or physiological characteristics, including fingerprint, hand geometry, voice, or facial recognition or iris or retinal scans. Before collecting student biometric information, the District shall obtain written permission from the person having legal custody/parental responsibility or the student (if over the age of 18). Upon a student's 18th birthday, the District shall obtain written permission from the student to collect student biometric information. Failure to provide written consent to collect biometric information shall not be the basis for refusal of any services otherwise available to a student. All collected biometric information shall be stored and transmitted in a manner that protects it from disclosure. Sale, lease, or other disclosure of biometric information to another person or entity is strictly prohibited. The District will discontinue use of a student's biometric information and destroy all collected biometric information within 30 days after: (1) the student graduates or withdraws from the School District, or (2) the District receives a written request to discontinue use of biometric information from the person having legal custody/parental responsibility of the student or the student (if over the age of 18). Requests to discontinue using a student's biometric information shall be forwarded to the Superintendent or designee. The Superintendent or designee shall develop procedures to implement this policy consistent with State and federal law."</p>
8:20	<p>[Added]: All non-school sponsored groups, before using the facilities during non-regularly staffed hours, must provide a certificate of insurance naming the District as an additional insured or otherwise show proof of insurance.</p>

Board Policy Manual

Minooka Community High School District

#111

Grundy County

Edits to be incorporated into the final manual must be provided to the IASB Policy Consultant in a form that clearly shows the edits directed by the Board, e.g., by writing or printing on the hard copy of the draft. Most edits will be provided verbally by the Board at a policy committee or Board meeting. Edits may also be provided by phone, facsimile or email.

The draft manual is being provided in PDF format for use under the following conditions:

1. It **may** be distributed to the Board and appropriate district staff for reading only.
2. It **may** be posted on the district website for public view during the adoption process.
3. It **should not** be altered in any way.

This manual may be changed at any time at the sole discretion of the Board and/or the Superintendent, whichever has appropriate jurisdiction, subject only to mandatory collective bargaining requirements.

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SCHOOL BOARD POLICY MANUAL
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1:20	District Organization, Operations, and Cooperative Agreements
1:30	School District Philosophy

Pending Adoption

Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

School District Organization

School District Legal Status

The Illinois Constitution requires the State to provide for an efficient system of high-quality public educational institutions and services in order to achieve the educational development of all persons to the limits of their capabilities.

The General Assembly has implemented this mandate through the creation of school districts. The District is governed by the laws for school districts serving a resident population of not fewer than 1,000 and not more than 500,000.

The School Board constitutes a body corporate that possesses all the usual powers of a corporation for public purposes, and in that name may sue and be sued, purchase, hold and sell personal property and real estate, and enter into such obligations as are authorized by law.

LEGAL REF.: Ill. Constitution, Art. X, Sec. 1.
105 ILCS 5/10-1 et seq.

CROSS REF.: 2:10 (School District Governance), 2:20 (Powers and Duties of the School Board; Indemnification)

ADOPTED:

School District Organization

District Organization, Operations, and Cooperative Agreements

The District is organized and operates as a High School District serving the educational needs of children in grades 9 through 12 and others as required by the School Code.

The District enters into and participates in joint programs and intergovernmental agreements with units of local government and other school districts in order to jointly provide services and activities in a manner that will increase flexibility, scope of service opportunities, cost reductions, and/or otherwise benefit the District and the community. The Superintendent shall manage these activities to the extent the program or agreement requires the District's participation, and shall provide periodic implementation or operational data and/or reports to the School Board concerning these programs and agreements. The District participates in the following joint programs and intergovernmental agreements:

- Grundy Area Vocational Center
- Grundy County Special Education Cooperative
- Three Rivers Education For Employment System
- JJC
- Village of Channahon
- Village of Minooka
- Grundy County Sheriff

LEGAL REF.: Ill. Constitution, Art. VII, Sec. 10.
5 ILCS 220/1 et seq.

ADOPTED:

School District Organization

School District Philosophy

Mission – Why We Exist

- Strengthen Mastery
- Collaboration
- High Expectations
- Success for All Students

Values – What We Stand For

- Continuous Improvement
- Collaboration
- High Expectations
- Integrity
- Resilience
- Respect
- Responsibility
- Service

Vision – Where We are Headed

MCHS students are success-ready when they:

- Think critically and demonstrate mastery of academic learning expectations.
- Solve problems collaboratively.
- Demonstrate a growth mindset through strong effort and continuous improvement.
- Embrace individual differences.
- Have the interpersonal skills and confidence to be successful in the workplace.
- Explore college, career and other post-high school opportunities.

CROSS REF: 2:10 (School District Governance), 3:10 (Goals and Objectives), 6:10 (Educational Philosophy and Objectives)

ADOPTED:

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SCHOOL BOARD POLICY MANUAL
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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

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2:220-E1 Exhibit - Board Treatment of Closed Meeting Verbatim Recordings and Minutes

2:220-E2 Exhibit - Motion to Adjourn to Closed Meeting

2:220-E3 Exhibit - Closed Meeting Minutes

2:220-E4 Exhibit - Open Meeting Minutes

2:220-E5 Exhibit - Semi-Annual Review of Closed Meeting Minutes

2:220-E6 Exhibit - Log of Closed Meeting Minutes

2:220-E7 Exhibit - Access to Closed Meeting Minutes and Verbatim Recordings

2:220-E8 Exhibit - School Board Records Maintenance Requirements and FAQs

2:230 Public Participation at School Board Meetings and Petitions to the Board

Board Policy

2:240 Board Policy Development

2:240-E1 Exhibit - PRESS Issue Updates

2:240-E2 Exhibit - Developing Local Policy

Board Records

2:250 Access to District Public Records

Uniform Grievance Procedure

2:260 Uniform Grievance Procedure

Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

School Board

School District Governance

The District is governed by a School Board consisting of seven members. The Board's powers and duties include the authority to adopt, enforce, and monitor all policies for the management and governance of the District's schools.

Official action by the Board may only occur at a duly called and legally conducted meeting at which a quorum is physically present.

As stated in the Board member oath of office prescribed by the School Code, a Board member has no legal authority as an individual.

LEGAL REF.: 5 ILCS 120/1.02.
105 ILCS 5/10-1, 5/10-10, 5/10-12, 5/10-16.5, 5/10-16.7, and 5/10-20.5.

CROSS REF.: 1:10 (School District Legal Status), 2:20 (Powers and Duties of the School Board; Indemnification), 2:80 (Board Member Oath and Conduct), 2:120 (Board Member Development), 2:200 (Types of School Board Meetings), 2:220 (School Board Meeting Procedure)

ADOPTED:

School Board

Powers and Duties of the School Board; Indemnification

The major powers and duties of the School Board include, but are not limited to:

1. Organizing the Board after each consolidated election by electing officers and establishing its regular meeting schedule and, thereafter, taking action during lawfully called meetings to faithfully fulfill the Board's responsibilities in accordance with State and federal law.
2. Formulating, adopting, and modifying Board policies, at its sole discretion, subject only to mandatory collective bargaining agreements and State and federal law.
3. Employing a Superintendent and other personnel, making employment decisions, dismissing personnel, including determining whether an employee has willfully or negligently failed to report an instance of suspected child abuse or neglect as required by 325 ILCS 5/, and establishing an equal employment opportunity policy that prohibits unlawful discrimination.
4. Directing, through policy, the Superintendent, in his or her charge of the District's administration.
5. Approving the annual budget, tax levies, major expenditures, payment of obligations, annual audit, and other aspects of the District's financial operation; and making available a statement of financial affairs as provided in State law.
6. Entering contracts using the public bidding procedure when required.
7. Providing, constructing, controlling, and maintaining adequate physical facilities; making school buildings available for use as civil defense shelters; and establishing a resource conservation policy.
8. Establishing an equal educational opportunities policy that prohibits unlawful discrimination.
9. Approving the curriculum, textbooks, and educational services.
10. Evaluating the educational program and approving School Improvement and District Improvement Plans.
11. Presenting the District report card and School report card(s) to parents/guardians and the community; these documents report District, School and student performance.
12. Establishing and supporting student behavior policies designed to maintain an environment conducive to learning, including deciding individual student suspension or expulsion cases brought before it.
13. Establishing attendance units within the District and assigning students to the schools.
14. Establishing the school year.
15. Requiring a moment of silence to recognize veterans during any type of school event held at a District school on November 11.
16. Providing student transportation services pursuant to State law.
17. Entering into joint agreements with other boards to establish cooperative educational programs or provide educational facilities.

18. Complying with requirements in the Abused and Neglected Child Reporting Act (ANCRA). Specifically, each individual Board member must, if an allegation is raised to the member during an open or closed Board meeting that a student is an abused child as defined in ANCRA, direct or cause the Board to direct the Superintendent or other equivalent school administrator to comply with ANCRA's requirements concerning the reporting of child abuse.
19. Communicating the schools' activities and operations to the community and representing the needs and desires of the community in educational matters.

Indemnification

To the extent allowed by law, the Board shall defend, indemnify, and hold harmless School Board members, employees, volunteer personnel (pursuant to 105 ILCS 5/10-22.34, 10-22.34a and 10-22.34b), mentors of certified staff (pursuant to 105 ILCS 5/2-3.53a, 2-3.53b, and 105 ILCS 5/21A-5 et seq.), and student teachers who, in the course of discharging their official duties imposed or authorized by law, are sued as parties in a legal proceeding. Nothing herein, however, shall be construed as obligating the Board to defend, indemnify, or hold harmless any person who engages in criminal activity, official misconduct, fraud, intentional or willful and wanton misconduct, or acts beyond the authority properly vested in the individual.

LEGAL REF.: 105 ILCS 5/10, 5/17-1, and 5/27-1.
 115 ILCS 5/, Ill. Educational Labor Relations Act.
 325 ILCS 5/, Abused and Neglected Child Reporting Act.

CROSS REF.: 1:10 (School District Legal Status), 1:20 (District Organization, Operations, and Cooperative Agreements), 2:10 (School District Governance), 2:80 (Board Member Oath and Conduct), 2:140 (Communications To and From the Board), 2:210 (Organizational School Board Meeting), 2:240 (Board Policy Development), 4:60 (Purchases and Contracts), 4:70 (Resource Conservation), 4:100 (Insurance Management), 4:110 (Transportation), 4:150 (Facility Management and Building Programs), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:90 (Abused and Neglected Child Reporting), 6:10 (Educational Philosophy and Objectives), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 7:10 (Equal Educational Opportunities), 7:30 (Student Assignment and Intra-District Transfer), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 8:10 (Connection with the Community), 8:30 (Visitors to and Conduct on School Property)

ADOPTED:

School Board

School District Elections

School District elections are non-partisan, governed by the general election laws of the State, and include the election of School Board members, various public policy propositions, and advisory questions. Board members are elected at the consolidated election held on the first Tuesday in April in odd-numbered years. If, however, that date conflicts with the celebration of Passover, the consolidated election is postponed to the first Tuesday following the last day of Passover. The canvass of votes is conducted by the election authority within 21 days after the election.

The Board, by proper resolution, may cause to be placed on the ballot: (a) public policy referendum according to Article 28 of the Election Code, or (b) advisory questions of public policy according to Section 9-1.5 of the School Code.

The Board Secretary serves as the local election official. He or she receives petitions for the submission of a public question to referenda and forwards them to the proper election officer.

LEGAL REF.: 10 ILCS 5/1-3, 5/2A, 5/10-9, 5/22-17, 5/22-18, and 5/28.
105 ILCS 5/9 and 5/9-1.5.

CROSS REF.: 2:40 (Board Member Qualifications), 2:50 (Board Member Term of Office),
2:210 (Organizational School Board Meeting)

ADOPTED:

School Board

Board Member Qualifications

A School Board member must be, on the date of election or appointment, a United States citizen, at least 18 years of age, a resident of Illinois and the District for at least one year immediately preceding the election, and a registered voter.

Thirty percent (30%) or more of the taxable property of this high school district is located in the unincorporated territory of the district; therefore, at least two board members shall be residents of the unincorporated territory.

Reasons making an individual ineligible for Board membership include holding an incompatible office and certain types of State or federal employment. A child sex offender, as defined in State law, is ineligible for School Board membership.

LEGAL REF.: Ill. Constitution, Art. II, §1; Art. IV, §2(e); Art. VI, §13(b).
105 ILCS 5/10-3 and 5/10-10.

CROSS REF.: 2:30 (School Board Elections), 2:70 (Vacancies on the School Board - Filling Vacancies)

ADOPTED:

School Board

Board Member Term of Office

The term of office for a School Board member begins immediately after both of the following occur:

1. The election authority canvasses the votes and declares the winner(s); this occurs within 21 days after the consolidated election held on the first Tuesday in April in odd-numbered years.
2. The successful candidate takes the oath of office as provided in Board policy 2:80, *Board Member Oath and Conduct*.

The term ends 4 years later when the successor assumes office.

LEGAL REF.: 10 ILCS 5/2A-1.1, 5/22-17, and 5/22-18.
105 ILCS 5/10-10, 5/10-16, and 5/10-16.5.

CROSS REF.: 2:30 (School District Elections), 2:80 (Board Member Oath and Conduct), 2:210 (Organizational School Board Meeting)

ADOPTED:

School Board

Board Member Removal from Office

If a majority of the School Board determines that a Board member has willfully failed to perform his or her official duties, it may request the Regional Superintendent to remove such member from office.

LEGAL REF.: 105 ILCS 5/3-15.5.

CROSS REF.: 2:70 (Vacancies on the School Board - Filling Vacancies)

ADOPTED:

Pending Adoption

School Board

Vacancies on the School Board - Filling Vacancies

Vacancy

Elective office of a School Board member becomes vacant before the term's expiration when any of the following occurs:

1. Death of the incumbent,
2. Resignation in writing filed with the Secretary of the Board,
3. Legal disability,
4. Conviction of a felony, bribery, perjury, or other infamous crime or of any offense involving a violation of official oath or of a violent crime against a child,
5. Removal from office,
6. The decision of a competent tribunal declaring his or her election void,
7. Ceasing to be an inhabitant of the District or a particular area from which he or she was elected, if the residential requirements contained in the School Code are violated,
8. An illegal conflict of interest, or
9. Acceptance of a second public office that is incompatible with Board membership.

Filling Vacancies

Whenever a vacancy occurs, the remaining members shall notify the Regional Superintendent of Schools of that vacancy within five days after its occurrence and shall fill the vacancy until the next regular board election, at which election a successor shall be elected to serve the remainder of the unexpired term. However, if the vacancy occurs with less than 868 days remaining in the term or less than 88 days before the next regularly scheduled election, the person so appointed shall serve the remainder of the unexpired term, and no election to fill the vacancy shall be held. Members appointed by the remaining members of the Board to fill vacancies shall meet any residential requirements as specified in the School Code. The Board shall fill the vacancy within 60 days after it occurred by a public vote at a meeting of the Board.

Immediately following a vacancy on the Board, the Board will publicize it and accept letters of interest from District residents who are interested in filling the vacancy. After reviewing the applications, the Board may invite the prospective candidates for personal interviews to be conducted during duly scheduled closed meetings.

LEGAL REF.: 105 ILCS 5/10-10 and 5/10-11.

CROSS REF.: 2:40 (Board Member Qualifications), 2:60 (Board Member Removal from Office), 2:120 (Board Member Development)

ADOPTED:

School Board

Exhibit - Checklist for Filling Board Vacancies by Appointment

The School Board fills a vacancy by either appointment or election. The Board uses this checklist for guidance when it must fill a vacancy by appointment. Some items contain guidelines along with explanations. For more information, see *Vacancies on the Board of Education*, published by a committee of the Ill. Council of School Attorneys, and available at: www.iasb.com/law/vacancies.cfm.

- Confirm that the Board must fill the vacancy by appointment.**

Guidelines	Explanation
Review Board policy 2:70, <i>Vacancies on the School Board - Filling Vacancies</i> , to determine if a vacancy on the Board occurred and, if so, whether the successor will be selected by election or Board appointment.	Filling a vacancy by Board appointment or election depends upon when the vacancy occurred. If a vacancy occurs with less than: (1) 868 days remaining in the term of office, or (2) 88 days before the next regularly scheduled election for the vacant office, no election to fill the vacancy is held and the appointee serves the remainder of the term. At all other times, an appointee serves until the next regular school election, at which election a successor is elected to serve the remainder of the unexpired term. See 105 ILCS 5/10-10.
In the event a seat on the board goes unfilled at an election, consult the Board Attorney to determine (1) how long the seat can be <i>held over</i> by the incumbent member, and (2) the process by which the Board will fill the seat.	The School Code partially addresses the concept of a <i>holdover seat</i> ; it states “no elective office...becomes vacant until the successor of the incumbent of such office has been appointed or elected, as the case may be, and qualified.” 105 ILCS 5/10-11.

- Notify the Regional Superintendent of the vacancy within five days of its occurrence (105 ILCS 5/10-10).**

- Develop a list of qualifications for appointment of a person to fill the vacancy.**

Guidelines	Explanation
At a minimum, a candidate must meet the following qualifications: <ul style="list-style-type: none"> • Be a United States citizen • Be at least 18 years of age • Be a resident of Illinois and the District for at least one year immediately preceding the appointment • Be a registered voter • Not be a child sex offender 	While the School Code does not expressly set forth eligibility requirements for appointment to a Board vacancy, the Board may want to use the qualifications for elected Board members listed in 105 ILCS 5/10-3 and 5/10-10. For guidance discussing other qualifications that the Board may want to consider, see IASB’s <i>Recruiting School Board Candidates</i> , available at: www.iasb.com/training/recruiting.cfm

Guidelines	Explanation
<ul style="list-style-type: none"> • Not hold another incompatible public office • Not have a prohibited interest in any contract with the District • Not be a school trustee • Not hold certain types of prohibited State or federal employment 	<p>For guidance regarding conflict of interest and incompatible offices, see Conflict of Interest and Incompatible Offices FAQ (ICSA).</p>
<p>When additional qualifications apply, the following items may be included in the Board’s list of qualifications:</p> <ul style="list-style-type: none"> • Meet all qualifications based upon the distribution of population among congressional townships in the district. • Meet all qualifications based upon the distribution of population among incorporated and unincorporated areas. 	<p>Board members of some community unit school districts may be subject to historical residential qualifications based on the distribution of population among congressional townships in the district or between the district’s incorporated and unincorporated areas. 105 ILCS 5/10-11.</p> <p>Note: If a vacancy for an area of residence remains unfilled, a board must submit a proposition at the next general election for the election of a board member at large. 105 ILCS 5/10-10.5(c), added by P.A. 100-800.</p>

Decide who will receive completed vacancy applications.

Guidelines	Explanation
<p>The Board President will accept letters of interest.</p> <p>The Board will discuss, at an open meeting, its process to review the applications and who will contact applicants for an interview.</p>	<p>Who accepts vacancy applications is at the Board’s sole discretion. According to 2:110, <i>Qualifications, Term, and Duties of Board Officers</i>, the Board President is a logical officer to accept the applications, but this task may be delegated to the Secretary or Superintendent’s secretary if the Board determines that it is more convenient. Who accepts the letters of interest must be decided prior to posting the vacancy announcement.</p>

Create the Board member vacancy announcement.

Announcement	Explanation
<p>School District _____ Board Member Vacancy</p> <p>The School District is accepting letters of interest to fill the vacancy resulting from [reason for vacancy] of [former Board member’s name].</p> <p>The individual selected will serve on the School Board from the date of appointment to [date].</p>	<p>The contents of a vacancy announcement, how it is announced, and where it is posted are at the Board’s sole discretion.</p> <p>The Board may want to announce the vacancy and its intent to fill it by appointment during an open meeting. The announcement may be posted on the District’s website and in the local newspaper(s).</p> <p>The length of the appointment depends upon when during the term of office the vacancy occurred. See 105 ILCS 5/10-10 and Board policy 2:70, <i>Vacancies on the School Board - Filling Vacancies</i>, to determine the length of the appointment.</p>

Announcement	Explanation
The School District [<i>School District's philosophy or mission statement</i>].	See Board policy 1:30, <i>School District Philosophy</i> , for the District's mission statement that is specific to the community's goals.
Applicants for the Board vacancy must be: [<i>Board's list of qualifications</i>].	See checklist item titled <i>Develop a list of qualifications for appointment of a person to fill the vacancy</i> above.
<p>Applicants should show familiarity with the Board's policies regarding general duties and responsibilities of a Board and a Board member, including fiduciary responsibilities, conflict of interest, ethics and gift ban. The Board's policies are available at [<i>locations</i>].</p> <p>Applications may be obtained at [<i>location and address and/or website</i>] beginning on [<i>date and time</i>].</p> <p>Completed applications may be turned in by [<i>time and date</i>] to [<i>name and title of person receiving applications</i>].</p>	<p>Listing this along with the Board's list of qualifications assists candidates in understanding a Board member's duties and responsibilities and may facilitate a better conversation during the interview process. See Board policies: 2:20, <i>Powers and Duties of the School Board</i>; <i>Indemnification</i>; 2:80, <i>Board Member Oath and Conduct</i>; 2:100, <i>Board Member Conflict of Interest</i>; 2:105 <i>Ethics and Gift Ban</i>; and 2:120, <i>Board Member Development</i>.</p> <p>See action item titled <i>Decide who will receive completed vacancy applications</i> above.</p>

- Publicize the vacancy announcement by placing it on the District's website, announcing it at a meeting, and/or advertising it in the local newspaper(s).**
- Accept and review applications from prospective candidates (see *Decide who will receive completed vacancy applications* above).**
- Contact appropriate applicants for interviews (see *Decide who will receive completed vacancy applications* above).**
- Develop interview questions.**

Interview Questions	Explanation
<p>Why do you want to be a Board member?</p> <p>What specific skills would you bring to the Board?</p> <p>Please give specific examples of your ability in interpersonal relationships and teamwork.</p> <p>What do you see as the role of a Board member?</p> <p>What have you done to prepare</p>	<p>Interview questions are at the Board's sole discretion. This list is not exhaustive, but it may help the Board tailor its questions toward finding a candidate who will approach Board membership with a clear understanding of its demands and expectations along with a constructive attitude toward the challenge. The Board may also want to consider allowing an equal amount of time for each interview.</p> <p>See IASB's <i>Recruiting School Board Candidates</i>, available at: www.iasb.com/training/recruiting.cfm</p> <p>A prospective candidate to fill a vacancy may raise</p>

Interview Questions	Explanation
<p>yourself for the challenges of being a Board member?</p> <p>Please describe your previous community or non-profit experiences.</p> <p>What areas in the district would you like to see the Board strengthen?</p> <p>What is your availability to meet the time, training commitments, and other responsibilities required for Board membership?</p> <p>Describe what legacy you would like to leave behind.</p>	<p>other specific issues that the Board will want to cover during an interview.</p>

- Conduct interviews with candidates (interviews may occur in closed session pursuant to 5 ILCS 120/2(c)(3)).**

Interview Plan	Explanation
<p>In each interview, the Board President will:</p> <p>Introduce Board members to the candidate at the beginning of the interview.</p> <p>Describe the Board’s interview process, selection process, and ask the candidate if he or she has questions about the Board’s process for filling a vacancy by appointment.</p> <p>Describe the District’s philosophy or mission statement.</p> <p>Describe the vacancy for the candidate by reviewing the: (1) qualifications, and (2) general duties and responsibilities of the Board and the Board members, including fiduciary responsibilities, conflict of interest, ethics and gift ban, and general Board member development.</p> <p>Begin asking the interview questions that the Board developed.</p> <p>Ask the candidate whether he or she has any questions for the Board.</p> <p>Thank the candidate and inform the candidate when the Board expects to make a decision and how the</p>	<p>The Board President will lead the Board as it interviews prospective candidates. See Board policy 2:110, <i>Qualifications, Term, and Duties of Board Officers</i>. The president presides at all meetings. 105 ILCS 5/10-13.</p> <p>The Board may also want to consider allowing an equal amount of time for each interview.</p>

Interview Plan	Explanation
candidate will be contacted regarding the Board's decision.	

- Fill vacancy by a vote during an open meeting of the Board before the 60th day (105 ILCS 5/10-10, amended by P.A. 101-67, eff. 1-1-20).**
- Assist the appointed Board member in filing his or her statement of economic interest (5 ILCS 420/4A-105(c)).**
- Announce the appointment to District staff and community.**

Announcement	Explanation
<p>The Board appointed [<i>appointee's name</i>] to fill the vacancy on the Board.</p> <p>The appointment will be from [<i>date</i>] to [<i>date</i>].</p> <p>The Board previously established qualifications for the appointee in a careful and thoughtful manner. [<i>Appointee's name</i>] meets these qualifications and has demonstrated the willingness to accept the duties and responsibilities of a Board member. [<i>Appointee's name</i>] brings a clear understanding of the demands and expectations of being a Board member along with a constructive attitude toward the challenge.</p>	<p>The contents of the appointment announcement and length of time it is displayed are at the Board's sole discretion. The Board may want to consider announcing the appointment during its meeting and also by posting it in the same places that it posted the vacancy announcement.</p> <p>See Board policy 8:10, <i>Connection with the Community</i>.</p>

- Administer the Oath of Office and begin orientation.**

Guidelines	Explanation
See Board policy 2:80, <i>Board Member Oath and Conduct</i> .	Each individual, before taking his or her seat on the Board, must take an oath in substantially the form given in 105 ILCS 5/10-16.5.
See Board policy 2:120, <i>Board Member Development</i> , and 2:120-E1, <i>Guidelines for Serving as a Mentor to a New School Board Member</i> .	Orientation assists new Board members to learn, understand, and practice effective governance principles. See the IASB Foundational Principles of Effective Governance, available at: www.iasb.com/principles_popup.cfm .

- Inform IASB of the newly appointed Board member's name and directory information.**

DATED:

School Board

Board Member Oath and Conduct

Each School Board member, before taking his or her seat on the Board, shall take the following oath of office:

I, (name), do solemnly swear (or affirm) that I will faithfully discharge the duties of the office of member of the Board of Education of Minooka Community High School District #111, in accordance with the Constitution of the United States, the Constitution of the State of Illinois, and the laws of the State of Illinois, to the best of my ability.

I further swear (or affirm) that:

I shall respect taxpayer interests by serving as a faithful protector of the School District's assets;

I shall encourage and respect the free expression of opinion by my fellow Board members and others who seek a hearing before the Board, while respecting the privacy of students and employees;

I shall recognize that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a public Board meeting;

I shall abide by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels;

As part of the Board of Education, I shall accept the responsibility for my role in the equitable and quality education of every student in the School District;

I shall foster with the Board extensive participation of the community, formulate goals, define outcomes, and set the course for Minooka Community High School District #111;

I shall assist in establishing a structure and an environment designed to ensure all students have the opportunity to attain their maximum potential through a sound organizational framework;

I shall strive to ensure a continuous assessment of student achievement and all conditions affecting the education of our children, in compliance with State law;

I shall serve as education's key advocate on behalf of students and our community's school (or schools) to advance the vision for Minooka Community High School District #111; and

I shall strive to work together with the District Superintendent to lead the School District toward fulfilling the vision the Board has created, fostering excellence for every student in the areas of academic skills, knowledge, citizenship, and personal development.

The Board President will administer the oath in an open Board meeting; in the absence of the President, the Vice President will administer the oath. If neither is available, the Board member with the longest service on the Board will administer the oath.

The Board adopts the Illinois Association of School Boards' *Code of Conduct for Members of School Boards*. A copy of the *Code* shall be displayed in the regular Board meeting room.

LEGAL REF.: 105 ILCS 5/10-16.5.

CROSS REF.: 1:30 (School District Philosophy), 2:20 (Powers and Duties of the School Board; Indemnification), 2:50 (Board Member Term of Office), 2:100 (Board Member Conflict of Interest), 2:105 (Ethics and Gift Ban), 2:210 (Organizational School Board Meeting)

ADOPTED:

Pending Adoption

School Board

Exhibit - Board Member Code of Conduct

As a member of my local School Board, I will do my utmost to represent the public interest in education by adhering to the following standards and principles:

1. I will represent all School District constituents honestly and equally and refuse to surrender my responsibilities to special interest or partisan political groups.
2. I will avoid any conflict of interest or the appearance of impropriety which could result from my position, and will not use my Board membership for personal gain or publicity.
3. I will recognize that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a Board meeting.
4. I will take no private action that might compromise the Board or administration and will respect the confidentiality of privileged information.
5. I will abide by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels.
6. I will encourage and respect the free expression of opinion by my fellow Board members and will participate in Board discussions in an open, honest and respectful manner, honoring differences of opinion or perspective.
7. I will prepare for, attend and actively participate in School Board meetings.
8. I will be sufficiently informed about and prepared to act on the specific issues before the Board, and remain reasonably knowledgeable about local, State, national, and global education issues.
9. I will respectfully listen to those who communicate with the Board, seeking to understand their views, while recognizing my responsibility to represent the interests of the entire community.
10. I will strive for a positive working relationship with the Superintendent, respecting the Superintendent's authority to advise the Board, implement Board policy, and administer the District.
11. I will model continuous learning and work to ensure good governance by taking advantage of Board member development opportunities, such as those sponsored by my State and national school board associations, and encourage my fellow Board members to do the same.
12. I will strive to keep my Board focused on its primary work of clarifying the District purpose, direction and goals, and monitoring District performance.

DATED:

School Board

Board Member Conflict of Interest

No School Board member shall: (1) have a beneficial interest directly or indirectly in any contract, work, or business of the District unless permitted by State or federal law; or (2) solicit or accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to agreements or contracts with the District. Situations in which the interest is not substantial or the gift is an unsolicited item of nominal value must comply with State law and Board policy 2:105, *Ethics and Gift Ban*.

Board members must annually file a *Statement of Economic Interests* as required by the Illinois Governmental Ethics Act. Each Board member is responsible for filing the statement with the county clerk of the county in which the District's main office is located by May 1.

Federal and State Grant Awards

No Board member shall participate in the selection, award, or administration of a contract supported by a federal award or State award governed by the Grant Accountability and Transparency Act (GATA) (30 ILCS 708/) if he or she has a real or apparent conflict of interest. A conflict of interest arises when a Board member or any of the following individuals has a financial or other interest in the entity selected for the contract:

1. Any person that has a close personal relationship with a Board member that may compromise or impair the Board member's fairness and impartiality, including a member of the Board member's immediate family or household;
2. The Board member's business partner; or
3. An entity that employs or is about to employ the Board member or one of the individuals listed in one or two above.

LEGAL REF.: 5 ILCS 420/4A-101.5, 420/4A-105, 420/4A-106.5, and 420/4A-107.
30 ILCS 708/, Grant Accountability and Transparency Act.
50 ILCS 105/3.
105 ILCS 5/10-9.
2 C.F.R. §200.318(c)(1).

CROSS REF.: 2:105 (Ethics and Gift Ban), 4:60 (Purchases and Contracts), 5:120 (Employee Ethics; Conduct; and Conflict of Interest)

ADOPTED:

School Board

Ethics and Gift Ban

Prohibited Political Activity

The following precepts govern political activities being conducted by District employees and School Board members:

1. No employee shall intentionally perform any *political activity* during any *compensated time*, as those terms are defined herein.
2. No Board member or employee shall intentionally use any District property or resources in connection with any political activity.
3. At no time shall any Board member or employee intentionally require any other Board member or employee to perform any political activity: (a) as part of that Board member's or employee's duties, (b) as a condition of employment, or (c) during any compensated time off, such as, holidays, vacation, or personal time off.
4. No Board member or employee shall be required at any time to participate in any political activity in consideration for that Board member or employee being awarded additional compensation or any benefit, whether in the form of a salary adjustment, bonus, compensatory time off, continued employment or otherwise; nor shall any Board member or employee be awarded additional compensation or any benefit in consideration for his or her participation in any political activity.

A Board member or employee may engage in any activity that: (1) is otherwise appropriate as part of his or her official duties, or (2) is undertaken by the individual on a voluntary basis that is not prohibited by this policy.

Limitations on Receiving Gifts

Except as permitted by this policy, no Board member or employee, and no spouse of or immediate family member living with a Board member or employee shall intentionally solicit or accept any *gift* from any *prohibited source*, as those terms are defined herein, or that is otherwise prohibited by law or policy. No prohibited source shall intentionally offer or make a gift that violates this policy.

The following are exceptions to the ban on accepting gifts from a prohibited source:

1. Opportunities, benefits, and services that are available on the same conditions as for the general public.
2. Anything for which the Board member or employee, or his or her spouse or immediate family member, pays the fair market value.
3. Any: (a) contribution that is lawfully made under the Election Code, or (b) activities associated with a fundraising event in support of a political organization or candidate.
4. Educational materials and missions.
5. Travel expenses for a meeting to discuss business.
6. A gift from a relative, meaning those people related to the individual as father, mother, son, daughter, brother, sister, uncle, aunt, great aunt, great uncle, first cousin, nephew, niece, husband, wife, grandfather, grandmother, grandson, granddaughter, father-in-law, mother-in-

law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister, and including the father, mother, grandfather, or grandmother of the individual's spouse and the individual's fiancé or fiancée.

7. Anything provided by an individual on the basis of a personal friendship unless the recipient has reason to believe that, under the circumstances, the gift was provided because of the official position or employment of the recipient or his or her spouse or immediate family member and not because of the personal friendship. In determining whether a gift is provided on the basis of personal friendship, the recipient shall consider the circumstances under which the gift was offered, such as: (a) the history of the relationship between the individual giving the gift and the recipient of the gift, including any previous exchange of gifts between those individuals; (b) whether to the actual knowledge of the recipient the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift; and (c) whether to the actual knowledge of the recipient the individual who gave the gift also at the same time gave the same or similar gifts to other Board members or employees, or their spouses or immediate family members.
8. Food or refreshments not exceeding \$75 per person in value on a single calendar day; provided that the food or refreshments are: (a) consumed on the premises from which they were purchased or prepared; or (b) catered. *Catered* means food or refreshments that are purchased ready to consume, which are delivered by any means.
9. Food, refreshments, lodging, transportation, and other benefits resulting from outside business or employment activities (or outside activities that are not connected to the official duties of a Board member or employee), if the benefits have not been offered or enhanced because of the official position or employment of the Board member or employee, and are customarily provided to others in similar circumstances.
10. Intra-governmental and inter-governmental gifts. *Intra-governmental gift* means any gift given to a Board member or employee from another Board member or employee, and *inter-governmental gift* means any gift given to a Board member or employee from an officer or employee of another governmental entity.
11. Bequests, inheritances, and other transfers at death.
12. Any item or items from any one prohibited source during any calendar year having a cumulative total value of less than \$100.

Each of the listed exceptions is mutually exclusive and independent of every other.

A Board member or employee, his or her spouse or an immediate family member living with the Board member or employee, does not violate this policy if the recipient promptly takes reasonable action to return a gift from a prohibited source to its source or gives the gift or an amount equal to its value to an appropriate charity that is exempt from income taxation under 26 U.S.C. §501(c)(3).

Enforcement

The Board President and Superintendent shall seek guidance from the Board attorney concerning compliance with and enforcement of this policy and State ethics laws. The Board may, as necessary or prudent, appoint an Ethics Advisor for this task.

Written complaints alleging a violation of this policy shall be filed with the Superintendent or Board President. If attempts to correct any misunderstanding or problem do not resolve the matter, the Superintendent or Board President shall, after consulting with the Board Attorney, either place the alleged violation on a Board meeting agenda for the Board's disposition or refer the complainant to

Board policy 2:260, *Uniform Grievance Procedure*. A Board member who is related, either by blood or by marriage, up to the degree of first cousin, to the person who is the subject of the complaint, shall not participate in any decision-making capacity for the Board. If the Board finds it more likely than not that the allegations in a complaint are true, it shall notify the State's Attorney and/or consider disciplinary action for the employee.

Definitions

Unless otherwise stated, all terms used in this policy have the definitions given in the State Officials and Employees Ethics Act, 5 ILCS 430/1-5.

Political activity means:

1. Preparing for, organizing, or participating in any political meeting, political rally, political demonstration, or other political event.
2. Soliciting contributions, including but not limited to the purchase of, selling, distributing, or receiving payment for tickets for any political fundraiser, political meeting, or other political event.
3. Soliciting, planning the solicitation of, or preparing any document or report regarding anything of value intended as a campaign contribution.
4. Planning, conducting, or participating in a public opinion poll in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
5. Surveying or gathering information from potential or actual voters in an election to determine probable vote outcome in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
6. Assisting at the polls on Election Day on behalf of any political organization or candidate for elective office or for or against any referendum question.
7. Soliciting votes on behalf of a candidate for elective office or a political organization or for or against any referendum question or helping in an effort to get voters to the polls.
8. Initiating for circulation, preparing, circulating, reviewing, or filing any petition on behalf of a candidate for elective office or for or against any referendum question.
9. Making contributions on behalf of any candidate for elective office in that capacity or in connection with a campaign for elective office.
10. Preparing or reviewing responses to candidate questionnaires.
11. Distributing, preparing for distribution, or mailing campaign literature, campaign signs, or other campaign material on behalf of any candidate for elective office or for or against any referendum question.
12. Campaigning for any elective office or for or against any referendum question.
13. Managing or working on a campaign for elective office or for or against any referendum question.
14. Serving as a delegate, alternate, or proxy to a political party convention.
15. Participating in any recount or challenge to the outcome of any election.

With respect to an employee whose hours are not fixed, *compensated time* includes any period of time when the employee is on premises under the control of the District and any other time when the employee is executing his or her official duties, regardless of location.

Prohibited source means any person or entity who:

1. Is seeking official action by: (a) a Board member, or (b) an employee, or by the Board member or another employee directing that employee;
2. Does business or seeks to do business with: (a) a Board member, or (b) an employee, or with the Board member or another employee directing that employee;
3. Conducts activities regulated by: (a) a Board member, or (b) an employee or by the Board member or another employee directing that employee;
4. Has an interest that may be substantially affected by the performance or non-performance of the official duties of the Board member or employee;
5. Is registered or required to be registered with the Secretary of State under the Lobbyist Registration Act, except that an entity does not become a prohibited source merely because a registered lobbyist is one of its members or serves on its board of directors; or
6. Is an agent of, a spouse of, or an immediate family member living with a prohibited source.

Gift means any gratuity, discount, entertainment, hospitality, loan, forbearance, or other tangible or intangible item having monetary value including but not limited to, cash, food and drink, and honoraria for speaking engagements related to or attributable to government employment or the official position of a Board member or employee.

Complaints of Sexual Harassment Made Against Board Members by Elected Officials

Pursuant to the State Officials and Employees Ethics Act (5 ILCS 430/70-5), members of the Board and other elected officials are encouraged to promptly report claims of sexual harassment by a Board member. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available. If the official feels comfortable doing so, he or she should directly inform the individual that the individual's conduct or communication is offensive and must stop.

Board members and elected officials should report claims of sexual harassment against a member of the Board to the Board President or Superintendent. If the report is made to the Superintendent, the Superintendent shall promptly notify the President, or if the President is the subject of the complaint, the Vice President. Reports of sexual harassment will be confidential to the greatest extent practicable.

When a complaint of sexual harassment is made against a member of the Board by another Board member or other elected official, the Board President shall appoint a qualified outside investigator who is not a District employee or Board member to conduct an independent review of the allegations. If the allegations concern the President, or the President is a witness or otherwise conflicted, the Vice President shall make the appointment. If the allegations concern both the President and Vice President, and/or they are witnesses or otherwise conflicted, the Board Secretary shall make the appointment. The investigator shall prepare a written report and submit it to the Board.

If a Board member has engaged in sexual harassment, the matter will be addressed in accordance with the authority of the Board.

The Superintendent will post this policy on the District website and/or make this policy available in the District's administrative office.

LEGAL REF.: 5 ILCS 430/, State Officials and Employees Ethics Act.
10 ILCS 5/9-25.1, Election Interference Prohibition Act.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 2:110 (Qualifications, Term, and Duties of Board Officers), 2:260 (Uniform Grievance Procedure), 4:60 (Purchases and Contracts), 5:120 (Employee Ethics; Conduct; and Conflict of Interest)

ADOPTED:

Pending Adoption

School Board

Qualifications, Term, and Duties of Board Officers

The School Board officers are: President, Vice President, Secretary, and Treasurer. These officers are elected or appointed by the Board at its organizational meeting.

President

The Board elects a President from its members for a two-year term. The duties of the President are to:

1. Preside at all meetings;
2. Focus the Board meeting agendas on appropriate content;
3. Make all Board committee appointments, unless specifically stated otherwise;
4. Attend and observe any Board committee meeting at his or her discretion;
5. Represent the Board on other boards or agencies;
6. Sign official District documents requiring the President's signature, including Board minutes and Certificate of Tax Levy;
7. Call special meetings of the Board;
8. Serve as the *head of the public body* for purposes of the Open Meetings Act and Freedom of Information Act;
9. Ensure that a quorum of the Board is physically present at all Board meetings;
10. Administer the oath of office to new Board members;
11. Serve as or appoint the Board's official spokesperson to the media; and
12. Except when the Board President is the subject of a complaint of sexual harassment, a witness, or otherwise conflicted, appoint a qualified outside investigator to conduct an independent review of allegations of sexual harassment made against a Board member by another Board member or elected official.

The President is permitted to participate in all Board meetings in a manner equal to all other Board members, including the ability to make and second motions.

The Vice President fills a vacancy in the Presidency.

Vice President

The Board elects a Vice President from its members for a two-year term. The Vice President performs the duties of the President if:

1. The office of President is vacant;
2. The President is absent; or
3. The President is unable to perform the office's duties.

A vacancy in the Vice Presidency is filled by a special Board election.

Secretary

The Board elects a Secretary for a two-year term. The Secretary may be, but is not required to be, a Board member. The Secretary may receive reasonable compensation as determined by the Board before appointment. However, if the Secretary is a Board member, the compensation shall not exceed \$500 per year, as fixed by the Board at least 180 days before the beginning of the term. The duties of the Secretary are to:

1. Keep minutes for all Board meetings, and keep the verbatim record for all closed Board meetings;

2. Mail meeting notification and agenda to news media who have officially requested copies;
3. Keep records of the Board's official acts, and sign them, along with the President, before submitting them to the Treasurer at such times as the Treasurer may require;
4. Report to the Treasurer on or before July 7, annually, such information as the Treasurer is required to include in the Treasurer's report to the Regional Superintendent;
5. Act as the local election official for the District;
6. Arrange public inspection of the budget before adoption;
7. Publish required notices;
8. Sign official District documents requiring the Secretary's signature; and
9. Maintain Board policy and such other official documents as directed by the Board.

The Secretary may delegate some or all of these duties, except when State law prohibits the delegation. The Board appoints a secretary pro tempore, who may or may not be a Board member, if the Secretary is absent from any meeting or refuses to perform the duties of the office. A permanent vacancy in the office of Secretary is filled by special Board election.

Recording Secretary

The Board may appoint a Recording Secretary who is a staff member. The Recording Secretary shall:

1. Assist the Secretary by taking the minutes for all open Board meetings;
2. Assemble Board meeting material and provide it, along with prior meeting minutes, to Board members before the next meeting; and
3. Perform the Secretary's duties, as assigned, except when State law prohibits the delegation.

In addition, the Recording Secretary or Superintendent receives notification from Board members who desire to attend a Board meeting by video or audio means.

Treasurer

The Treasurer of the Board shall be either a member of the Board who serves a one-year term or a non-Board member who serves at the Board's pleasure. A Treasurer who is a Board member may not be compensated. A Treasurer who is not a Board member may be compensated provided it is established before the appointment. The Treasurer must:

1. Be at least 21 years old;
2. Not be a member of the County Board of School Trustees; and
3. Have a financial background or related experience, or 12 credit hours of college-level accounting.

The Treasurer shall:

1. Furnish a bond, which shall be approved by a majority of the full Board;
2. Maintain custody of school funds;
3. Maintain records of school funds and balances;
4. Prepare a monthly reconciliation report for the Superintendent and Board; and
5. Receive, hold, and expend District funds only upon the order of the Board.

A vacancy in the Treasurer's office is filled by Board appointment.

LEGAL REF.: 5 ILCS 120/7 and 420/4A-106.
105 ILCS 5/8-1, 5/8-2, 5/8-3, 5/8-6, 5/8-16, 5/8-17, 5/10-1, 5/10-5, 5/10-7, 5/10-8,
5/10-13, 5/10-13.1, 5/10-14, 5/10-16.5, and 5/17-1.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:105 (Ethics and Gift Ban), 2:150
(Committees), 2:210 (Organizational School Board Meeting), 2:220 (School
Board Meeting Procedure)

ADOPTED:

Pending Adoption

School Board

Board Member Development

The School Board desires that its individual members learn, understand, and practice effective governance principles. The Board is responsible for Board member orientation and development. Board members have an equal opportunity to attend State and national meetings designed to familiarize members with public school issues, governance, and legislation.

The Board President and/or Superintendent shall provide all Board members with information regarding pertinent education materials, publications, and notices of training or development.

Mandatory Board Member Training

Each Board member is responsible for his or her own compliance with the mandatory training laws that are described below:

1. Each Board member elected or appointed to fill a vacancy of at least one year's duration must complete at least four hours of professional development leadership training in education and labor law, financial oversight and accountability, and fiduciary responsibilities within the first year of his or her first term.
2. Each Board member must complete training on the Open Meetings Act no later than 90 days after taking the oath of office for the first time. After completing the training, each Board member must file a copy of the certificate of completion with the Board. Training on the Open Meetings Act is only required once.
3. Each Board member must complete a training program on evaluations under the Performance Evaluation Reform Act (PERA) before participating in a vote on a tenured teacher's dismissal using the optional alternative evaluation dismissal process. This dismissal process is available after the District's PERA implementation date.

The Superintendent or designee shall post on the District website the names of all Board members who have completed the professional development leadership training described in number 1, above.

Professional Development; Adverse Consequences of School Exclusion; Student Behavior

The Board President or Superintendent, or their designees, will make reasonable efforts to provide ongoing professional development to Board members about the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.

Board Self-Evaluation

The Board will conduct periodic self-evaluations with the goal of continuous improvement.

New Board Member Orientation

The orientation process for newly elected or appointed Board members includes:

1. The Board President or Superintendent, or their designees, shall give each new Board member a copy of or online access to the Board Policy Manual, the Board's regular meeting minutes for the past year, and other helpful information including material describing the District and explaining the Board's roles and responsibilities.

2. The Board President or designee shall schedule one or more special Board meetings, or schedule time during regular meetings, for Board members to become acquainted and to review Board processes and procedures.
3. The Board President may request a veteran Board member to mentor a new member.
4. All new members are encouraged to attend workshops for new members conducted by the Illinois Association of School Boards.

Candidates

The Superintendent or designee shall invite all current candidates for the office of Board member to attend: (1) Board meetings, except that this invitation shall not extend to any closed meetings, and (2) pre-election workshops for candidates.

LEGAL REF.: 5 ILCS 120/1.05 and 120/2.
105 ILCS 5/10-16a and 5/24-16.5.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:125 (Board Member Compensation; Expenses), 2:200 (Types of School Board Meetings)

ADOPTED:

School Board

Exhibit - Guidelines for Serving as a Mentor to a New School Board Member

On District letterhead

Date

Dear School Board Member:

Thank you for agreeing to serve as a mentor to a new Board member. The goal of the mentoring program is to orient a new Board member to the Board and District and to help him or her be comfortable, develop self-confidence, and become an effective leader. Follow these guidelines to maximize your mentoring effectiveness.

1. Be a good mentor by sharing your knowledge and experiences with others. Take a personal interest in helping others succeed.
2. Try to develop an informal, collegial relationship with the new Board member – explain that you are there to help. Listen respectfully to all concerns and answer questions honestly.
3. During your first contact with the new Board member, introduce yourself and explain that you will serve as his or her mentor and are looking forward to sharing information about the Board and District. If possible, meet with the individual to become acquainted. Be available as needed to provide assistance, advice, and support. The Superintendent’s office will have already provided the new Board member with a web link or paper copy of the Board’s policies as well as other helpful material.
4. Be prepared to introduce the new Board member at upcoming Board events until he or she becomes a familiar face.
5. Be available and maintain a helpful attitude. You will assist the new Board member in becoming an effective member of the Board and ensuring skilled and knowledgeable future leadership for the District.

Being a mentor can bring rewards to you, the new Board member, and the District. Thank you for your assistance and commitment.

Sincerely,

School Board President

DATED:

School Board

Exhibit - Website Listing of Development and Training Completed by Board Members

District webmaster: Post this template (including the explanatory paragraphs) on the District’s website and update the table as information is provided.

Each Illinois school board member who is elected or appointed to fill a vacancy of at least one year’s duration must receive *professional development leadership* training (PDLT) and *Open Meetings Act* (OMA) training. Mandatory training is also required upon *Performance Evaluation Reform Act* implementation in each school district. For additional information, see Board policy 2:120, *Board Member Development*.

The following table contains mandatory and non-mandatory training and development activities that were completed by each Board member. When the training was provided by the Illinois Association of School Boards, the acronym “IASB” follows the listed activity.

Name	Development and Training Activity and Provider	Date Completed

The Illinois Association of School Boards (IASB) is a voluntary organization of local boards of education dedicated to strengthening the Illinois public schools through local citizen control. Although not a part of State government, IASB is organized by member school boards as a private not-for-profit corporation under authority granted by Article 23 of the School Code. The vision of IASB is excellence in local school board governance supporting quality public education.

For more information regarding IASB and its programs, visit www.iasb.com.

DATED:

School Board

Board Member Compensation; Expenses

Board Member Compensation Prohibited

School Board members provide volunteer service to the community and may not receive compensation for services, except that a Board member serving as the Board Secretary may be paid an amount up to the statutory limit if the Board so provides.

Roll Call Vote

All Board member expense requests for travel, meals, and/or lodging must be approved by roll call vote at an open meeting of the Board.

Regulation of School District Expenses

The Board regulates the reimbursement of all travel, meal, and lodging expenses in the District by resolution. No later than approval of the annual budget and when necessary, the Superintendent will recommend a maximum allowable reimbursement amount for expenses to be included in the resolution. The recommended amount should be based upon the District's budget and other financial considerations.

Money shall not be advanced or reimbursed, or purchase orders issued for: (1) the expenses of any person except the Board member, (2) anyone's personal expenses, or (3) entertainment expenses. Entertainment includes, but is not limited to, shows, amusements, theaters, circuses, sporting events, or any other place of public or private entertainment or amusement, unless the entertainment is ancillary to the purpose of the program or event.

Exceeding the Maximum Allowable Reimbursement Amount(s)

All requests for expense advancements, reimbursements, and/or purchase orders that exceed the maximum allowable reimbursement amount set by the Board may only be approved by it when:

1. The Board's resolution to regulate expenses allows for such approval;
2. An emergency or other extraordinary circumstance exists; and
3. The request is approved by a roll call vote at an open Board meeting.

Advancements

The Board may advance to its members actual and necessary expenses to be incurred while attending:

1. Meetings sponsored by the Illinois State Board of Education or by the Regional Superintendent of Schools;
2. County or regional meetings and the annual meeting sponsored by any school board association complying with Article 23 of the School Code; and
3. Meetings sponsored by a national organization in the field of public school education.

Expense advancement requests must be submitted to the Superintendent or designee on the Board's standardized estimated expense approval form. After spending expense advancements, Board members must use the Board's standardized expense reimbursement form and submit to the Superintendent: (a) the itemized, signed advancement voucher that was issued, and (b) the amount of actual expenses by attaching receipts. A Board member must return to the District any portion of an

expense advancement not used. If an expense advancement is not requested, expense reimbursements may be issued by the Board to its members for the activities listed in numbers one through three, above, along with registration fees or tuition for a course(s) that allowed compliance with the mandatory trainings described in policy 2:120, *Board Member Development* and other professional development opportunities that are encouraged by the School Code (see the **Reimbursements and Purchase Orders** subhead, below). Expense advancements and vouchers shall be presented to the Board in its regular bill process.

Reimbursements and Purchase Orders

Expense reimbursement is not guaranteed and, when possible, Board members should seek pre-approval of expenses by providing an estimation of expenses on the Board's standardized estimated expense approval form, except in situations when the expense is diminutive. When pre-approval is not sought, Board members must seek reimbursement on the Board's standardized expense reimbursement form. Expense reimbursements and purchase orders shall be presented to the Board in its regular bill process.

Credit and Procurement Cards

Credit and procurement cards shall not be issued to Board members.

Standardized Expense Form(s) Required

All requests for expense advancement, reimbursement, and/or purchase orders in the District must be submitted on the appropriate itemized, signed standardized form(s). The form(s) must show the following information:

1. The amount of the estimated or actual expense, with attached receipts for actual incurred expenses.
2. The name and office of the Board member who is requesting the expense advancement or reimbursement. Receipts from group functions must include the names, offices, and job titles of all participants.
3. The date(s) of the official business on which the expense advancement or reimbursement will be or was expended.
4. The nature of the official business conducted when the expense advancement or reimbursement will be or was expended.

Types of Official Business for Expense Advancements, Reimbursements, and Purchase Orders

1. Registration. When possible, registration fees will be paid by the District in advance.
2. Travel. The least expensive method of travel will be used, providing that no hardship will be caused to the Board member. Board members will be reimbursed for:
 - a. Air travel at the coach or economy class commercial airline rate. First class or business class air travel will be reimbursed only if emergency circumstances warrant. The emergency circumstances must be explained on the expense form and Board approval of the additional expense is required. Copies of airline tickets must be attached to the expense form.
 - b. Rail or bus travel at actual cost. Rail or bus travel costs may not exceed the cost of coach airfare. Copies of tickets must be attached to the expense form to substantiate amounts.
 - c. Use of personal automobiles at the standard mileage rate approved by the Internal Revenue Service for income tax purposes. The reimbursement may not exceed the cost of

coach airfare. Mileage for use of personal automobiles in trips to and from transportation terminals will also be reimbursed. Toll charges and parking costs will be reimbursed.

- d. Automobile rental costs when the vehicle's use is warranted. The circumstances for such use must be explained on the expense form.
 - e. Taxis, airport limousines, or other local transportation costs.
3. Meals. Meals charged to the School District should represent mid-fare selections for the hotel/meeting facility or general area, consistent with the maximum allowable reimbursement amount set by the Board. Tips are included with meal charges. Expense forms must explain the meal charges incurred. Alcoholic beverages will not be reimbursed.
 4. Lodging. Board members should request conference rate or mid-fare room accommodations. A single room rate will be reimbursed. Board members should pay personal expenses at checkout. If that is impossible, deductions for the charges should be made on the expense form.
 5. Miscellaneous Expenses. Board members may seek reimbursement for other expenses incurred while attending a meeting sponsored by organizations described herein by fully describing the expenses on the expense form, attaching receipts.

LEGAL REF.: 105 ILCS 5/10-20 and 5/10-22.32.
Local Government Travel Expense Control Act, 50 ILCS 150/.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 2:120 (Board Member Development), 2:240 (Board Policy Development), 4:50 (Payment Procedures), 4:55 (Use of Credit and Procurement Cards), 5:60 (Expenses)

ADOPTED:

School Board

Exhibit - Board Member Expense Reimbursement Form

Submit to the Superintendent, who will include this request in the monthly list of bills presented to the School Board. Please print and attach receipts for all expenditures. Use of this form is required by 2:125-E3, Resolution to Regulate Expense Reimbursements. Please print.

Name: _____ Title/Office: _____

Travel Destination: _____ Purpose: _____

Departure Date: _____ Return Date: _____

Receipts attached Request Date: _____

Approved expense advancement (voucher) attached, if applicable* (Completed 2:125-E2, Board Member Estimated Expense Approval Form.)

Actual Expense Report										
* Board members will be reimbursed for actual and necessary expenses that exceed the amount advanced, but must refund any expense advancement that exceeds the actual and necessary expenses incurred. (105 ILCS 5/10-22.32)										
Auto Travel Allowance: _____ per mile										
Date	Mileage		Comm. Travel Expenses	Lodging	Meals			Other Item	Cost	Daily Total
	Miles	Cost			Bkfst	Lunch	Dinner			
Subtotal										
Advances									-	
TOTAL (a negative amount indicates refund due from Board member)									\$	

Submitting Board Member's Signature _____
Date

Superintendent Signature _____
Date

School Board Action: **Approved** **Denied**
 Approved in Part **Exceeds Maximum Allowable Amount**

DATED: _____

School Board

Exhibit - Board Member Estimated Expense Approval Form

Submit to the Superintendent, who will include this request in the monthly list of bills presented to the School Board. Use of this form is required by 2:125-E3, Resolution to Regulate Expense Reimbursements. Please print.

Name: _____

Title/Office: _____

Travel Destination: _____

Purpose: _____

Departure Date: _____

Return Date: _____

Estimated Expenses Approval Requested (50 ILCS 150/20)

Purchase Order Requested

Purchase Order #: _____

Expense Advancement Voucher Requested (105 ILCS 5/10-22.32)

Voucher Amount: _____

Estimated Expense Report										
Auto Travel Allowance: _____ per mile										
Date	Mileage		Comm. Travel Expense	Lodging	Meals			Other	Cost	Daily Total
	Miles	Cost			Bkfst	Lunch	Dinner			
Total										\$

Submitting Board Member's Signature

Date

Superintendent Signature

Date

School Board Action: **Approved**

Denied

Approved in Part

Exceeds Maximum Allowable Amount

DATED:

Pending Adoption

School Board

Board-Superintendent Relationship

The School Board employs and evaluates the Superintendent and holds him or her responsible for the operation of the District in accordance with Board policies and State and federal law.

The Board-Superintendent relationship is based on mutual respect for their complementary roles. The relationship requires clear communication of expectations regarding the duties and responsibilities of both the Board and Superintendent.

The Board considers the recommendations of the Superintendent as the District's Chief Executive Officer. The Board adopts policies necessary to provide general direction for the District and to encourage achievement of District goals. The Superintendent develops plans, programs, and procedures needed to implement the policies and directs the District's operations.

LEGAL REF.: 105 ILCS 5/10-16.7 and 5/10-21.4.

CROSS REF.: 3:40 (Superintendent)

ADOPTED:

School Board

Communications To and From the Board

The School Board welcomes communications from staff members, parents/guardians, students, and community members. Individuals may submit questions or communications for the School Board's consideration to the Superintendent or may use the electronic link to the Board's email address(es) posted on the District's website.

The Superintendent or designee shall ensure that the home page for the District's website contains an active electronic link to the email address(es) for the School Board.

If contacted individually, Board members will refer the person to the appropriate level of authority, except in unusual situations. Board members' questions or communications to staff or about programs will be channeled through the Superintendent's office. Board members will not take individual action that might compromise the Board or District. There is no expectation of privacy for any communication sent to the Board or its members, whether sent by letter, email, or other means.

Board Member Use of Electronic Communications

For purposes of this section, *electronic communications* includes, without limitation, electronic mail, electronic chat, instant messaging, texting, and any form of social networking. Electronic communications among a majority or more of a Board-quorum shall not be used for the purpose of discussing District business. Electronic communications among Board members shall be limited to: (1) disseminating information, and (2) messages not involving deliberation, debate, or decision-making. The following list contains examples of permissible electronic communications:

- Agenda item suggestions
- Reminders regarding meeting times, dates, and places
- Board meeting agendas or information concerning agenda items
- Individual emails to community members, subject to the other limitations in this policy

In accordance with the Open Meetings Act and the Oath of Office taken by Board members, individual Board members will not (a) reply to an email on behalf of the entire Board, or (b) engage in the discussion of District business through electronic communications with a majority of a Board-quorum.

LEGAL REF.: 5 ILCS 120/, Open Meetings Act.
50 ILCS 205/20, Local Records Act.

CROSS REF.: 2:220 (School Board Meeting Procedure), 3:30 (Chain of Command), 8:110 (Public Suggestions and Concerns)

ADOPTED:

School Board

Exhibit - Guidance for Board Member Communications, Including Email Use

The Open Meetings Act (OMA) requires the School Board to discuss District business only at a properly noticed Board meeting. 5 ILCS 120/. Other than during a Board meeting, a majority or more of a Board-quorum may not engage in contemporaneous interactive communication, whether in person or electronically, to discuss District business. This *Guidance* assumes a Board has seven members and covers issues arising from Board policy 2:140, *Communications To and From the Board*.

Communications Between or Among Board Members and/or the Superintendent Outside of a Properly Noticed Board Meeting

1. The Superintendent or designee is permitted to email information to Board members. For example, the Superintendent may email Board meeting agendas and supporting information to Board members. When responding to a single Board member's request, the Superintendent should copy all other Board members and include a *do not reply/forward* alert to the group, such as: **"BOARD MEMBER ALERT: This email is in response to a request. Do not reply or forward to the group but only to the sender."**
2. Board members are permitted to discuss any matter except District business with each other, whether in person or by telephone or email, regardless of the number of members participating in the discussion. For example, they may discuss league sports, work, or current events.
3. Board members are permitted to provide information to each other, whether in person or by telephone or email, that is non-deliberative and non-substantive. Examples of this type of communication include scheduling meetings and confirming receipt of information.
4. A Board member is not permitted to discuss District business with more than one other Board member at a time, whether in person or by telephone or email. Stated another way, a Board member may discuss District business in person or by telephone or email with only one other Board member at a time. However, a Board member should not facilitate interactive communication by discussing District business in a series of visits with, or telephone calls or emails to, Board members individually.
5. A Board member should include a *do not reply/forward* alert when emailing a message concerning District business to more than one other Board member. The following is an example of such an alert: **"BOARD MEMBER ALERT: This email is not for interactive discussion purposes. The recipient should not reply to it or forward it to any other individual."**
6. Board members should not forward email received from another Board member.

When Must the Electronic Communications Sent or Received by Individual Board Members Be Disclosed Pursuant to a Freedom of Information Act (FOIA) Request?

An electronic communication must be disclosed if it is a *public record* as defined by FOIA, unless a specific exemption applies. A public record is any recorded information "pertaining to the transaction of public business, regardless of physical form or characteristics, having been prepared by or for, or having been or being used by, received by, in the possession of, or under the control of any public body." 5 ILCS 140/2. Email sent or received by an individual Board member may be, depending on

the content and circumstances, subject to disclosure as a *public record* (unless a FOIA exemption is applicable).

If a Board member uses a District-provided device or email address to discuss public business, the email is subject to disclosure under FOIA, barring an applicable exemption. If a Board member uses a private device and email address, the communication is subject to FOIA if it satisfies this test:

First, the communication pertains to the transaction of public business, and

Second, the communication was: (1) prepared by a public body, (2) prepared for a public body, (3) used by a public body, (4) received by a public body, (5) possessed by a public body, and/or (6) controlled by a public body.

This test is from the appellate court decision in City of Champaign v. Madigan, 992 N.E.2d 629 (Ill.App.4th 2013).

The following *examples* describe FOIA's treatment of electronic communications:

1. If an electronic communication does not pertain to public business, it is not a public record and is not subject to a FOIA request.
2. An electronic communication pertaining to public business that is:
 - a. Sent and/or received by an individual Board member using a personal electronic device and personal email address while he or she is at home or work **would not be a public record**. Individual Board members, alone, cannot conduct school District business. As stated earlier, emails among a majority or more of a Board-quorum violate OMA and, thus, are subject to disclosure during proceedings to enforce OMA.
 - b. Sent and/or received by an individual Board member on a District-issued device or District-issued email address **will be a public record** and subject to FOIA. The electronic communication is under the control of the District.
 - c. Received by an individual Board member on a personal electronic device and then forwarded by the Board member to a District-owned device or server **will be a public record** and subject to FOIA. The electronic communication is under the control of the District.
 - d. Received by an individual Board member using a personal electronic device and personal email address, and then forwarded by the Board member to enough members to constitute a majority or more of a Board-quorum **will be a public record** and subject to FOIA. The electronic communication is in the District's possession.
 - e. Either sent to or from a Board member's personal electronic device during a Board meeting **will be a public record** and subject to FOIA. The electronic communication is in the District's possession because Board members were functioning collectively as a public body.

The District's Freedom of Information Officer and/or Board Attorney will help determine when a specific communication must be disclosed pursuant to a FOIA request.

When Must Electronic Communications Be Retained?

Email that qualifies under FOIA as a *public record* will need to be stored pursuant to the Local Records Act (LRA), only if it is evidence of the District's organization, function, policies, procedures, or activities or contains informational data appropriate for preservation. 50 ILCS 205/. An example is any email from a Board officer concerning a decision made in his or her capacity as an officer. If a Board member uses his or her personal email, he or she must copy this type of email to the

appropriate District office where it will be stored. If made available, Board members should use their email accounts provided by the District, and the District will automatically store the official record messages. The District will delete these official record messages as provided in an applicable, approved **retention schedule**. Of course, email pertaining to public business that is sent or received by a Board Member using a District-issued device or email address will be subject to FOIA, even if the email does not need to be retained under the LRA.

Important: Do not destroy any email concerning a topic that is being litigated without obtaining the Board attorney's direction. In federal lawsuits, there is an automatic discovery of virtually all types of electronically created or stored data that might be relevant. Attorneys will generally notify their clients at the beginning of a legal proceeding not to destroy any electronic records that might be relevant. This is referred to as a *litigation hold*. For more discussion of a litigation hold, see 2:250-AP2, *Protocols for Record Preservation and Development of Retention Schedules*. In addition, any person who knowingly with the intent to defraud any party destroys, removes, or conceals any public record commits a Class 4 felony. 50 ILCS 205/4.

DATED:

Pending Adoption

School Board

Committees

The School Board may establish committees to assist with the Board's governance function and, in some situations, to comply with State law requirements. These committees are known as Board committees and report directly to the Board. Committee members may include both Board members and non-Board members depending on the committee's purpose. The Board President makes all Board committee appointments unless specifically stated otherwise. Board committee meetings shall comply with the Open Meetings Act. A Board committee may not take final action on behalf of the Board – it may only make recommendations to the Board.

Special Board Committees

A special committee may be created for specific purposes or to investigate special issues. A special committee is automatically dissolved after presenting its final report to the Board or at the Board's discretion.

Standing Board Committees

A standing committee is created for an indefinite term although its members will fluctuate. Standing committees are:

1. Board Policy Committee. This committee researches policy issues, and provides information and recommendations to the Board.
2. Parent-Teacher Advisory Committee. This committee assists in the development of student behavior policy and procedure, and provides information and recommendations to the Board. Its members are parents/guardians and teachers, and may include persons whose expertise or experience is needed. The committee reviews such issues as administering medication in the schools, reciprocal reporting between the School District and local law enforcement agencies regarding criminal offenses committed by students, student discipline, disruptive classroom behavior, school bus safety procedures, and the dissemination of student conduct information.
3. Behavioral Interventions Committee. This committee develops and monitors procedures for using behavioral interventions in accordance with Board policy 7:230, *Misconduct by Students with Disabilities*, and provides information and recommendations to the Board. At the Board President's discretion, the Parent-Teacher Advisory Committee shall perform the duties assigned to the Behavioral Interventions Committee.

Nothing in this policy limits the authority of the Superintendent or designee to create and use committees that report to him or her or to other staff members.

LEGAL REF.: 5 ILCS 120.
105 ILCS 5/10-20.14 and 5/14-8.05.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers), 2:200 (Types of School Board Meetings), 2:240 (Board Policy Development), 7:190 (Student Behavior), 7:230 (Misconduct by Students with Disabilities)

ADOPTED:

School Board

Board Attorney

The School Board may enter into agreements for legal services with one or more attorneys or law firms to be the Board Attorney(s). The Board Attorney represents the School Board in its capacity as the governing body for the School District. The Board Attorney shall not represent another client if the representation involves a concurrent conflict of interest, unless permitted by the Ill. Rules of Professional Conduct adopted by the Ill. Supreme Court. The Board Attorney serves on a retainer or other fee arrangement as determined in advance. The Board Attorney will provide services as described in the agreement for legal services. The District will only pay for legal services that are provided in accordance with the agreement for legal services or are otherwise authorized by this policy or a majority of the Board.

The Superintendent, his or her designee, and Board President, are each authorized to confer with and/or seek the legal advice of the Board Attorney. The Board may authorize a specific member to confer with legal counsel on its behalf.

The Superintendent may authorize the Board Attorney to represent the District in any legal matter until the Board has an opportunity to consider the matter.

The Board retains the right to consult with or employ other attorneys and to terminate the service of any attorney.

LEGAL REF.: Rule 1.7 (Conflict of Interest: Current Clients) and Rule 1.13 (Organization as Client) of the Ill. Rules of Professional Conduct adopted by the Ill. Supreme Court.

CROSS REF.: 4:60 (Purchases and Contracts)

ADOPTED:

School Board

Exhibit - Checklist for Selecting a Board Attorney

The School Board selects and retains the Board Attorney(s). The Board may use this checklist for guidance when it selects and retains attorney(s) and/or law firms for legal services. This checklist is designed for the Board to use a request for proposal (RFP) process to seek outside attorneys/law firms, but it can be adapted for an application process, if the Board seeks an in-house attorney. For more information, call the IASB Office of General Counsel; see its current phone numbers at www.iasb.com/whatis/staff.cfm.

Determine what type of legal services the District needs.

1. Review Board policy 2:160, *Board Attorney*. **Note:** Critically analyze whether the District's legal needs are best served by in-house attorney(s) or outside attorney(s)/law firms. Many districts use a combination of these services. Many districts also use multiple attorney(s)/law firms for their specialties, e.g., different law firms for bond counsel, special education, or labor law. This checklist is designed for the Board to use a request for proposal (RFP) process to seek outside attorney(s)/law firms, but it can be adapted for an application process, which would better fit if the Board seeks an in-house attorney.
2. Consider the following factors to analyze the type(s) of legal services needed for the District including, but are not limited to:
 - District's size;
 - Any past and current experiences with legal matters;
 - Complexity of the District's legal needs;
 - Availability of expertise; and
 - Cost of outside fees compared to internal staff expenses for an in-house arrangement.

Develop a list of qualifications necessary for providing quality legal services to the District.

1. Review policy 4:60, Purchases and Contracts. **Note:** While State law exempts hiring an attorney from bidding requirements (105 ILCS 10-20.21(a)), the Board may want to review its procurement processes and align contracts for legal services to its non-bidding-related standards for purchases, e.g., avoiding favoritism, staying within the District's budget, etc.
2. Develop the list of qualifications. The major qualifications include, but are not limited to:
 - Licensed to practice law in Illinois and in good standing with the Illinois Attorney Registration and Disciplinary Commission (ARDC) (see checklist item *Conduct a reference check and other background investigations*, below)
 - Member of the District's assigned United States district court and the Seventh Circuit Court of Appeals
 - Substantive knowledge and experience in the legal areas matching District's needs, e.g., bidding, civil rights, collective bargaining, education reform, employment law, Freedom of Information Act, Open Meetings Act, other records laws, special education, student rights, etc. **Note:** This list of knowledge and experience must be created by the District's identified needs and may change from time to time.
 - Experience in all aspects of contract, employment, and school law

- Experience that meets the District’s needs, including litigation experience in State and federal courts
- Membership in professional associations, such as, the Illinois Council of School Attorneys (ICSA) and education law sections of bar associations, etc.
- Demonstrated knowledge of and ability to apply professional responsibility rules
- Accessibility for the District’s identified needs, e.g., evening Board meetings, phone calls, etc.
- Ability to declare that representation of the District will be to the exclusion of all other clients having potential conflicts with the District’s interests
- When additional qualifications apply, list those qualifications for providing legal services. This may include specialties such as bond counsel, etc.

Develop the RFP.

1. Insert the list of qualifications that the Board developed.
2. Include the following information:
 - The deadline for responses to be submitted
 - The location (address or email) where responses should be sent
 - A statement that the Board is soliciting proposals from qualified lawyers and law firms to provide legal services to the School District
 - Significant information about the District. See Board policy 1:30, *School District Philosophy*, for the District’s mission statement that is specific to the community’s goals.
 - The scope of work, e.g., “The Board Attorney will provide legal advice concerning *[typical duties, specific duties, excluded duties]*.”
 - Qualifications
 - Details about interviews and presentations
3. Specify what responders must include in their responses, such as the following:
 - Cover letter, complete name, address, and legal structure (if the responder is a law firm)
 - The individuals who prepared the response, including their titles
 - If different from above, the identity of and directory information for the individuals who have authority to answer questions regarding the submitted proposal
 - A proposed fee schedule, e.g., “Respondents may combine set fees and hourly fees. If hourly fees are proposed, please provide the minimum time increment for billing purposes. If a retainer agreement is proposed, please specifically describe options.”
 - A summary of the responder’s relevant experience representing public schools
 - A writing sample
 - An assurance that the responder meets the RFP’s qualifications
 - References including current or past clients

Announce the RFP.

1. Title the announcement. **Note:** How and where the RFP is announced are at the Board’s sole discretion. The Board may want to announce the RFP during an open meeting, post it on the District’s website, mail it to local law firms, and/or place it in the local newspaper(s) or other legal publications. A directory of those lawyers belonging to the Council of School Attorneys (ICSA) is on the IASB website, www.iasb.com. A printed copy is available upon request.

Inclusion in the directory does not represent an IASB endorsement. Some attorneys who practice school law do not belong to ICASA. Other online sources, such as the Illinois State Bar Association, also maintain directories of information about attorneys. The Board may want to title the announcement “The [*Insert District’s name*] School Board Requests Proposals to Provide Legal Services.”

2. Announce that the Board seeks an attorney or law firm to serve as its Board Attorney.
 3. Inform the reader that the attorney or law firm selected will serve from the date of appointment to [*date*]. The length of the appointment is at the Board’s discretion.
 4. State the School District’s philosophy or mission statement.
 5. Insert the RFP location and contact information with the beginning date and time.
 6. Tell prospective responders that completed RFPs must be returned [*by certain time and date*] to [*name and title of person receiving applications*].
- Receive and manage responses to the RFP.**
1. Review policy 2:110, *Qualifications, Term, and Duties of Board Officers*. The Board President is a logical officer to accept the applications, but this task may be delegated to the Secretary or Superintendent’s secretary if the Board determines that it is more convenient. Who accepts applications is at the Board’s sole discretion and should be decided by the Board prior to posting the RFP announcement
 2. The Board will discuss, at an open meeting, its process to review the applications and who will contact RFP responders for an interview.
 3. The designated person will contact RFP responders for interviews.
- Develop interview questions.**
1. Interview questions are at the Board’s discretion.
 2. A prospective attorney or law firm to fill the Board Attorney position may raise other specific issues that the Board will want to cover during an interview.
 3. The following non-exhaustive list of interview questions may help the Board tailor its questions toward finding an attorney or law firm with an approach to the role of the Board Attorney that the Board desires:
 - What do you see as your role as Board Attorney?
 - How many other school districts do you currently represent?
 - What kind of legal services do you provide to your school clients? Please explain how your other experience is relevant to this position.
 - How many years of experience does your firm (or, the attorney) have? How long have you been practicing law? How long have you been representing school districts?
 - What methods will you use to ensure all members of the Board, which is your client, remain informed? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of policy 2:160, *Board Attorney*.
 - How would you manage a situation in which the Board feels strongly about its position but you believe that position is not legally supportable? The *Ill. Rules of Professional Conduct*, at www.illinoiscourts.gov/supremecourt/rules/art_viii/default_new.asp, require attorneys to represent the Board in its capacity as the governing body for the District. The responders should be discussing these rules, specifically Rule 1.7 (Conflict of Interest:

Current Clients) and Rule 1.13 (Organization as Client), among others, in their answers to this question. See also, **PRESS** policy 2:160, *Board Attorney*.

- How would you manage a situation in which the Board's interest may be or become adverse to one or more of its members? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of policy 2:160, *Board Attorney*.
- How would you manage a situation in which the Board and Superintendent are in conflict? How about a divided Board? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of policy 2:160, *Board Attorney*.
- If the Board did something that you had advised against, could you still defend the Board's action? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of policy 2:160, *Board Attorney*.
- Will you try to shape Board decisions or do you have a *whatever the Board decides philosophy*? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of policy 2:160, *Board Attorney*.
- Do you give clients specific recommendations or do you advise them of the available options and let the client decide? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of policy 2:160, *Board Attorney*.
- Do you provide your school Board clients with any updating services gratis?
- How do you keep your Board clients apprised of litigation and other legal matters you are handling for them?
- Will you be handling this business personally (i.e., will you delegate to your associates or partners)?
- Can anyone else in your firm handle our inquiries when you are unavailable?
- How do you keep current on school law?
- When do you tell your school clients to contact you regarding a matter with possible legal repercussions?
- Have you represented a school district in a matter involving the rights of disabled students? ...involving disabled employees? ... involving a student expulsion? ... involving a teacher dismissal? ... involving an employee's contract or dismissal? ... involving a building contract or bidding matter? ... Can you tell us about that case?
- How do you bill? How are you to be paid? Please explain your rates and/or fees. The subject of billing should cover whether the attorney or law firm prepares a budget for representation and its method for billing in detail, including the date and time, what work was performed, and who worked on the project, along with expenses.
- Did you bring a written agreement for legal services or a retainer agreement? If yes, please review it for us now. If not, please explain the options for a written agreement for legal services.

Develop an interview protocol. Interviews may occur in closed session pursuant to 5 ILCS 120/2(c)(1).

1. The Board President will lead the Board as it interviews responders to its RFP (see 105 ILCS 5/10-13 stating that the Board President presides at all meetings and Board policy 2:110, Qualifications, Term, and Duties of Board Officers).
2. The Board may also want to consider allowing an equal amount of time for each interview.
3. Discuss the following items with each responder during the interview:

- Introduce Board members to the responder.
- Describe the Board’s interview process, selection process, and ask the responder if he or she has questions about the Board’s process for selecting its attorney.
- Describe the District’s philosophy or mission statement.
- Describe the Board Attorney position by reviewing the RFP.
- Begin asking the interview questions. (See *Develop interview questions*, above).
- Ask the responder whether he or she has any questions for the Board.
- Thank the responder and inform him or her when the Board expects to make its decision and how the responder will be contacted regarding the Board’s decision.

Conduct a reference check and other background investigation(s).

1. The Board President may perform this check or direct the Superintendent to:
 - Check the ARDC’s master roll of attorneys as “Authorized to Practice Law.” To do this, enter the attorney’s name into the ARDC’s registration and public disciplinary records database at: www.iardc.org/lawyersearch.asp.
 - Click on the attorney’s name to review whether any disciplinary actions are pending or resolved; current and prior actions will appear at the bottom of the screen.
 - If disciplinary actions are listed, ask the attorney or law firm for more information.
2. There are other online attorney review services available. These services may be overly subjective and/or the attorney may have control over the content in these services. Always check with the ARDC.
3. Call references provided by the responder.

Enter into a written contract with the selected attorney or law firm.

1. All *agreements for legal services* should be in writing. At minimum, the agreement should provide the fee arrangement and the scope of services. *Agreements for legal services* and individual billing statements from the Board Attorney are subject to disclosure pursuant to a Freedom of Information Act request (PAC-14-002).
2. Discuss the fee arrangements with the responder and decide:
 - Whether to enter into a fee arrangement or a retainer agreement. Note: Attorneys typically bill by a pre-determined percentage of the hour, e.g., in one-tenth of an hour increments. Many districts enter into a retainer agreement for legal services that requires them to pay the attorney a pre-determined fee every month. In return, the attorney provides a pre-determined amount of legal services whenever the district needs him or her. Districts find this useful because (1) they can budget for legal expenses, (2) legal advice is available up to the pre-determined amount for lower fees, and (3) this arrangement often provides for an enhanced, long-term relationship with the attorney.
 - The appropriate scope of services.
3. Review the written contract (*Agreement for Legal Services*) for these provisions:
 - Fee arrangement.
 - Scope of services.
 - Who will be providing legal services?
 - A statement that the Board controls all legal decisions.

- A statement that the attorney and his or her law firm have no conflicts of interest or, if a conflict exists, that the Board understands the conflict and waives it.
- Board's right to terminate the services of the attorney and law firm at any time for any reason.

4. Approve the *Agreement for Legal Services* during an open Board meeting.

Announce the appointment to District staff and community.

1. The contents of the announcement and length of time it is displayed are at the Board's sole discretion.
2. The Board may want to consider announcing during an open meeting. See Board policy 8:10, *Connection with the Community*.
3. The Board may want to include the following information in its announcement:
 - The Board appointed [attorney's name or law firm name] as the Board Attorney.
 - The appointment will begin on [date] for [length of time].
 - The Board previously established qualifications for the Board Attorney in a careful and thoughtful manner. [Attorney or law firm's name] meets these qualifications and has demonstrated the willingness to accept its duties and responsibilities. [Attorney or law firm's name] brings a clear understanding of the demands and expectations of the Board Attorney position along with a constructive attitude toward the challenge.

DATED:

School Board

Procurement of Architectural, Engineering, and Land Surveying Services

The School Board selects architects, engineers, and land surveyors to provide professional services to the District on the basis of demonstrated competence and qualifications, and in accordance with State law.

LEGAL REF.: 40 U.S.C. §541.
50 ILCS 510/, Local Government Professional Services Selection Act.
105 ILCS 5/10-20.21.
Shively v. Belleville Twp. High Sch. Dist. 201, 329 Ill.App.3d 1156 (5th Dist. 2002), *appeal denied*.

ADOPTED:

School Board

Types of School Board Meetings

General

For all meetings of the School Board and its committees, the Superintendent or designee shall satisfy all notice and posting requirements contained herein as well as in the Open Meetings Act. This shall include mailing meeting notifications to news media that have officially requested them and to others as approved by the Board. Unless otherwise specified, all meetings are held in the Academic Resource Center at 301 S Wabena Ave. Board policy 2:220, *School Board Meeting Procedure*, governs meeting quorum requirements.

The Superintendent is designated on behalf of the Board and each Board committee to receive the training on compliance with the Open Meetings Act that is required by Section 1.05(a) of that Act. The Superintendent may identify other employees to receive the training. In addition, each Board member must complete a course of training on the Open Meetings Act as required by Section 1.05(b) or (c) of that Act.

Regular Meetings

The Board announces the time and place for its regular meetings at the beginning of each fiscal year. The Superintendent shall prepare and make available the calendar of regular Board meetings. The regular meeting calendar may be changed with 10 days' notice in accordance with State law.

A meeting agenda shall be posted at the District's main office and the Board's meeting room, or other location where the meeting is to be held, at least 48 hours before the meeting.

Closed Meetings

The Board and Board committees may meet in a closed meeting to consider the following subjects:

1. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with [the Open Meetings Act]. 5 ILCS 120/2(c)(1), amended by P.A. 101-459.
2. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).
3. The selection of a person to fill a public office, as defined in the Open Meetings Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance. 5 ILCS 120/2(c)(3).

4. Evidence or testimony presented in open hearing, or in closed hearing where specifically authorized by law, to a quasi-adjudicative body, as defined in the Open Meetings Act, provided that the body prepares and makes available for public inspection a written decision setting forth its determinative reasoning. 5 ILCS 120/2(c)(4).
5. The purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5 ILCS 120/2(c)(5).
6. The setting of a price for sale or lease of property owned by the public body. 5 ILCS 120/2(c)(6).
7. The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
8. Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8).
9. Student disciplinary cases. 5 ILCS 120/2(c)(9).
10. The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
11. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11).
12. The establishment of reserves or settlement of claims as provided in the Local Governmental and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced, or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the public body or any intergovernmental risk management association or self insurance pool of which the public body is a member. 5 ILCS 120/2(c)(12).
13. Self evaluation, practices and procedures or professional ethics, when meeting with a representative of a statewide association of which the public body is a member. 5 ILCS 120/2(c)(16).
14. Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21).
15. Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(29).

The Board may hold a closed meeting, or close a portion of a meeting, by a majority vote of a quorum, taken at an open meeting. The vote of each Board member present, and the reason for the closed meeting, will be publicly disclosed at the time of the meeting and clearly stated in the motion and the meeting minutes.

A single motion calling for a series of closed meetings may be adopted when such meetings will involve the same particular matters and are scheduled to be held within three months of the vote.

No final Board action will be taken at a closed meeting.

Reconvened or Rescheduled Meetings

A meeting may be rescheduled or reconvened. Public notice of a rescheduled or reconvened meeting shall be given in the same manner as that for a special meeting, except that no public notice is required when the original meeting is open to the public and: (1) is to be reconvened within 24 hours, or (2) an announcement of the time and place of the reconvened meeting was made at the original meeting and there is no change in the agenda.

Special Meetings

Special meetings may be called by the President or by any three members of the Board by giving notice thereof, in writing, stating the time, place, and purpose of the meeting to remaining Board members by mail at least 48 hours before the meeting, or by personal service at least 24 hours before the meeting.

Public notice of a special meeting is given by posting a notice at the District's main office at least 48 hours before the meeting and by notifying the news media that have filed a written request for notice. A meeting agenda shall accompany the notice.

All matters discussed by the Board at any special meeting must be related to a subject on the meeting agenda.

Emergency Meetings

Public notice of emergency meetings shall be given as soon as practical, but in any event, before the meeting to news media that have filed a written request for notice.

Posting on the District Website

In addition to the other notices specified in this policy, the Superintendent or designee shall post the following on the District website: (1) the annual schedule of regular meetings, which shall remain posted until the Board approves a new schedule of regular meetings; (2) a public notice of all Board meetings; and (3) the agenda for each meeting which shall remain posted until the meeting is concluded.

LEGAL REF.: 5 ILCS 120/, Open Meetings Act.
5 ILCS 140/, Freedom of Information Act.
105 ILCS 5/10-6 and 5/10-16.

CROSS REF.: 2:110 (Qualifications Term, and Duties of Board Officers), 2:120 (Board Member Development), 2:210 (Organizational School Board Meetings), 2:220 (School Board Meeting Procedure), 2:230 (Public Participation at School Board Meetings and Petitions to the Board), 6:235 (Access to Electronic Networks)

ADOPTED:

School Board

Organizational School Board Meeting

During a March meeting in odd-numbered years, the School Board establishes a date for its organizational meeting to be held sometime after the election authority canvasses the vote, but within 28 days after the consolidated election. The consolidated election is held on the first Tuesday in April of odd-numbered years. If, however, that date conflicts with the celebration of Passover, the consolidated election is postponed to the first Tuesday following the last day of Passover. At the organizational meeting the following shall occur:

1. Each successful candidate, before taking his or her seat on the Board, shall take the oath of office as provided in Board policy 2:80, *Board Member Oath and Conduct*.
2. The new Board members shall be seated.
3. The Board shall elect its officers, who assume office immediately upon their election.
4. The Board shall fix a time and date for its regular meetings.

LEGAL REF.: 10 ILCS 5/2A-1 et seq.
105 ILCS 5/10-5, 5/10-16, and 5/10-16.5.

CROSS REF.: 2:30 (School District Elections), 2:110 (Qualifications, Term, and Duties of Board Officers), 2:200 (Types of School Board Meetings), 2:220 (School Board Meeting Procedure), 2:230 (Public Participation at School Board Meetings and Petitions to the Board)

ADOPTED:

School Board

School Board Meeting Procedure

Agenda

The School Board President is responsible for focusing the Board meeting agendas on appropriate content. The Superintendent shall prepare agendas in consultation with the Board President. The President shall designate a portion of the agenda as a consent agenda for those items that usually do not require extensive discussion before Board action. Upon the request of any Board member, an item will be withdrawn from the consent agenda and placed on the regular agenda for independent consideration.

Each Board meeting agenda shall contain the general subject matter of any item that will be the subject of final action at the meeting. Any Board member may submit suggested agenda items to the Board President for his or her consideration for an upcoming meeting. District residents may suggest inclusions for the agenda. The Board will take final action only on items contained in the posted agenda; items not on the agenda may still be discussed.

The Superintendent shall provide a copy of the agenda, with adequate data and background information, to each Board member at least 48 hours before each meeting, except a meeting held in the event of an emergency. The meeting agenda shall be posted in accordance with Board policy 2:200, *Types of School Board Meetings*.

The Board President shall determine the order of business at regular Board meetings. Upon consent of a majority of members present, the order of business at any meeting may be changed.

Voting Method

Unless otherwise provided by law, when a vote is taken upon any measure before the Board, with a quorum being present, a majority of the votes cast shall determine its outcome. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, is counted for the purposes of determining whether a quorum is present. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, however, is not counted in determining whether a measure has been passed by the Board, unless otherwise stated in law.

On all questions involving the expenditure of money and on all questions involving the closing of a meeting to the public, a roll call vote shall be taken and entered in the Board's minutes. An individual Board member may request that a roll call vote be taken on any other matter; the President or other presiding officer may approve or deny the request but a denial is subject to being overturned by a majority vote of the members present.

Minutes

The Board Secretary shall keep written minutes of all Board meetings (whether open or closed), which shall be signed by the President and the Secretary. The minutes include:

1. The meeting's date, time, and place;
2. Board members recorded as either present or absent;
3. A summary of the discussion on all matters proposed, deliberated, or decided, and a record of any votes taken;
4. On all matters requiring a roll call vote, a record of who voted *yea* and *nay*;
5. If the meeting is adjourned to another date, the time and place of the adjourned meeting;

6. The vote of each member present when a vote is taken to hold a closed meeting or portion of a meeting, and the reason for the closed meeting with a citation to the specific exception contained in the Open Meetings Act authorizing the closed meeting;
7. A record of all motions, including individuals making and seconding motions;
8. Upon request by a Board member, a record of how he or she voted on a particular motion; and
9. The type of meeting, including any notices and, if a reconvened meeting, the original meeting's date.

The minutes shall be submitted to the Board for approval or modification at its next regularly scheduled open meeting. Minutes for open meetings must be approved within 30 days after the meeting or at the second subsequent regular meeting, whichever is later.

At least semi-annually in an open meeting, the Board: (1) reviews minutes from all closed meetings that are currently unavailable for public release, and (2) decides which, if any, no longer require confidential treatment and are available for public inspection. The Board may meet in a prior closed session to review the minutes from closed meetings that are currently unavailable for public release.

The Board's meeting minutes must be submitted to the Board Treasurer at such times as the Treasurer may require.

The official minutes are in the custody of the Board Secretary. Open meeting minutes are available for inspection during regular office hours within 10 days after the Board's approval; they may be inspected in the District's main office, in the presence of the Secretary, the Superintendent or designee, or any Board member.

Minutes from closed meetings are likewise available, but only if the Board has released them for public inspection, except that Board members may access closed session minutes not yet released for public inspection (1) in the District's administrative offices or their official storage location, and (2) in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member. The minutes, whether reviewed by members of the public or the Board, shall not be removed from the District's administrative offices or their official storage location except by vote of the Board or by court order.

The Board's open meeting minutes shall be posted on the District website within ten days after the Board approves them; the minutes will remain posted for at least 60 days.

Verbatim Record of Closed Meetings

The Superintendent, or the Board Secretary when the Superintendent is absent, shall audio record all closed meetings. If neither is present, the Board President or presiding officer shall assume this responsibility. After the closed meeting, the person making the audio recording shall label the recording with the date and store it in a secure location. The Superintendent shall ensure that: (1) an audio recording device and all necessary accompanying items are available to the Board for every closed meeting, and (2) a secure location for storing closed meeting audio recordings is maintained within the District's administrative offices or their official storage location.

After 18 months have passed since being made, the audio recording of a closed meeting is destroyed provided the Board approved: (1) its destruction, and (2) minutes of the particular closed meeting.

Individual Board members may access verbatim recordings in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member. Access to the verbatim recordings is available at the District's administrative offices or the verbatim recording's official storage location. Requests shall be made to the Superintendent or Board President. While a Board member is listening to a verbatim recording, it shall not be re-recorded or removed from the District's main office or official storage location, except by vote of the Board or by court order.

Before making such requests, Board members should consider whether such requests are germane to their responsibilities, service to District, and/or Oath of Office in policy 2:80, *Board Member Oath and Conduct*. In the interest of encouraging free and open expression by Board members during closed meetings, the recordings of closed meetings should not be used by Board members to confirm or dispute the accuracy of recollections.

Quorum and Participation by Audio or Video Means

A quorum of the Board must be physically present at all Board meetings. A majority of the full membership of the Board constitutes a quorum.

Provided a quorum is physically present, a Board member may attend a meeting by video or audio conference if he or she is prevented from physically attending because of: (1) personal illness or disability, (2) employment or District business, or (3) a family or other emergency. If a member wishes to attend a meeting by video or audio means, he or she must notify the recording secretary or Superintendent at least 24 hours before the meeting unless advance notice is impractical. The recording secretary or Superintendent will inform the Board President and make appropriate arrangements. A Board member who attends a meeting by audio or video means, as provided in this policy, may participate in all aspects of the Board meeting including voting on any item.

Rules of Order

Unless State law or Board-adopted rules apply, the Board President, as the presiding officer, will use Robert's Rules of Order, Newly Revised (11th Edition), as a guide when a question arises concerning procedure.

Broadcasting and Recording Board Meetings

Any person may record or broadcast an open Board meeting. Special requests to facilitate recording or broadcasting an open Board meeting, such as seating, writing surfaces, lighting, and access to electrical power, should be directed to the Superintendent at least 24 hours before the meeting.

Recording meetings shall not distract or disturb Board members, other meeting participants, or members of the public. The Board President may designate a location for recording equipment, may restrict the movements of individuals who are using recording equipment, or may take such other steps as are deemed necessary to preserve decorum and facilitate the meeting.

LEGAL REF.: 5 ILCS 120/2a, 120/2.02, 120/2.05, and 120/2.06.
105 ILCS 5/10-6, 5/10-7, 5/10-12, and 5/10-16.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:200 (Types of School Board Meetings), 2:150 (Committees), 2:210 (Organizational School Board Meeting), 2:230 (Public Participation at School Board Meetings and Petitions to the Board)

ADOPTED:

School Board

Exhibit - Board Treatment of Closed Meeting Verbatim Recordings and Minutes

The following procedures govern the verbatim audio recordings and minutes of School Board meetings that are closed to the public.

Actor	Action
<p><i>Before any Board meeting:</i> Superintendent or designee</p>	<p>Arranges to have an audio recording device with extra recording tapes and a back-up audio recording device in the Board meeting room during every Board meeting regardless of whether a closed meeting is scheduled.</p> <p>The Board may close a portion of a public meeting without prior notice; it cannot, however, have a closed meeting unless it can record the session.</p>
<p><i>Before a closed meeting:</i> Board President or presiding officer</p>	<p>On the closed meeting date: (1) convenes an open meeting, (2) requests a motion to adjourn into closed meeting making sure the reason for the meeting is identified in the motion, (3) takes a roll call vote, (4) asks that the minutes record the vote of each member present and the reason for the closed meeting with a citation to the specific exception contained in the Open Meetings Act (OMA) authorizing the closed meeting (5 ILCS 120/2a), and (5) adjourns the open meeting.</p>
<p><i>Before a closed meeting:</i> Superintendent or Board Secretary</p>	<p>Immediately before a closed meeting, tests and activates the audio recording device.</p>
<p><i>During a closed meeting:</i> Board President or presiding officer</p>	<p>Convenes the closed meeting stating:</p> <p>Seeing a quorum of the Board of Education gathered today, ___ date, at ___ o'clock, at ___ location, for the purpose of holding a closed meeting in order to confidentially discuss ___, I call the meeting to order. In order to record who is present, I request that each individual state his or her name and position with the District.</p> <p>Limits discussion to the topics that were included in the motion to go into a closed meeting.</p> <p>The failure to immediately call a person out-of-order who strays from the purposes included in the motion may result in an appearance of acquiescence. This responsibility to call a person out-of-order falls on each Board member in the event of the President's failure.</p> <p>Once the closed meeting is finished, announces a return to an open meeting or adjournment, and states the time.</p>

Actor	Action
<p><i>After a closed meeting:</i></p> <p>Superintendent, Recording Secretary, or Board Secretary</p>	<p>For Verbatim Recordings:</p> <p>Takes possession of the audio recording of the closed meeting and labels it with identification information, specifically the date and items discussed.</p> <p>Adds the identification information contained on the audio recording's label to a cumulative list of closed meeting recordings.</p> <p>As soon as possible, puts the recording of the closed meeting in the previously identified secure location for storing recordings of closed meetings.</p> <p>Upon request of a Board member:</p> <ol style="list-style-type: none"> 1. Provides access to the verbatim recordings minutes at a reasonable time and place without disrupting District operations; 2. Supervises the access to the closed session minutes or delegates it to one of the following individuals in the District: <ol style="list-style-type: none"> a. The Recording Secretary, b. The Superintendent or designated administrator, or c. Any elected Board member; and 3. Logs the access to the recordings in 2:220-E7, <i>Access to Closed Meeting Minutes and Verbatim Recordings</i>. <p>For Closed Meeting Minutes:</p> <p>Prepares written closed meeting minutes that include:</p> <ul style="list-style-type: none"> • The date, time, and place of the closed meeting • The Board members present and absent • A summary of discussion on all matters proposed or discussed • The time the closed meeting was adjourned <p>Upon request of a Board member:</p> <ol style="list-style-type: none"> 1. Provides access to the closed session minutes at a reasonable time and place without disrupting District operations; 2. Supervises the access to the closed session minutes or delegates it to one of the following individuals in the District: <ol style="list-style-type: none"> a. The Recording Secretary, b. The Superintendent or designated administrator, or c. Any elected Board member; and 3. Logs the access in 2:220-E7, <i>Access to Closed Meeting Minutes and Verbatim Recordings</i>.

Actor	Action
<i>After a closed meeting:</i> School Board	Approves the previous closed meeting minutes at the next open meeting.
<i>In preparation for the semi-annual review:</i> Superintendent or designee	<p>Prepares a recommendation concerning the continued need for confidential treatment of closed meeting minutes; includes this recommendation in the packet for the meeting in which the Board will conduct its semi-annual review.</p> <p>This step is in preparation of the Board’s meeting to decide whether the need for confidential treatment of specific closed meeting minutes continues to exist.</p> <p>If the Board wants to discuss closed meeting minutes in closed session, places “review of unreleased closed meeting minutes” on a closed meeting agenda.</p> <p>Places “result of Board’s review of unreleased closed meeting minutes” as an item on a subsequent open meeting agenda.</p>
<i>In preparation for the semi-annual review:</i> Individual Board members	<p>Before the meeting in which the Board will conduct its semi-annual review, examines the material supplied by the Superintendent.</p> <p>Individual Board members should consider: (1) the Superintendent’s recommendation, (2) the recommendation of the Board Attorney, (3) other Board members’ opinions, (4) the minutes themselves, and/or (5) whether the minutes would be exempted from public disclosure under the Illinois Freedom of Information Act.</p>
<i>During the semi-annual review:</i> School Board	<p>The Board decides in open session whether: (1) the need for confidentiality still exists as to all or part of closed meeting minutes, or (2) the minutes or portions thereof no longer require confidential treatment and are available for public inspection.</p> <p>The Board may have an earlier meeting in closed session to discuss the continued need for confidential treatment.</p>
<i>After the semi-annual review:</i> Superintendent or designee	Re-labels and re-files closed meeting minutes as appropriate.
<i>Monthly:</i> Board President	Adds “destruction of closed meeting audio recording” as an agenda item to an upcoming open meeting.
<i>Monthly:</i> School Board	Approves the destruction of particular closed meeting recording(s) that are at least 18 months old and for which approved minutes of the closed meeting already exist.

LEGAL REF.: 5 ILCS 120/1 et seq.

DATED:

School Board

Exhibit - Motion to Adjourn to Closed Meeting

Motion to Adjourn to Closed Meeting

Date: _____

Time: _____

Location: _____

A motion was made by _____, and seconded by _____, to adjourn to closed meeting to discuss:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor, or a volunteer of the District or against legal counsel for the District to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1), amended by P.A. 101-459.
- Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).
- The selection of a person to fill a public office, including a vacancy in a public office, when the District is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the District is given power to remove the occupant under law or ordinance. 5 ILCS 120/2(c)(3).
- Evidence or testimony presented in open hearing, or in closed hearing where authorized by law, to a quasi-adjudicative body, as defined in the Open Meetings Act, provided that the body prepares and makes available for public inspection a written decision with its determinative reasoning. 5 ILCS 120/2(c)(4).
- The purchase or lease of real property for the use of the District, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5 ILCS 120/2(c)(5).
- The setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).
- The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
- Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8).
- Student disciplinary cases. 5 ILCS 120/2(c)(9).
- The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
- Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. 5 ILCS 120/2(c)(11).
- The establishment of reserves or settlement of claims as provided in the Local Government and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced, or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the District or any intergovernmental risk management association or self insurance pool of which the District is a member. 5 ILCS 120/2(c)(12).
- Self-evaluation, practices and procedures or professional ethics, when meeting with a representative of a statewide association of which the District is a member. 5 ILCS 120/2(c)(16).
- Discussion of minutes of meetings lawfully closed, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21).
- Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(29).

Closed Meeting Roll Call:

"Yeas"	"Nays"

Motion: Carried Failed

DATED:

Pending Adoption

School Board

Exhibit - Closed Meeting Minutes

Closed Meeting Minutes

Items in bold are required by 5 ILCS 120/2.06(a)(1)-(3). Non-bolded items align with best practices.

Date: _____

Time: _____

Location: _____

Name of person(s) taking and recording the minutes: _____

Name of person presiding: _____

Members in attendance:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

Members absent:

- 1.
- 2.
- 3.

Summary of the discussion on all matters (as specified in the vote to close the meeting):

Basis for the finding that litigation is probable or imminent, if applicable (5 ILCS 120/2(c)(11)):

Time of adjournment or return to open meeting: _____

The School Board, during its semi-annual review of closed session minutes, has decided these minutes no longer need confidential treatment. 5 ILCS 120/2.06(d).

These minutes are available for public inspection as of: _____
(Date)

DATED:

School Board

Exhibit - Open Meeting Minutes ¹

Meeting Minutes Protocol

1. Meeting minutes are the permanent record of the proceedings during a School Board meeting. All Board action must be recorded in the minutes; thus, the minutes focus on Board action.
2. The minutes only include information provided at the meeting. Information may not be corrected or updated in the minutes unless it was discussed at the meeting.
3. Minutes include a summary of the Board’s discussion on an agenda topic; the minutes do not state what is said verbatim. The minutes do not repeat the same point made by different individuals. If appropriate, the minutes include a brief background and an explanation of the circumstances surrounding an issue discussed. The minutes do not include the names of members making specific points during discussion. Requests from individual Board members to include their vote or an opinion are handled according to Board policy 2:220, *School Board Meeting Procedure*.
4. The minutes include the topic of reports that are made to the Board including reports from the Superintendent or a Board committee. Written reports are filed with the minutes but do not become part of the minutes.
5. The minutes note when a member is not present for the entire meeting due to late arrival and/or early departure.
6. Although items may be considered by the Board in a different order than appeared on the agenda, items in the minutes are generally recorded in the same order as they appeared on the agenda. When a meeting is reconvened on a different date, the minutes must describe what happened on each meeting date.
7. The minutes should be recorded in an objective but positive/constructive tone. Answers and explanations, rather than questions, are recorded. Writing style, including choice of words and sentence structure, is at the discretion of the individual recording the minutes.
8. The minutes include individuals’ names who speak during the meeting’s public participation segment as well as the topics they address. All written documents presented at a Board meeting are filed with the minutes but do not become part of the minutes.
9. The following template generally governs meeting minutes.

Open Meeting Minutes

Date: _____

Time: _____

¹ Other than the required inclusions, the listed meeting protocols are at the board’s discretion. They should facilitate a discussion and common understanding concerning what the board wants recorded in its meeting minutes. The required inclusions for meeting minutes are: (5 ILCS 120/2.06)

1. The meeting’s date, time, and place;
2. Board members recorded as either physically present, remotely present, or absent;
3. A summary of the discussion on all matters proposed, deliberated, or decided, and a record of any votes taken;
4. On all matters requiring a roll call vote, a record of who voted *yea* and/or *nay*;
5. If the meeting is adjourned to another date, the time and place of the adjourned meeting; and
6. When a vote is taken to hold a closed meeting, the vote of each member and the reason for the closed meeting with a citation to the specific exception authorizing the closed meeting.

Location: _____

Type of meeting: Regular Special Reconvened or rescheduled Emergency

Name of person taking the minutes: _____

Name of person presiding: _____

Members in attendance:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

Members absent:

- 1.
- 2.
- 3.

Members in attendance remotely:

- 1.
- 2.
- 3.

Approval of Agenda

List any items removed from the consent agenda:

Motion made by: _____

Motion: To approve

To add items as follows: *(No action may be taken on new agenda items.)*

Motion seconded by: _____

Action: Passed Failed

Approval of Previous Meeting Minutes *(Needed only if this item is not on the consent agenda.)*

Minutes from the Board meeting held on: _____

Motion made by: _____

Motion: To approve

To approve subject to incorporation of the following amendment(s):

Motion seconded by: _____

Action: Passed Failed

Approval of Items on Consent Agenda *(This may include expense advancements, reimbursements, and/or purchase orders regulated by the Local Government Travel Expense Control Act (see Board policies 2:125, Board Member Compensation; Expenses, and 5:60, Expenses)*

Summary of discussion:

Motion to approve the consent agenda made by: _____

Motion seconded by: _____

Roll Call: *(Needed when consent agenda contains an item involving the expenditure of money.)*

“Yeas”

“Nays”

Action: Passed Failed

Public Comments *(Reproduce this section for each individual making a comment.)*

The following individual appeared and commented on the topic noted below: *(Include the title of any documents presented to the Board.)*

Name: _____

Topic: _____

Remaining Agenda Items *(Reproduce this section for each agenda item.)*

Agenda item: _____

Summary of discussion: _____

Motion made by: _____

Motion to: _____

Motion seconded by: _____

Action: Passed Failed

(If a roll call vote occurred, record the vote of individual Board members.)

“Yeas”

“Nays”

If Applicable, Approval of Motion to Adjourn to Closed Meeting *(Insert 2:220-E2, Motion to Adjourn to Closed Meeting.)*

Approval of Motion to Adjourn

Motion to adjourn made by: _____

Motion seconded by: _____

Action: Passed Failed

Time of adjournment: _____

Post-Meeting Action

Date minutes approved: _____

Date minutes were available for public inspection: _____

Date minutes were posted on District website: _____

DATED:

School Board

Exhibit - Semi-Annual Review of Closed Meeting Minutes

Logging and Review Process

- Step 1. The Board Secretary or Recording Secretary maintains a log of the closed meeting minutes that are unavailable for public inspection. The meeting minutes are logged according to the reason the Board held the closed meeting. 2:220-E6, *Log of Closed Meeting Minutes*.
- Step 2. The Board meets in closed session to review the log of unreleased closed meeting minutes. The Board or Recording Secretary brings a copy of all unreleased closed meeting minutes and, if requested, allows Board members to review the actual minutes. The Board identifies which closed meeting minutes or portions thereof no longer need confidential treatment. Use *Report Following the Board's Semi-Annual Review of Closed Meeting Minutes*, below.
- Step 3. At least semi-annually in an open meeting, the Board takes action to release for public inspection those minutes, or portions thereof, no longer needing confidential treatment. Use *Action to Accept*, below. Closed meeting minutes will not be released for public inspection if confidential treatment is needed to protect the public interest or the privacy of an individual, including: (1) student disciplinary cases or other matters relating to an individual student, and (2) personnel files and employees' and Board members' personal information.
- Step 4. The Board or Recording Secretary: (1) updates the log of unreleased closed meeting minutes to remove any minutes that the Board made available for public inspection; (2) makes a notation on any applicable closed meeting minutes of the Board's action to release it or a portion of it for public inspection; (3) continues to log new closed meeting minutes that the Board has not released for public inspection (2:220-E6, *Log of Closed Meeting Minutes*), and (4) maintains logs for access to closed session minutes pursuant to 5 ILCS 120/2.06(e), amended by P.A. 99-515.

Report Following the Board's Semi-Annual Review of Closed Meeting Minutes

The School Board met on _____ in closed session to conduct its semi-annual review of closed meeting minutes that have not been released for public inspection.

The closed meeting minutes, or portions thereof, from the following dates no longer require confidential treatment: *(insert closed meeting dates)*

The need for confidentiality still exists as to all remaining closed meeting minutes to protect an individual's privacy or the District's interests.

Action to Accept the Board's Semi-Annual Review of Closed Meeting Minutes

Open meeting date: _____

Motion to approve the Board's semi-annual review of unreleased closed meeting minutes and to release for public inspection those minutes, or portions thereof, that the Board identified as no longer needing confidential treatment made by: _____

Motion seconded by: _____

Action: Passed Failed

DATED:

Pending Adoption

School Board

Exhibit - Log of Closed Meeting Minutes

The purpose of this log is to facilitate the Board’s semi-annual review of closed meeting minutes. See 2:220-E5, *Semi-Annual Review of Closed Meeting Minutes*.

The Board Secretary or Recording Secretary shall maintain a list of closed meeting minutes, arranged according to the reason for the closed meeting, that have not been released for public inspection.

Closed Session Held to Discuss:	Dates of Closed Sessions		
Specific employee(s), specific independent contractors, specific volunteers, or District legal counsel; however, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with [the Open Meetings Act]. 5 ILCS 120/2(c)(1), amended by P.A. 101-459.			
Collective negotiating matters or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).			
Selection of a person to fill a vacancy on the Board. 5 ILCS 120/2(c)(3).			
Evidence or testimony presented in a hearing where authorized by law. 5 ILCS 120/2(c)(4).			
Purchase or lease of real property. 5 ILCS 120/2(c)(5).			
Setting of a price for sale or lease of District property. 5 ILCS 120/2(c)(6).			
Sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).			

Closed Session Held to Discuss:	Dates of Closed Sessions		
Security procedures and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger. 5 ILCS 120/2(c)(8).			
Student disciplinary cases. 5 ILCS 120/2(c)(9). <i>Minutes of meetings held for this reason shall never be released to protect the individual student's privacy.</i>			
Any matter involving an individual student. 5 ILCS 120/2(c)(10). <i>Minutes of meetings held for this reason shall never be released to protect the individual student's privacy.</i>			
Litigation, when an action against, affecting, or on behalf of the District has been filed and is pending before a court or administrative tribunal, or when the Board finds that an action is probable or imminent. 5 ILCS 120/2(c)(11).			
Establishment of reserves or settlement of claims as provided in the Local Government and Governmental Employees Tort Immunity Act or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the District or any intergovernmental risk management association or self insurance pool. 5 ILCS 120/2(c)(12).			
Self-evaluation, practices and procedures or professional ethics, when meeting with an IASB representative. 5 ILCS 120/2(c)(16).			
Minutes of meetings lawfully closed, whether for purposes of approval or semi-annual review. 5 ILCS 120/2(c)(21).			
Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(29).			

DATED:

School Board

Exhibit - Access to Closed Meeting Minutes and Verbatim Recordings

The Board must allow its duly elected officials or appointed officials filling a vacancy of an elected office access to closed session minutes and verbatim recordings (5 ILCS 120/2.06(e)), amended by P.A. 99-515. The following subheads implement the logistics of granting this access.

Access to Closed Meeting Minutes

Duplicate this section for each grant of access to closed meeting minutes.

Date: _____ Time: _____ Storage Location: _____

Name of person(s) responsible for storing the closed meeting minutes: _____

Access granted

Date access occurred: _____ Start time: _____ End time: _____

Requesting Board member's name *(Please print)* _____

In the presence of: *(Check appropriate box and insert name on line.)*

Recording Secretary _____

Superintendent or designated administrator _____

Elected Board member _____

For requesting Board member: *(Read the following and sign below.)*

While the Open Meetings Act does not provide a cause of action against me or the Board for disclosing closed session discussions (Swanson v. Board of Police Commissioners, 555 N.E. 2d 35 (1990)), I acknowledge and understand that any disclosures by me of information in the closed session minutes not yet released to the public could subject me to a possible civil action alleging that I created harm to another, i.e., an intentional tort(s).

Requesting Board Member Signature

Date

Verbatim Recording Access

Duplicate this section for each grant of access to verbatim recordings.

Date: _____ Time: _____ Storage Location: _____

Name of person(s) responsible for storing the verbatim recording: _____

Access granted

Date access occurred: _____ Start time: _____ End time: _____

Requesting Board member's name *(Please print)* _____

In the presence of: *(Check appropriate box and insert name on line.)*

Recording Secretary _____

Superintendent or designated administrator _____

Elected Board member _____

- Access denied** **Access unavailable.** Verbatim recording requested is older than 18 months and was destroyed pursuant to 5 ILCS 120/2.06(c).

For requesting Board member: *(Read the following and sign below.)*

While the Open Meetings Act does not provide a cause of action against me or the Board for disclosing closed session discussions (Swanson v. Board of Police Commissioners, 555 N.E. 2d 35 (1990)), I acknowledge and understand that any disclosures by me of information in the verbatim recordings could subject me to a possible civil action alleging that I created harm to another, i.e., an intentional tort(s).

Requesting Board Member Signature

Date

DATED:

School Board

Exhibit - School Board Records Maintenance Requirements and FAQs

Open Meetings Act

The Open Meetings Act (OMA) requires public bodies to “keep written minutes of all their meetings, whether open or closed, and a verbatim record of all their closed meetings in the form of an audio or video recording.” 5 ILCS 120/2.06(a). Minutes must include, but are not limited to: (1) the date, time, and place of the meeting; (2) the members of the public body recorded as either present or absent and whether the members were physically present or present by means of video or audio conference; and (3) a summary of discussion on all matters proposed, deliberated, or decided, and record of any votes taken. *Id.*

The remainder of Section 2.06 addresses the approval of open meeting minutes, the treatment of verbatim recordings of closed meetings, the semi-annual review of closed meeting minutes, the confidential nature of closed meeting minutes, and the right of persons to address public officials under rules established and recorded by the public body. The requirements of Section 2.06, as well as OMA requirements pertaining to Board agendas, are included in policy 2:220, *School Board Meeting Procedure*.

Exhibit 2:220-E3, *Closed Meeting Minutes*, provides a sample template for keeping closed meeting minutes that incorporates the requirements of Section 2.06 of OMA. It also includes an area to designate if the Board has determined, pursuant to Section 2.06(d), that the closed meeting minutes no longer need confidential treatment.

Exhibit 2:220-E4, *Open Meeting Minutes*, contains an open meeting minute’s protocol that incorporates the requirements of Section 2.06 of OMA. It also provides a sample template for keeping open meeting minutes.

Exhibit 2:220-E5, *Semi-Annual Review of Closed Meeting Minutes*, contains a process for implementing the semi-annual review of closed meeting minutes, and exhibit 2:220-E6, *Log of Closed Meeting Minutes*, is designed to facilitate this semi-annual review.

Local Records Act

The Local Records Act (LRA) provides that public records, including “any book, paper, map, photograph, digitized electronic material, or other official documentary material, regardless of physical form or characteristics, made, produced, executed or received by any agency or officer pursuant to law or in connections with the transaction of public business and preserved or appropriate for preservation by such agency or officer” must be preserved unless the State Local Records Commission has given permission to destroy those records. 50 ILCS 205/3 and 7. Board records, including agendas, meeting packets and meeting minutes, fall into this definition.

Public bodies located in Cook County must work with the Local Records Commission of Cook County to determine how long they must retain public records. Public bodies located outside of Cook County must work with the Downstate Local Records Commission to determine how long they must retain public records.

Policy 2:250, *Access to District Public Records*, contains a subhead entitled **Preserving Public Records** which provides as follows:

Public records, including email messages, shall be preserved and cataloged if: (1) they are evidence of the District's organization, function, policies, procedures, or activities, (2) they contain informational data appropriate for preservation, (3) their retention is required by State or federal law, or (4) they are subject to a retention request by the Board Attorney (e.g., a litigation hold), District auditor, or other individual authorized by the School Board or State or federal law to make such a request. Unless its retention is required as described in items numbered 3 or 4 above, a public record, as defined by the Illinois Local Records Act, may be destroyed when authorized by the Local Records Commission.

See the sample policy, 2:200, *School Board Meeting Procedure*, for all relevant footnotes. Also see administrative procedure 2:250-AP2, *Protocols for Record Preservation and Development of Retention Schedules*, for recommendations regarding school district records retention protocols and links to web-based record management resources.

Open Meeting Minutes

Are you required to approve them?	Must they be semi-annually reviewed?	May you release them to the public?	May you destroy them?
<p>Yes, within 30 days or at the next subsequent meeting, whichever is later.</p> <p><i>A public body shall approve the minutes of its open meeting within 30 days after that meeting or at the public body's second subsequent regular meeting, whichever is later. 5 ILCS 120/2.06(b).</i></p>	<p>No.</p> <p>Unlike the closed meeting requirement, OMA does not contain semi-annual review requirements for open meeting minutes.</p>	<p>Yes, must within ten days after minutes are approved.</p> <p><i>The minutes of meetings open to the public shall be available for public inspection within 10 days after the approval of such minutes by the public body. Beginning July 1, 2006, at the time it complies with other requirements of this subsection, a public body that has a website that the full-time staff of the public body maintains shall post the minutes of a regular meeting of its governing body open to the public on the public body's website within 10 days after the approval of the minutes by the public body. Beginning July 1, 2006, any minutes of meetings open to the public posted on the public body's website shall remain posted on the website for at least 60 days after their initial posting. 5 ILCS 120/2.06(b).</i></p>	<p>No.</p> <p>There is no OMA provision permitting the destruction of open meeting minutes, and they must be preserved unless the State Local Records Commission has given permission to destroy them.</p> <p>If a public body would like to destroy open meeting minutes, then it must comply with the LRA and work with its Local Records Commission. It is highly unlikely, however, that the Local Records Commission would approve of their destruction.</p>

Open Meeting Verbatim Recordings

Are you required to approve them?	Must they be semi-annually reviewed?	May you release them to the public?	May you destroy them?
<p>No.</p> <p>OMA does not require public bodies to approve verbatim recordings of open meetings.</p>	<p>No.</p> <p>Unlike the closed meeting requirement, OMA does not require public bodies to keep verbatim recordings of open meetings. OMA does not contain semi-annual review requirements for open meeting verbatim recordings.</p>	<p>Yes.</p> <p>Unlike the closed meeting requirement, OMA does not require public bodies to keep verbatim recordings of open meetings. If a public body makes verbatim recordings of open meetings, then such recordings are subject to public disclosure pursuant to the Freedom of Information Act (5 ILCS 140/).</p>	<p>Possibly.</p> <p>If a public body would like to destroy open meeting verbatim recordings, then it must comply with the LRA and work with its Local Records Commission.</p>

Closed Meeting Minutes

Are you required to approve them?	Must they be semi-annually reviewed?	May you release them to the public?	May you destroy them?
<p>Yes.</p> <p>OMA does not directly state public bodies are required to approve closed meeting minutes, nor does it set a time frame for such approval. However, OMA Section 2.06(d) requires public bodies to meet at least semi-annually to “review minutes of all closed meetings.” 5 ILCS 120/2.06(d).</p> <p>Moreover, OMA Section 2.06(c) specifically allows the destruction of closed meeting verbatim recordings only if certain conditions are met, one of which is that “the public body approves minutes of the closed meeting that meet the written minutes requirements of subsection (a) of this Section.” 5 ILCS 120/2.06(c)(2). Both of these tasks would be difficult to achieve if closed meeting minutes were not first approved.</p> <p>One practice is to approve</p>	<p>Yes.</p> <p><i>Each public body shall periodically, but not less than semi-annually, meet to review all existing minutes of all prior closed meetings (this includes records from all time that the board has been in existence). At such meetings a determination shall be made, and reported in an open session that (1) the need for confidentiality still exists as to all or part of those minutes or (2) that the minutes or portions thereof no longer require confidential treatment and are available for public inspection. 5 ILCS 120/2.06(d).</i></p>	<p>Yes, if prerequisites are met.</p> <p><i>Minutes of meetings closed to the public shall be available only after the public body determines that it is no longer necessary to protect the public interest or the privacy of an individual by keeping them confidential. 5 ILCS 120/2.06(f).</i></p>	<p>No.</p> <p>There is no OMA provision permitting the destruction of closed meeting minutes, and they must be preserved unless the State Local Records Commission has given permission to destroy them.</p> <p>In addition, per OMA Section 2.06(f), as amended by P.A. 99-515:</p> <p><i>No minutes of meetings closed to the public shall be removed from the public body’s main office or official storage location, except by vote of the public body or by court order. 5 ILCS 120/2.06(f).</i></p> <p>If a public body would like to destroy closed meeting minutes, then it must comply with the LRA and work with its Local Records Commission. It is highly unlikely, however, that the Local Records Commission would</p>

Are you required to approve them?	Must they be semi-annually reviewed?	May you release them to the public?	May you destroy them?
closed meeting minutes within the same time frame that open meeting minutes are approved – within 30 days of the meeting or at the next subsequent meeting, whichever is later.			approve of their destruction.

Closed Meeting Verbatim Recordings

Are you required to approve them?	Must they be semi-annually reviewed?	May you release them to the public?	May you destroy them?
No. OMA does not require approval of closed meeting verbatim recordings.	No. OMA does not require semi-annual review of closed meeting verbatim recordings.	Possibly but unlikely. <i>Unless the public body has made a determination that the verbatim recording no longer requires confidential treatment or otherwise consents to disclosure, the verbatim record of a meeting closed to the public shall not be open for public inspection or subject to discovery in any administrative or judicial proceeding other than one brought to enforce this Act.</i> 5 ILCS 120/2.06(e). But see <u>Kodish v. Oakbrook Terrace Fire Protection District</u> (235 F.R.D. 447 (N.D. IL. 2006)), where a federal district court ordered that closed meeting verbatim recordings be disclosed to the Plaintiff in discovery because his primary claim was brought under federal law.	Yes, after 18 months if prerequisites are met. <i>The verbatim record may be destroyed without notification to or the approval of a records commission or the State Archivist under the Local Records Act or the State Records Act no less than 18 months after the completion of the meeting recorded but only after: 1.) the public body approves the destruction of a particular recording; and 2.) the public body approves minutes of the closed meeting that meet the written minutes requirements of subsection (a) of this Section.</i> 5 ILCS 120/2.06(c). In addition, per OMA Section 2.06(f), as amended by P.A. 99-515: <i>No verbatim recordings shall be recorded or removed from the public body's main office or official storage location, except by vote of the public body or by court order.</i> 5 ILCS 120/2.06(e).

DATED:

School Board

Public Participation at School Board Meetings and Petitions to the Board

For an overall minimum of 30 minutes during each regular and special open meeting, any person may comment to or ask questions of the Board (*public participation*), subject to the reasonable constraints established and recorded in this policy's guidelines below. During public participation, there will be a 20-minute minimum total length of time for any one subject. When public participation takes less time than these minimums, it shall end.

To preserve sufficient time for the Board to conduct its business, any person appearing before the Board is expected to follow these guidelines:

1. Address the Board only at the appropriate time as indicated on the agenda and when recognized by the Board President.
2. Identify oneself and be brief. Ordinarily, the time for any one person to address the Board during public participation shall be limited to five minutes. In unusual circumstances, and when an individual has made a request to speak for a longer period of time, the person may be allowed to speak for more than five minutes.
3. Observe, when necessary and appropriate, the:
 - a. Shortening of the time for each person to address the Board during public participation to conserve time and give the maximum number of people an opportunity to speak;
 - b. Expansion of the overall minimum of 30 minutes for public participation and/or the 20-minute minimum total length of time for any one subject; and/or
 - c. Determination of procedural matters regarding public participation not otherwise covered in Board policy.
4. Conduct oneself with respect and civility toward others and otherwise abide by Board policy 8:30, *Visitors to and Conduct on School Property*.

Petitions or written correspondence to the Board shall be presented to the Board in the next regular Board packet.

LEGAL REF.: 5 ILCS 120/2.06, Open Meetings Act.
105 ILCS 5/10-6 and 5/10-16.

CROSS REF.: 2:220 (School Board Meeting Procedure), 8:10 (Connection with the Community), 8:30 (Visitors to and Conduct on School Property)

ADOPTED:

School Board

Board Policy Development

The School Board governs using written policies. Written policies ensure legal compliance, establish Board processes, articulate District ends, delegate authority, and define operating limits. Board policies also provide the basis for monitoring progress toward District ends.

Policy Development

Anyone may propose new policies, changes to existing policies, or deletion of existing policies. Staff suggestions should be processed through the Superintendent. Suggestions from all others should be made to the Board President or the Superintendent.

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

The Superintendent is responsible for: (1) providing relevant policy information and data to the Board, (2) notifying those who will implement or be affected by or required to implement a proposed policy and obtaining their advice and suggestions, and (3) having policy recommendations drafted into written form for Board deliberation. The Superintendent shall seek the counsel of the Board 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 when: (1) appropriate for a consent agenda because no Board discussion is required, or (2) necessary or prudent in order to meet emergency or special conditions or to be legally compliant. Further Board consideration will be given at a subsequent meeting(s) and after opportunity for community input. The adoption of a policy will serve to supersede all previously adopted policies on the same topic.

The Board policies are available for public inspection in the District's main office during regular office hours. Copy requests should be made pursuant to Board policy 2:250, *Access to District Public Records*.

Board Policy Review and Monitoring

The Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required. The Board may use an annual policy review and monitoring calendar.

Superintendent Implementation

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

In the absence of Board 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 except those provisions that are controlled 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), 2:250 (Access to District Public Records), 3:40 (Superintendent)

ADOPTED:

Pending Adoption

School Board

Exhibit - PRESS Issue Updates

This procedure is for **PRESS** subscribers. For subscribers to **PRESS Plus**, IASB’s full-maintenance policy update service, the update instructions that arrive with a paid **PRESS Plus** subscription provide further guidance.

Actor	Action
Superintendent	<p>Manages the process for the Board to receive PRESS updates to policies.</p> <p>Manages the Board’s compliance with the Open Meetings Act. Ensures that, as appropriate, the agendas for the Board Policy Committee and School Board include discussion and list action to consider, adopt, or revise Board policies and Board exhibits.</p> <p>Manages the process for approving new or revised administrative procedures, administrative procedure exhibits, and changes to employee and student handbooks.</p> <p>Communicates all policy and administrative procedure revisions or adoptions, as appropriate, to staff members, parents, students, and community members.</p>
Superintendent or Superintendent’s Secretary	<p>Updates District’s <i>Roster</i> as follows:</p> <ol style="list-style-type: none"> 1. Go to www.iasb.com and click on MY ACCOUNT. 2. Log in using your email address and password: <ul style="list-style-type: none"> • If you are signing in for the first time, your password is the 7-digit IASB ID number beginning with “2” that appears on all IASB mailing labels. • If you have already changed your password, use the unique password you created. • If you do not know your password, use the <i>forgot password</i> link. 3. Click on districts you manage and then the District name. 4. Review and verify or change the District’s existing records. Ensure that all current board members, administrators, and anyone else on staff who accesses PRESS are listed with their current email addresses.
Designated support staff	<p>To each member of the Policy Committee (or full Board): Emails or otherwise distributes the following:</p> <ol style="list-style-type: none"> 1. PRESS Online Information and Instructions card; 2. PRESS Update Memo; 3. PRESS Tutorial video link at: www.iasb.com/policy; 4. Committee worksheets and 5. Current District policy in relevant areas. <p>To any other Board member or interested school official: Emails or</p>

Actor	Action
	<p>otherwise distributes numbers 1 through 5, above.</p> <p>As appropriate, includes new and revised policies in the Board meeting packets.</p> <p>After a policy is adopted or revised, updates the District’s policy manual master electronic file and adds or updates adoption dates.</p> <p>Archives old policy.</p> <p>Follows district process for updating paper and online manuals.</p> <p>Considers distributing PRESS Update Memo to Building Principals.</p>
Policy Committee (or Full Board)	<p>Considers each PRESS update. Reviews all footnote changes.</p> <p>Decides which changes require School Board discussion and which are appropriate as consent agenda items.</p> <p style="padding-left: 40px;">The following are appropriate for the consent agenda: changes to the Legal References and Cross References, and minor policy edits that do not require Board discussion.</p> <p>Requests review of recommended revisions by the Board Attorney, as appropriate.</p> <p>Presents recommendations regarding PRESS updates to the Board at a regularly scheduled meeting.</p>
Full Board	<p>Conducts a first reading of the policies that are recommended to be updated.</p> <p>During the next regular meeting, conducts a second reading.</p> <p style="padding-left: 40px;">A second reading allows the Board to hear feedback from interested parties, including staff, parents, students, and community members; however, State law does not require two readings.</p> <p>After the second reading, consider and take action to approve the policies at a duly convened open meeting.</p>
Assistant Superintendents, Directors, Building Principals, and supervisory employees	<p>Reads PRESS Update Memo (if applicable), adopted policies and follows the Superintendent’s process for updating administrative procedures, and changes to employee and student handbooks within their assigned building(s).</p>
Anyone	<p>For further clarification, view the online tutorial for PRESS, available at www.iasb.com/policy.</p>

DATED:

School Board

Exhibit - Developing Local Policy

Actor	Action
Anyone (Superintendent, School Board member, staff, parent, student, community member, or Board Attorney)	Brings a concern that may necessitate a new policy or a current policy’s revision to the attention of the School Board.
Superintendent	<p>Confers with the Board Attorney as appropriate.</p> <p>Manages the Board’s compliance with the Open Meetings Act. Ensures that, as appropriate, the agendas for the Board Policy Committee and School Board include discussion and action to consider, adopt, or revise Board policies.</p> <p>Manages the process for approving new or revised administrative procedures, and revisions to employee and student handbooks.</p> <p>Communicates all policy and procedure revisions or adoptions as appropriate to staff members, parents, students, and community members.</p>
Policy Committee (or Full Board)	<p>First, answers these questions to decide whether new policy language is needed:</p> <ol style="list-style-type: none"> 1. Does the IASB Policy Reference Manual provide guidance? 2. Is the request something that should be covered in policy (i.e., Board work) or is it something that should be handled by the staff (i.e., staff work)? 3. Is it already covered in policy? Checks for policies that cover similar or connected topics using tools such as search engines, Tables of Contents, cross references, and indexes. <p>Second, uses a 4-step process to draft new policy language:</p> <ol style="list-style-type: none"> 1. Frames the question and discusses the topic. 2. Requests the Superintendent to provide research, including appropriate data, and input from others, such as, those who may be affected by the policy and those who will implement the policy. 3. Assesses existing policy and decides whether new or revised policy language is needed. 4. Drafts or requests the Superintendent or Board Attorney to draft language addressing the concern that aligns with the Board’s mission, vision, goals, and objectives. <p>Third, decides whether the new language should be included in an existing policy or added as a new policy. Assigns any new policy an appropriate location and number.</p> <p>The PRESS coding system reserves policy numbers ending in a ‘0’ and ‘5’ for PRESS material. Locally-developed District policies</p>

Actor	Action
	should use policy numbers ending in 2, 4, 6, or 8.
Full Board	<p>Conducts a first reading of the policy that is recommended for adoption or revision.</p> <p>During the next regular meeting, conducts a second reading.</p> <p>A second reading allows the Board to hear feedback from interested parties, including staff, parents, students, and community members; however, State law does not require two readings.</p> <p>After the second reading, consider and take action to approve the policies at a duly convened open meeting.</p>
Designated support staff	<p>After a policy is adopted or revised, updates the District's policy manual master electronic file and adds adoption dates.</p> <p>Archives previous version of revised policy.</p> <p>Follows district process for updating paper and online manuals.</p>
Assistant Superintendents, Directors, Building Principals, and supervisory employees	<p>Reads PRESS Update Memo (if applicable) and adopted policies and follows the Superintendent's process for updating administrative procedures, and changes to employee and student handbooks within their assigned building(s).</p>

DATED:

Pending Approval

School Board

Access to District Public Records

Full access to the District's *public records* is available to any person as provided in the Illinois Freedom of Information Act (FOIA), this policy, and implementing procedures. The Superintendent or designee shall: (1) provide the Board with sufficient information and data to permit the Board to monitor the District's compliance with FOIA and this policy, and (2) report any FOIA requests during the Board's regular meetings along with the status of the District's response.

Freedom of Information Officer

The Director of Community Relations shall serve as the District's Freedom of Information Officer and assumes all the duties and powers of that office as provided in FOIA and this policy.

Definition

The District's *public records* are defined as records, reports, forms, writings, letters, memoranda, books, papers, maps, photographs, microfilms, cards, tapes, recordings, electronic data processing records, electronic communications, recorded information and all other documentary material pertaining to the transaction of public business, regardless of physical form or characteristics, having been prepared by or for, or having been or being used by, received by, in the possession of, or under the control of the School District.

Requesting Records

A request for inspection and/or copies of public records must be made in writing and may be submitted by personal delivery, mail, telefax, or email directed to the District's Freedom of Information Officer. Individuals making a request are not required to state a reason for the request other than to identify when the request is for a commercial purpose or when requesting a fee waiver. The Superintendent or designee shall instruct District employees to immediately forward any request for inspection and copying of a public record to the District's Freedom of Information Officer or designee.

Responding to Requests

The Freedom of Information Officer shall approve all requests for public records unless:

1. The requested material does not exist;
2. The requested material is exempt from inspection and copying by the Freedom of Information Act; or
3. Complying with the request would be unduly burdensome.

Within five business days after receipt of a request for access to a public record, the Freedom of Information Officer shall comply with or deny the request, unless the time for response is extended as specified in Section 3 of FOIA. The Freedom of Information Officer may extend the time for a response for up to five business days from the original due date. If an extension is needed, the Freedom of Information Officer shall: (1) notify the person making the request of the reason for the extension, and (2) either inform the person of the date on which a response will be made, or agree with the person in writing on a compliance period.

The time periods are extended for responding to requests for records made for a *commercial purpose*, requests by a *recurrent requester*, or *voluminous requests*, as those terms are defined in Section 2 of FOIA. The time periods for responding to those requests are governed by Sections 3.1, 3.2, and 3.6 of FOIA.

When responding to a request for a record containing both exempt and non-exempt material, the Freedom of Information Officer shall redact exempt material from the record before complying with the request.

Fees

Persons making a request for copies of public records must pay any and all applicable fees. The Freedom of Information Officer shall establish a fee schedule that complies with FOIA and this policy and is subject to the Board's review. The fee schedule shall include copying fees and all other fees to the maximum extent they are permitted by FOIA, including without limitation, search and review fees for responding to a request for a *commercial purpose* and fees, costs, and personnel hours in connection with responding to a *voluminous request*.

Copying fees, except when fixed by statute, shall be reasonably calculated to reimburse the District's actual cost for reproducing and certifying public records and for the use, by any person, of its equipment to copy records. In no case shall the copying fees exceed the maximum fees permitted by FOIA. If the District's actual copying costs are equal to or greater than the maximum fees permitted by FOIA, the Freedom of Information Officer is authorized to use FOIA's maximum fees as the District's fees. No copying fees shall be charged for: (1) the first 50 pages of black and white, letter or legal sized copies, or (2) electronic copies other than the actual cost of the recording medium, except if the response is to a *voluminous request*, as defined in FOIA.

A fee reduction is available if the request qualifies under Section 6 of FOIA. The Freedom of Information Officer shall set the amount of the reduction taking into consideration the amount of material requested and the cost of copying it.

Provision of Copies and Access to Records

A public record that is the subject of an approved access request will be available for inspection or copying at the District's administrative office during regular business hours, unless other arrangements are made by the Freedom of Information Officer.

Many public records are immediately available from the District's website including, but not limited to, the process for requesting a public record. The Freedom of Information Officer shall direct a requester to the District's website if a requested record is available there. If the requester is unable to reasonably access the record online, he or she may resubmit the request for the record, stating his or her inability to reasonably access the record online, and the District shall make the requested record available for inspection and copying as otherwise provided in this policy.

Preserving Public Records

Public records, including email messages, shall be preserved and cataloged if: (1) they are evidence of the District's organization, function, policies, procedures, or activities, (2) they contain informational data appropriate for preservation, (3) their retention is required by State or federal law, or (4) they are subject to a retention request by the Board Attorney (e.g., a litigation hold), District auditor, or other individual authorized by the School Board or State or federal law to make such a request. Unless its retention is required as described in items numbered 3 or 4 above, a public record, as defined by the Illinois Local Records Act, may be destroyed when authorized by the Local Records Commission.

LEGAL REF.: 5 ILCS 140/, Illinois Freedom of Information Act.
105 ILCS 5/10-16 and 5/24A-7.1.
820 ILCS 40/11.
820 ILCS 130/5.

CROSS REF.: 2:140 (Communications To and From the Board), 5:150 (Personnel Records),
7:340 (Student Records)

ADOPTED:

Pending Adoption

School Board

Uniform Grievance Procedure

A student, parent/guardian, employee, or community member should notify any District Complaint Manager if he or she believes that the School Board, its employees, or its agents have a complaint regarding any one of the following:

1. Title II of the Americans with Disabilities Act
2. Title IX of the Education Amendments of 1972
3. Section 504 of the Rehabilitation Act of 1973
4. Title VI of the Civil Rights Act, 42 U.S.C. §2000d et seq.
5. Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. §2000e et seq.
6. Sexual harassment (State Officials and Employees Ethics Act, Illinois Human Rights Act, Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972)
7. Breastfeeding accommodations for students, 105 ILCS 5/10-20.60
8. Bullying, 105 ILCS 5/27-23.7
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, 820 ILCS 180
12. Illinois Equal Pay Act of 2003, 820 ILCS 112
13. Provision of services to homeless students
14. Illinois Whistleblower Act, 740 ILCS 174/
15. Misuse of genetic information (Illinois Genetic Information Privacy Act (GIPA), 410 ILCS 513/ and Titles I and II of the Genetic Information Nondiscrimination Act (GINA), 42 U.S.C. §2000ff et seq.
16. Employee Credit Privacy Act, 820 ILCS 70/

The Complaint Manager will first attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy may forego any informal suggestions and/or attempts to resolve it and may proceed directly to this grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parents/guardians); this includes mediation.

Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of a complaint filed under this policy shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

Deadlines

All deadlines under this policy may be extended by the Complaint Manager as he or she deems appropriate. As used in this policy, *school business days* means days on which the District's main office is open.

Filing a Complaint

A person (hereinafter Complainant) who wishes to avail him or herself of this grievance procedure may do so by filing a complaint with any District Complaint Manager. The Complainant shall not be required to file a complaint with a particular Complaint Manager and may request a Complaint Manager of the same gender. The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with a student's parent(s)/guardian(s). The Complaint Manager shall assist the Complainant as needed.

For any complaint alleging bullying and/or cyberbullying of students, the Complaint Manager shall process and review the complaint according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy. For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy 2:260, *Uniform Grievance Procedure*.

Investigation

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. If the Complainant is a student under 18 years of age, the Complaint Manager will notify his or her parent(s)/guardian(s) that they may attend any investigatory meetings in which their child is involved. The complaint and identity of the Complainant will not be disclosed except: (1) as required by law or this policy, (2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant.

The identity of any student witnesses will not be disclosed except: (1) as required by law or any collective bargaining agreement, (2) as necessary to fully investigate the complaint, or (3) as authorized by the parent/guardian of the student witness, or by the student if the student is 18 years of age or older.

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days of the date the complaint was filed, the Complaint Manager shall file a written report of his or her findings with the Superintendent. The Complaint Manager may request an extension of time.

The Superintendent will keep the Board informed of all complaints.

If a complaint contains allegations involving the Superintendent or Board member(s), the written report shall be filed directly with the Board, which will make a decision in accordance with paragraph four of the following section of this policy.

Decision and Appeal

Within five school business days after receiving the Complaint Manager's report, the Superintendent shall mail his or her written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager. All decisions shall be based upon the *preponderance of evidence* standard.

Within 10 school business days after receiving the Superintendent's decision, the Complainant or the accused may appeal the decision to the Board by making a written request to the Complaint Manager.

The Complaint Manager shall promptly forward all materials relative to the complaint and appeal to the Board.

Within 30 school business days, the Board shall affirm, reverse, or amend the Superintendent's decision or direct the Superintendent to gather additional information. Within five school business days of the Board's decision, the Superintendent shall inform the Complainant and the accused of the Board's action.

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall mail its written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager.

This policy shall not be construed to create an independent right to a hearing before the Superintendent or Board. The failure to strictly follow the timelines in this grievance procedure shall not prejudice any party.

Appointing a Nondiscrimination Coordinator and Complaint Managers

The Superintendent shall appoint a Nondiscrimination Coordinator to manage the District's efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

The Superintendent shall appoint at least one Complaint Manager to administer the complaint process in this policy. If possible, the Superintendent will appoint two Complaint Managers, one of each gender. The District's Nondiscrimination Coordinator may be appointed as one of the Complaint Managers.

The Superintendent shall insert into this policy and keep current the names, addresses, and telephone numbers of the Nondiscrimination Coordinator and the Complaint Managers.

Nondiscrimination Coordinator:

John Troy, Asst. Superintendent
Name
26655 W Eames St Channahon, IL 60410
Address
jtroy@mchs.net
Email
(815) 521- 4294
Telephone

Complaint Managers:

Dr. Janel Grzetich
Name
26655 W Eames St Channahon, IL 60410
Address
jgrzetich@mchs.net
Email
(815) 521-4001
Telephone

Joe Pacetti
Name
26655 W Eames St Channahon, IL 60410
Address
jpacetti@mchs.net
Email
(815) 467-2140
Telephone

LEGAL REF.: Age Discrimination in Employment Act, 29 U.S.C. §621 et seq.
Americans With Disabilities Act, 42 U.S.C. §12101 et seq.
Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. §2000e et seq.
Equal Pay Act, 29 U.S.C. §206(d).
Genetic Information Nondiscrimination Act, 42 U.S.C. §2000ff et seq.
Immigration Reform and Control Act, 8 U.S.C. §1324a et seq.
McKinney-Vento Homeless Assistance Act, 42 U.S.C. §11431 et seq.
Rehabilitation Act of 1973, 29 U.S.C. §791 et seq.
Title VI of the Civil Rights Act, 42 U.S.C. §2000d et seq.
Title IX of the Education Amendments, 20 U.S.C. §1681 et seq.
State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a).
105 ILCS 5/2-3.8, 5/3-10, 5/10-20.7a, 5/10-20.60, 5/10-22.5, 5/22-19, 5/24-4, 5/27-1, 5/27-23.7, and 45/1-15.
Illinois Genetic Information Privacy Act, 410 ILCS 513/.
Illinois Whistleblower Act, 740 ILCS 174/.
Illinois Human Rights Act, 775 ILCS 5/.
Victims' Economic Security and Safety Act, 820 ILCS 180/, 56 Ill.Admin.Code Part 280.
Equal Pay Act of 2003, 820 ILCS 112/.
Employee Credit Privacy Act, 820 ILCS 70/.
23 Ill.Admin.Code §§1.240 and 200.40.

CROSS REF.: 2:105 (Ethics and Gift Ban), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

ADOPTED:

MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
SCHOOL BOARD POLICY MANUAL
TABLE OF CONTENTS
SECTION 3 – GENERAL SCHOOL ADMINISTRATION

3:10	Goals and Objectives
3:30	Chain of Command
3:40	Superintendent
3:40-E	Exhibit - Checklist for the Superintendent Employment Contract Negotiation Process
3:50	Administrative Personnel Other Than the Superintendent
3:60	Administrative Responsibility of the Building Principal
3:70	Succession of Authority

Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

General School Administration

Goals and Objectives

The Superintendent directs the administration in order to manage the School District and to facilitate the implementation of a quality educational program in alignment with School Board policy 1:30, *School District Philosophy*. Specific goals and objectives are to:

1. Provide educational expertise.
2. Plan, organize, implement, and evaluate educational programs that will provide for students' mastery of the Illinois Learning Standards.
3. Meet or exceed student performance and academic improvement goals established by the Board.
4. Develop and maintain channels for communication between the school and community.
5. Develop an administrative procedures manual and handbooks for personnel and students that are in alignment with Board policy.
6. Manage the District's fiscal and business activities to ensure financial health, cost-effectiveness, and protection of the District's assets.
7. Provide for the proper use, reasonable care, and appropriate maintenance of the District's real and personal property, including buildings, equipment, and supplies.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-21.4, and 5/10-21.4a.

CROSS REF.: 1:30 (School District Philosophy), 2:20 (Powers and Duties of the School Board; Indemnification), 2:130 (Board Superintendent Relationship), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:60 (Administrative Responsibility of the Building Principal), 6:10 (Educational Philosophy and Objectives)

ADOPTED:

General School Administration

Chain of Command

The Superintendent shall develop an organizational chart indicating the channels of authority and reporting relationships for school personnel. These channels should be followed, and no level should be bypassed except in unusual situations.

All personnel should refer matters requiring administrative action to the responsible administrator, and may appeal a decision to a higher administrative officer. Whenever possible, each employee should be responsible to only one immediate supervisor. When this is not possible, the division of responsibility must be clear.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:140 (Communications To and From the Board), 3:70 (Succession of Authority), 8:110 (Public Suggestions and Concerns)

ADOPTED:

General School Administration

Superintendent

Duties and Authority

The Superintendent is the District's executive officer and is responsible for the administration and management of the District schools in accordance with School Board policies and directives, and State and federal law. District management duties include, without limitation, preparing, submitting, publishing, and posting reports and notifications as required by State and federal law. The Superintendent is authorized to develop administrative procedures and take other action as needed to implement Board policy and otherwise fulfill his or her responsibilities. The Superintendent may delegate to other District staff members the exercise of any powers and the discharge of any duties imposed upon the Superintendent by Board policies or by Board vote. The delegation of power or duty, however, shall not relieve the Superintendent of responsibility for the action that was delegated.

Qualifications

The Superintendent must be of good character and of unquestionable morals and integrity. The Superintendent shall have the experience and the skills necessary to work effectively with the Board, District employees, students, and the community. The Superintendent must have and maintain a Professional Educator License with a superintendent endorsement issued by the Illinois State Educator Preparation and Licensure Board.

Evaluation

The Board will evaluate, at least annually, the Superintendent's performance and effectiveness, using standards and objectives developed by the Superintendent and Board that are consistent with the Board's policies and the Superintendent's contract. A specific time should be designated for a formal evaluation session with all Board members present. The evaluation should include a discussion of professional strengths as well as performance areas needing improvement.

The Superintendent shall annually present evidence of professional growth through attendance at educational conferences, in-service training, or similar continuing education pursuits.

Compensation and Benefits

The Board and the Superintendent shall enter into an employment agreement that conforms to Board policy and State law. This contract shall govern the employment relationship between the Board and the Superintendent. The terms of the Superintendent's employment agreement, when in conflict with this policy, will control.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-20.47, 5/10-21.4, 5/10-23.8, 5/21B-20, 5/21B-25, 5/24-11, and 5/24A-3.
23 Ill.Admin.Code §§1.310, 1.705, and 29.130.

CROSS REF: 2:20 (Powers and Duties of the School Board; Indemnification), 2:130 (Board-Superintendent Relationship), 2:240 (Board Policy Development), 3:10 (Goals and Objectives)

ADOPTED:

General School Administration

Exhibit - Checklist for the Superintendent Employment Contract Negotiation Process

The School Board hires and employs the Superintendent. The Superintendent shall be in charge of the administration of the schools under the direction of the Board, through its policies. See 105 ILCS 5/10-21.4 and 105 ILCS 5/10-16.7. As an effective employer, the Board must develop and maintain a productive relationship with the Superintendent. See IASB's *Foundational Principles of Effective Governance*, **Principle 3. The board employs a superintendent**, at: www.iasb.com/pdf/found_prin.pdf.

The foundation for a productive employment relationship begins when the Board identifies the most qualified superintendent candidate (*successful superintendent candidate*) after an established interview process. The Board then extends an offer of employment to the successful superintendent candidate. The employment search process and resulting relationship should consist of mutual respect and a clear understanding of respective roles, responsibilities, and expectations. This relationship should begin with the Board's policy, a thoughtfully crafted employment contract and job description, and procedures for communications and ongoing assessment. See *Principles* at: www.iasb.com/pdf/found_prin.pdf.

Below, the *Checklist for the Superintendent Employment Contract Negotiation Process (Checklist)* provides a column entitled **Superintendent Contract Term Considerations for the Board**. It lists common superintendent employment contract terms and points of consideration for boards to prepare for during the contract formation process. Another column entitled **Explanation, Special Considerations, and Resources** provides extra information about these common superintendent employment contract terms.

The *Checklist* is intended to serve as a resource to educate and guide the Board through the employment contract negotiation process with its successful superintendent candidate. Board members who are educated about the content within the *Checklist* are crucial to successful negotiation processes. An educated contract formation and negotiation process, along with a well-written contract and job description for the Superintendent, all set the foundation for mutual respect and a clear understanding of the Board and Superintendent's respective roles, responsibilities, and expectations. **Important:** This *Checklist* is a resource for contract formation; it is not a list of *must have* items for a superintendent's employment contract or a basis for a board to re-open contracts currently in effect.

Prior to providing the successful superintendent candidate an offer for employment and contract for review, consideration, and negotiation, consult the Board Attorney about the *Checklist* and the scope of the terms the Board wishes to offer the successful superintendent candidate. The Board and the successful superintendent candidate should expect and encourage the other to seek the advice of their respective attorneys during the employment contract formation process.

Many attorneys agree and best practices suggest that boards and successful superintendent candidates work with their own separate attorneys in an amicable and cooperative manner to complete the employment contract negotiation process.

- Board Attorney.** Prior to providing any successful superintendent candidate with an offer for employment and a contract for review, consideration, and negotiation, best practices suggest consulting the Board Attorney about the *Checklist*. **Note:** Boards should view a successful superintendent candidate retaining his or her own attorney as a best practice (as opposed to a

warning sign). Each party is beginning the employment relationship in a cooperative manner to set an appropriate foundation to the future working relationship.

Power and Duties of the Superintendent

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Duties	<p>Does the Board enumerate the duties of the Superintendent in the employment contract?</p> <ol style="list-style-type: none"> 1. Are the statutory duties of the Superintendent listed? 2. Has the Board incorporated policy references to the other duties related to the Superintendent's employment? <p>See 105 ILCS 5/10-21.4 and 105 ILCS 5/10-16.7.</p>
Full-time, Attention and Energy Clause	<p>How will the Board address outside activities of the Superintendent?</p> <ol style="list-style-type: none"> 1. How will the Board define <i>outside activities</i>? 2. Will the Board restrict the Superintendent from engaging in outside activities during the term of the employment contract? 3. Will the Board require approval/notification before the Superintendent engages in outside activities?

Employment and Compensation

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Duration of Contract	<p>A superintendent's employment contract may not exceed five years. If its duration is two to five years, the contract must reference goals and suspension of tenure.</p> <p>No performance-based contract shall be extended or rolled over prior to its scheduled expiration unless all the performance and improvement goals contained in the contract have been met. See 105 ILCS 5/10-23.8.</p> <p>If the duration is one year or less, then the contract need not reference goals or suspension of tenure.</p>
Salary	<p>Special Considerations for the Board may include:</p> <ol style="list-style-type: none"> 1. What is the estimated Board contribution to the Teachers' Retirement System (TRS) for any raises above six percent (40 ILCS 5/15-155(g), amended by P.A. 101-10) prior to retirement? 2. What is the <i>cost shift</i> implication for the District if the Board offers or later agrees to a salary that is

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	<p>equal to or greater than the governor’s statutory salary of \$177,412 (P.A. 100-23 now makes school districts responsible for paying the actuarial cost of the pension benefits earned on the portion of a TRS member’s salary that exceeds \$177,412)?</p> <p>3. Do any administrative cost cap triggers exist (105 ILCS 5/17-1.5)?</p> <p>Items the Board may see the successful superintendent candidate request of it:</p> <ol style="list-style-type: none"> 1. A fixed salary for each year of the contract. 2. A guaranteed minimum salary. 3. Compensation increases.
Severance Agreements	<p>The Government Severance Pay Act (GSPA), 5 ILCS 415/10, added by P.A. 100-895, requires the following contract provisions:</p> <ol style="list-style-type: none"> 1. A restriction to an amount not exceeding 20 weeks of compensation; and 2. A prohibition for any severance if the Superintendent is fired for <i>misconduct</i> by the Board. See the <i>Severance Pay</i> row under the Changes to the Superintendent’s Employment Contract subhead below for a definition of what misconduct means in the context of this law.
Teachers Retirement System (TRS) & Teacher Health Insurance (THIS)	<p>How does the Board want to address:</p> <ol style="list-style-type: none"> 1. Pension contributions (TRS-THIS)? 2. Inclusion of salary and other compensation in the payment of TRS and THIS? Or, will TRS and THIS be in addition to salary and other compensation? 3. Unforeseen pension reform issues?

Conditions of Employment

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Administrative License	<p>Does the Board want to require the successful superintendent candidate to guarantee that as the future Superintendent of the District, he or she has and will maintain the appropriate licensure throughout the employment contract?</p>
Criminal Background Check Law	<p>105 ILCS 5/10-21.9, amended by P.A. 101-531. See also PRESS sample policy 5:30, <i>Hiring Process and</i></p>

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	<p><i>Criteria</i> and the subhead entitled Fingerprint-based Criminal History Records Information Check in administrative procedure 5:30-AP2, <i>Investigations</i>.</p>
Other Background Check Laws	<p>Does the Board want to require additional background inquiries beyond the fingerprint-based criminal history records information check required by 105 ILCS 5/10-21.9, amended by P.A. 101-531, and discussed above? If yes, consult the Board Attorney and consider the following laws:</p> <p>15 U.S.C. § 1681 <i>et seq.</i>, Federal Fair Credit Reporting Act (FCRA), is a federal law that regulates the gathering and use of information about consumers by third party <i>consumer reporting agencies</i>, including credit information, criminal background, driving record, personal characteristics/reputation, etc. The law requires consumer reporting agencies to comply with certain procedural notice requirements when gathering information from a consumer.</p> <p>820 ILCS 75/, Ill. Job Opportunities for Qualified Applicants Act, prohibits employers from inquiring about an applicant’s criminal history until the application has been determined qualified and notified that he/she has been selected for an interview (a/k/a <i>ban the box</i> law).</p> <p>820 ILCS 55/, Ill. Right to Privacy in the Workplace Act (RPWA), prohibits employers from:</p> <ol style="list-style-type: none"> 1. Requesting, coercing, or requiring any employee or prospective employee to provide a user name and password for any personal online account; 2. Requesting, coercing, or requiring an employee or applicant to invite the employer to have access to that individual’s personal online account; and 3. Taking an adverse employment action against an individual (including refusal to hire) based on that individual’s use of a lawful product off District property during nonworking hours, i.e., tobacco, cannabis, or alcohol. (Note: RPWA allows employers to regulate employees’ use of those lawful products that impair an employee’s ability to perform the employee’s assigned duties. See policy 5:50, <i>Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition</i>, and its

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	<p>f/ns).</p> <p>820 ILCS 70/, III. Employee Credit Privacy Act, prohibits employers from inquiring into an individual's credit history or taking action against an employee based such history unless a satisfactory credit history is a <i>bona fide occupational requirement</i>, which is further defined in the statute. The job descriptions of superintendents generally meet this standard because they: (1) describe a managerial position that involves direction of school districts; (2) include signatory power over more than \$100; and (3) involve having access to confidential and financial information. Note: Any one of these grounds alone is sufficient.</p>
Medical Examination	<p>105 ILCS 5/24-5 requires new employees to submit evidence of physical fitness to perform assigned duties and freedom from communicable diseases.</p> <p>The Americans with Disabilities Act allows medical inquiries of current employees only when they are job-related and consistent with business necessity or part of a voluntary employee wellness program. 42 U.S.C. §12112(d)(4). Districts may deny jobs to individuals with disabilities who pose a direct threat to the health or safety of others in the workplace, provided that a reasonable accommodation would not either eliminate the risk or reduce it to an acceptable level. 42 U.S.C. §12113; 29 C.F.R. Part 1630.2(r).</p> <p>See also PRESS sample policy 5:30, <i>Hiring Process and Criteria</i>, specifically f/ns 18 and 19.</p>
Tenure	<p><u>Suspension of Tenure</u></p> <p>With multi-year contracts and multi-year extensions, superintendents waive their rights to tenure in a school district, but no previously acquired tenure may be lost.</p> <p><u>Continued Tenure</u></p> <p>Superintendents serving multiple one year contracts may still accrue service toward and acquire tenure.</p> <p>See 105 ILCS 5/10-23.8 and the <i>Duration of Contract</i> row in the Employment and Compensation checkbox, above.</p>

Evaluations and Goals

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
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Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
<p>Board Goals and Indicators of Student Performance and Academic Achievement for the Superintendent</p>	<p>105 ILCS 5/10-23.8 requires each performance-based contract to include the goals and indicators of student performance and academic improvement determined and used by the Board to measure the performance and effectiveness of the Superintendent and other information as the Board may determine.</p> <p>Regarding its goals and indicators, has the Board:</p> <ol style="list-style-type: none"> 1. At minimum, addressed student performance and academic achievement (105 ILCS 5/10-23.8 states “and other information as the Board may determine”)? 2. Included them in the body of the employment contract? Or as an exhibit to it? 3. Set them to be: <ol style="list-style-type: none"> a. Measurable and achievable, i.e., are they within the Superintendent’s control? b. Objective, subjective or a combination of both? 4. Set a timeline for achievement, and if so is it on an: <ol style="list-style-type: none"> a. Annual basis? b. Prior to completion of the employment contract? 5. Set them as procedural, substantive, or a combination of both? <p>For more information about setting goals and indicators for superintendents regarding student performance and academic achievement, see:</p> <p>IASB’s <i>Field Services Catalog</i> at: www.iasb.mys1cloud.com/fieldservicecatalog.pdf</p> <p>Contact a Field Services Director regarding the following IASB workshops and/or offerings that may set the stage for school boards to hold their superintendents accountable for district performance, including academic achievement:</p> <p><i>Setting District Goals and Direction</i> (leads a board and superintendent to develop their own district-language for specific measurable, and attainable goals and indicators)</p> <p><i>The Superintendent Evaluation Process</i> (describes an effective method of holding the superintendent</p>

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	<p>accountable)</p> <p><i>The Board and its Superintendent</i> (workshop assisting a board in developing an effective relationship with its superintendent).</p>
Superintendent Evaluation	<p>Once the Board has developed its goals and indicators (as discussed immediately above), 105 ILCS 5/10-20, 5/10-23, and 5/10-23.8 require the Board to:</p> <ol style="list-style-type: none"> 1. “Direct, through policy, its superintendent in his or her charge of the administration of the school district;” and 2. Evaluate the superintendent in his or her “administration of school board policies and his or her stewardship of the assets of the district.” <p>How will the Board evaluate the successful superintendent candidate upon its outlined goals and indicators?</p> <p>Does the Board state when it will evaluate the successful superintendent candidate upon the goals and indicators that it set? Note: Some districts do not consider the superintendent evaluation to be a <i>one-time event</i> and put an on-going process into place. Contrast other districts, which depending upon their preferences, generally find the best time of year to evaluate is in the winter or early springtime.</p> <p>Is the Board or the successful superintendent candidate responsible to trigger the components of the Superintendent’s evaluation process?</p> <p>What evaluation instrument will be used? How will the evaluation be documented?</p> <p>Will an evaluation instrument be outlined by the Board in its employment contract with the successful superintendent candidate?</p> <p>Is the evaluation instrument the Board will use tied to its goals and indicators of student performance and academic improvement and other information as the Board may determine?</p> <p>For more information about best practices when planning for and evaluating the Superintendent, see: <i>The Superintendent Evaluation Process</i> at: www.iasb.com/training/superintendent-evaluation-process.pdf;</p> <p>IASB’s <i>Foundational Principles of Effective</i></p>

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	<p><i>Governance, Principle 3. The board employs a superintendent, at: www.iasb.com/principles.cfm; stating “the board employs and evaluates one person — the superintendent — and holds that person accountable for district performance and compliance with written board policy.”</i></p>

Expenses and Benefits

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Expenses	<p>How will the Board address expenses in its employment contract negotiations with the successful superintendent candidate?</p> <p><u>Business</u></p> <ol style="list-style-type: none"> 1. What standard will the Board use, e.g., reasonable, itemized, etc.? 2. Will the Board designate the Board President or another individual to review and/or approve the Superintendent’s expenses? <p><u>Transportation</u></p> <p>Will the Board reimburse travel? If yes, what types of travel will the board reimburse? Some transportation topics that successful superintendent candidates request discussion about include:</p> <ol style="list-style-type: none"> 1. Vehicle insurance reimbursement(s) 2. Vehicle repair reimbursement(s) 3. A travel allowance only at either a set amount or the District’s per mile rate 4. A vehicle 5. Out-of-district travel
Insurance	<p>Will the Board address insurance in its employment contract negotiations with the successful superintendent candidate?</p> <p>Some items successful superintendent candidates request include:</p> <ol style="list-style-type: none"> 1. Insurance contributions as part of a Cafeteria Plan, or in the alternative, the Board paying the premiums. 2. Specific insurance coverages from the Board, such as health, dental, vision, life, disability, etc.

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Vacation	<p>Will the Board address vacation days in its employment contract negotiations with the successful superintendent candidate? If yes, then:</p> <ol style="list-style-type: none"> 1. How many days? 2. Will vacation days accumulate? And, if so, how? 3. Will the Board designate itself, the Board President, or a Board officer to approve or receive notification from the Superintendent prior to taking a vacation? If yes, describe the process. 4. Will the Board address reimbursement for unused days?
Sick Leave/Days	<p>Will the Board address sick days in its employment contract negotiations with the successful superintendent candidate? If yes, then:</p> <ol style="list-style-type: none"> 1. Will sick leave be limited to annual sick leave days in the District's teachers' contract? 2. How will sick day accumulation be addressed? 3. Will the Board designate itself, the Board President, or a Board officer to approve or receive notification from the Superintendent prior to taking or upon returning from a sick day? If yes, describe the process.
Professional Activities and Organizations Memberships in Community Organizations	<p>Will the Board address memberships in professional activities/organizations and/or community organizations its employment contract negotiations with the successful superintendent candidate? If yes, then:</p> <ol style="list-style-type: none"> 1. How many organizations will the Board allow the Superintendent to join? 2. Which organizations will be allowed? 3. What is the Board's limit for the cost of dues to professional organizations?
Retirement	<p>Will the Board address any type of payment(s) upon the Superintendent's retirement? If yes, then:</p> <ol style="list-style-type: none"> 1. Has the Board thoroughly examined and addressed: <ol style="list-style-type: none"> a. Any consequences or other penalties to it? b. The impact of any prior salary increases? c. Potential pension reform issues?

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	2. Often, a successful superintendent candidate's attorney has interest in the following issues: <ol style="list-style-type: none"> a. Available post-retirement options available, e.g., payments for sick/vacation days, post-retirement insurance, longevity annuity payment, etc. b. Whether a potential retirement payment will be properly creditable for TRS purposes. Note: Ultimately, only TRS has the authority to determine creditability.
Annuities and Other Deferred Compensation	Will the Board address any type of annuities and other deferred compensation issues? If yes, then: <ol style="list-style-type: none"> 1. Will it offer such compensation in addition to the Superintendent's agreed-upon salary? 2. Will it contribute creditable earnings for TRS purposes?

Changes to the Superintendent's Employment Contract

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Non-Renewal at End of Contract	How will the Board and successful superintendent candidate agree to address orderly end to the employment contract when the Board chooses not to renew it? <ol style="list-style-type: none"> 1. Will there be a non-renewal notification date? Do both parties' attorneys find it reasonable? 2. Will the Board require the Superintendent to remind it of the non-renewal date? 3. Will there be any agreement to a clause for an automatic one-year renewal if the Board fails to provide end-of-contract non-renewal notification? 4. Will the Board agree to language in the employment contract that would provide the Superintendent with a hearing upon non-renewal?
Renewal at End of Contract	Will the Board agree to a procedure for renewing the employment contract at its end? If yes, then: <ol style="list-style-type: none"> 1. What date would be the earliest that the Board could renew its employment contract with the Superintendent? 2. What criteria will the Board base its renewal upon?

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	<p>For example, some boards base renewal upon superintendents achieving their stated goals and indicators of student performance and academic improvement and other information they required.</p>
Contract Extensions	<p>Will the Board agree to allow for an extension of its employment contract during its term? If yes, then:</p> <ol style="list-style-type: none"> 1. Will the Board agree to extend it during its term if the Board determines that the Superintendent successfully met all of the Board’s stated goals and indicators of student performance and academic improvement and other information it required? 2. Will the Board agree to extend a one-year contract when the Superintendent is not required to meet any goals? <p>See 105 ILCS 5/10-23.8.</p>
Terminations	<p>If the successful superintendent candidate accepts employment with the Board and becomes the Superintendent, how will the Board outline the grounds and procedures for terminating the Superintendent’s employment during the contract’s term?</p> <ol style="list-style-type: none"> 1. Will the Board and the successful superintendent candidate agree to terminate it upon mutual agreement? 2. Will the Board allow retirement to be an appropriate reason for terminating its employment contract with the Superintendent? And if so, will the Board require reasonable notice from its Superintendent? 3. Could either the Board or Superintendent terminate the employment contract without cause by providing notice to the other? 4. Will the Board terminate the employment contract for permanent disability of the Superintendent? <ol style="list-style-type: none"> a. How will the Board define permanent disability in the contract? b. Will the Board require the Superintendent to obtain a permanent disability determination through physician certification, and/or c. Will the Board consider duration of absence; e.g., 90-days or exhaustion of sick leave, whichever is greater?

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	<p>See PRESS sample policy 5:180, <i>Temporary Illness or Temporary Incapacity</i>.</p> <p>5. What standard will the Board use to terminate the employment contract for cause? Items to consider include:</p> <ul style="list-style-type: none"> a. Any conduct detrimental/prejudicial to the District;* b. Just cause; c. Sufficient to dismiss a tenured teacher; d. Material breach of contract; or e. Not arbitrary and capricious. <p>*50 ILCS 205/3c, amended by P.A. 100-1040, requires a school district to post on its website and make available to news media specific information about severance agreements that it enters into because an employee or contractor was found to have engaged in sexual harassment or sexual discrimination, as defined by the Ill. Human Rights Act or Title VII of the Civil Rights Act of 1964. See Severance Pay row directly below.</p> <p>6. Will the Board agree to provisions for hearing and due process for the Superintendent?</p> <p>7. How will the Board address death of its Superintendent during the duration of the employment contract?</p>
Severance Pay	<p>Any renewal or renegotiation that adds a condition of severance pay must include the following provisions of GSPA, 5 ILCS 415/10(a)(1), added by P.A. 100-895:</p> <ul style="list-style-type: none"> 1. A restriction to an amount not exceeding 20 weeks of compensation; and 2. A prohibition for any severance if the Superintendent is fired for <i>misconduct</i> by the Board. This law defines misconduct to include sexual harassment and/or discrimination. But 50 ILCS 205/3c, amended by P.A. 100-1040, limits sexual harassment or discrimination to instances when an employee is “found to have engaged in sexual harassment or sexual discrimination, as defined by the Ill. Human Rights Act or Title VII of the Civil Rights Act of 1964.” For more

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	discussion about these laws, see f/n 6 in policy 2:260, <i>Uniform Grievance Procedure</i> .
Liquidated Damages	Will the Board agree to liquidate damages with its Superintendent if one or the other terminates the employment contract? 1. Have both the Board and the successful superintendent candidate discussed the practical consequences of a liquidated damages clause with their respective attorneys? 2. If the Board terminates the contract, has it discussed with the Board Attorney how it can avoid litigation with its former Superintendent?
Amendments	How will the Board and Superintendent agree to allow for amendments to the employment contract?

What technical clauses need to be in the Superintendent's employment contract?

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Technical clauses (common in contracts)	If the employment contract contains any of the following technical provisions, have the Board Attorney and Superintendent's attorney reviewed them? 1. Notice 2. Applicable law 3. Headings and numbers 4. Complete understanding, i.e., do the Board members and Superintendent share the same understanding of the various provisions written in the employment contract? 5. Counterparts 6. Effect of Policy Amendments 7. Severability 8. Advice of Counsel

Miscellaneous Issues

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Board Obligations Under the Employment Contract	Do all members of the Board understand the District's obligations under the employment contract and what not complying with them will mean to the District? Specifically, are Board members aware of the Board's specific obligations regarding: 1. The Superintendent Evaluation 2. Goal setting

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	3. Required notifications/actions by each party prior to termination of the employment contract
Ongoing Monitoring of Each Party's Compliance with the Contract	Are the Board and Superintendent actually complying with the terms of the employment contract? Has the Board Attorney explained how the Board should monitor compliance with the employment contract?
Legislative Issues	How might pending pension reform legislation or other trending legislation affect the employment contract?

DATED:

Pending Adoption

General School Administration

Administrative Personnel Other Than the Superintendent

Duties and Authority

The School Board establishes District administrative and supervisory positions in accordance with the District's needs and State law. This policy applies to all administrators other than the Superintendent, including without limitation, Building Principals. The general duties and authority of each administrative or supervisory position are approved by the Board, upon the Superintendent's recommendation, and contained in the respective position's job description. In the event of a conflict, State law and/or the administrator's employment agreement shall control.

Qualifications

All administrative personnel shall be appropriately licensed and shall meet all applicable requirements contained in State law and Illinois State Board of Education rules.

Evaluation

The Superintendent or designee shall evaluate all administrative personnel and make employment and salary recommendations to the Board.

Administrators shall annually present evidence to the Superintendent of professional growth through attendance at educational conferences, additional schooling, in-service training, and Illinois Administrators' Academy courses, or through other means as approved by the Superintendent.

Administrative Work Year

The work year for administrators shall be the same as the District's fiscal year, July 1 through June 30, unless otherwise stated in the employment agreement. In addition to legal holidays, administrators shall have vacation periods as approved by the Superintendent. All administrators shall be available for work when their services are necessary.

Compensation and Benefits

The Board and each administrator shall enter into an employment agreement that complies with Board policy and State law. The terms of an individual employment contract, when in conflict with this policy, will control.

The Board will consider the Superintendent's recommendations when setting compensation for individual administrators. These recommendations should be presented to the Board no later than the March Board meeting or at such earlier time that will allow the Board to consider contract renewal and nonrenewal issues.

Unless stated otherwise in individual employment contracts, all benefits and leaves of absence available to teaching personnel are available to administrative personnel.

LEGAL REF: 105 ILCS 5/10-21.4a, 5/10-23.8a, 5/10-23.8b, 5/21B, and 5/24A.
23 Ill.Admin.Code §§1.310, 1.705, and 50.300; and Parts 25 and 29.

CROSS REF: 3:60 (Administrative Responsibility of the Building Principal), 5:30 (Hiring Process and Criteria), 5:250 (Leaves of Absence)

ADOPTED:

Pending Adoption

General School Administration

Administrative Responsibility of the Building Principal

Duties and Authority

The School Board, upon the recommendation of the Superintendent, employs Building Principals as the chief administrators and instructional leaders of their assigned schools, and may employ Assistant Principals. The primary responsibility of a Building Principal is the improvement of instruction. Each Building Principal shall perform all duties as described in State law as well as such other duties as specified in his or her employment agreement or as the Superintendent may assign, that are consistent with the Building Principal's education and training. Each Building Principal and Assistant Principal shall complete State law requirements to be a prequalified evaluator before conducting an evaluation of a teacher or assistant principal.

Evaluation Plan

The Superintendent or designee shall implement an evaluation plan for Principals and Assistant Principals that complies with Section 24A-15 of the School Code and relevant Illinois State Board of Education rules. Using that plan, the Superintendent or designee shall evaluate each Building Principal and Assistant Principal. The Superintendent or designee may conduct additional evaluations.

Qualifications and Other Terms and Conditions of Employment

Qualifications and other terms and conditions of employment are found in Board policy 3:50, *Administrative Personnel Other Than the Superintendent*.

LEGAL REF.: 10 ILCS 5/4-6.2.
105 ILCS 5/2-3.53a, 5/10-20.14, 5/10-21.4a, 5/10-23.8a, 5/10-23.8b, and 5/24A-15.
105 ILCS 127/.
23 Ill.Admin.Code Parts 35 and 50, Subpart D.

CROSS REF.: 3:50 (Administrative Personnel Other Than the Superintendent), 5:250 (Leaves of Absence)

ADOPTED:

General School Administration

Succession of Authority

If the Superintendent, Building Principal, or other administrator is temporarily unavailable, the succession of authority and responsibility of the respective office shall follow a succession plan, developed by the Superintendent and submitted to the School Board.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 3:30
(Chain of Command)

ADOPTED:

Pending Adoption

MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
SCHOOL BOARD POLICY MANUAL
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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

Operational Services

Fiscal and Business Management

The Superintendent is responsible for the School District's fiscal and business management. This responsibility includes annually preparing and presenting the District's statement of affairs to the School Board and publishing it before December 1 as required by State law.

The Superintendent shall ensure the efficient and cost-effective operation of the District's business management using computers, computer software, data management, communication systems, and electronic networks, including electronic mail, the Internet, and security systems. Each person using the District's electronic network shall complete an *Authorization for Access to the District's Electronic Network*.

Budget Planning

The District's fiscal year is from July 1 until June 30. The Superintendent shall present to the Board, during a regular Board meeting in August, a tentative budget with appropriate explanation. This budget shall represent the culmination of an ongoing process of planning for the fiscal support needed for the District's educational program. The District's budget shall be entered upon the Illinois State Board of Education's *School District Budget Form*. To the extent possible, the tentative budget shall be balanced as defined by the State Board of Education guidelines. The Superintendent shall complete a tentative deficit reduction plan if one is required by the State Board of Education guidelines.

Preliminary Adoption Procedures

After receiving the Superintendent's proposed budget, the Board sets the date, place, and time for:

1. A public hearing on the proposed budget, and
2. The proposed budget to be available to the public for inspection.

The Board Secretary shall arrange to publish a notice in a local newspaper stating the date, place, and time of the proposed budget's availability for public inspection and the public hearing. The proposed budget shall be available for public inspection at least 30 days before the time of the budget hearing.

At the public hearing, the proposed budget shall be reviewed, and the public shall be invited to comment, question, or advise the Board.

Final Adoption Procedures

The Board adopts a budget before the end of the first quarter of each fiscal year, September 30, or by such alternative procedure as State law may define. To the extent possible, the budget shall be balanced as defined by the State Board of Education; if not balanced, the Board will adopt a deficit reduction plan to balance the District's budget within three years according to State Board of Education requirements.

The Board adopts the budget by roll call vote. The budget resolution shall be incorporated into the meeting's official minutes. Board members' names voting *yea* and *nay* shall be recorded in the minutes.

The Superintendent or designee shall perform each of the following:

1. Post the District's final annual budget, itemized by receipts and expenditures, on the District's Internet website; notify parents/guardians that it is posted and provide the website's address.

2. File a certified copy of the budget resolution and an estimate of revenues by source anticipated to be received in the following fiscal year, certified by the District's Chief Fiscal Officer, with the County Clerk within 30 days of the budget's adoption.
3. Make all preparations necessary for the Board to timely file its Certificate of Tax Levy, including preparations to comply with the Truth in Taxation Act; file the Certificate of Tax Levy with the County Clerk on or before the last Tuesday in December. The Certificate lists the amount of property tax money to be provided for the various funds in the budget.
4. Submit the annual budget, a deficit reduction plan if one is required by State Board of Education guidelines, and other financial information to the State Board of Education according to its requirements.

Any amendments to the budget or Certificate of Tax Levy shall be made as provided in the School Code and Truth in Taxation Act.

Budget Amendments

The Board may amend the budget by the same procedure as provided for in the original adoption.

Implementation

The Superintendent or designee shall implement the District's budget and provide the Board with a monthly financial report that includes all deficit fund balances. The amount budgeted as the expenditure in each fund is the maximum amount that may be expended for that category, except when a transfer of funds is authorized by the Board.

The Board shall act on all interfund loans, interfund transfers, transfers within funds, and transfers from the working cash fund or abatements of it, if one exists.

LEGAL REF.: 35 ILCS 200/18-55 et seq.
105 ILCS 5/10-17, 5/10-22.33, 5/17-1, 5/17-1.2, 5/17-2A, 5/17-3.2, 5/17-11, 5/20-5, 5/20-8, and 5/20-10.
23 Ill.Admin.Code Part 100.

CROSS REF.: 4:40 (Incurring Debt), 6:235 (Access to Electronic Networks)

ADOPTED:

Operational Services

Identity Protection

The collection, storage, use, and disclosure of social security numbers by the School District shall be consistent with State and federal laws. The goals for managing the District's collection, storage, use, and disclosure of social security numbers are to:

1. Limit all activities involving social security numbers to those circumstances that are authorized by State or federal law.
2. Protect each social security number collected or maintained by the District from unauthorized disclosure.

The Superintendent is responsible for ensuring that the District complies with the Identity Protection Act, 5 ILCS 179/. Compliance measures shall include each of the following:

1. All employees having access to social security numbers in the course of performing their duties shall be trained to protect the confidentiality of social security numbers. Training should include instructions on the proper handling of information containing social security numbers from the time of collection through the destruction of the information.
2. Only employees who are required to use or handle information or documents that contain social security numbers shall have access to such information or documents.
3. Social security numbers requested from an individual shall be provided in a manner that makes the social security number easily redacted if the record is required to be released as part of a public records request.
4. When collecting a social security number or upon request by an individual, a statement of the purpose(s) for which the District is collecting and using the social security number shall be provided. The stated reason for collection of the social security number must be relevant to the documented purpose.
5. All employees must be advised of this policy's existence, and a copy of the policy must be made available to each employee. The policy must also be made available to any member of the public, upon request.
6. If this policy is amended, employees will be advised of the existence of the amended policy and a copy of the amended policy will be made available to each employee.

The Superintendent is also responsible for ensuring the District complies with the Personal Information Protection Act, 815 ILCS 530/. Compliance measures shall include each of the following:

1. Written or electronic notification to an individual and, if applicable, the owner of the information, as required by 815 ILCS 530/10 whenever his or her personal information was acquired by an unauthorized person; *personal information* means either:
 - a. An individual's first name or first initial and last name in combination with any one or more of his or her (i) social security number, (ii) driver's license number or State identification card number, (iii) financial account information (with any required security codes or passwords), (iv) medical information, (v) health insurance information, and/or (vi) unique biometric data or other unique physical or digital representation of biometric data, when either the name or the data elements are not encrypted or redacted or are

- encrypted or redacted but the keys to unencrypt or unredact or otherwise read the name or data elements have been acquired through the breach of security; or
- b. An individual's username or email address, in combination with a password or security question and answer that would permit access to an online account, when either the username or email address or password or security question and answer are not encrypted or redacted or are encrypted or redacted but the keys to unencrypt or unredact or otherwise read the data elements have been obtained through the breach of security.
2. Notification to the Ill. Attorney General as required by 815 ILCS 530/10, if a single breach of the security system requires the District to notify more than 500 Illinois residents.
 3. Cooperation with the owner of the information in matters relating to the breach, if applicable, as required by 815 ILCS 530/10.
 4. Disposal of materials containing personal information in a manner that renders the personal information unreadable, unusable, and undecipherable; personal information has the meaning stated in #1, above.

Written or electronic notification to an individual and, if applicable, the owner of No District employee shall collect, store, use, or disclose an individual's social security number unless specifically authorized by the Superintendent. This policy shall not be interpreted as a guarantee of the confidentiality of social security numbers and/or other personal information. The District will use best efforts to comply with this policy, but this policy should not be construed to convey any rights to protection of information not otherwise afforded by law.

Treatment of Personally Identifiable Information Under Grant Awards

The Superintendent ensures that the District takes reasonable measures to safeguard: (1) *protected personally identifiable information*, (2) other information that a federal awarding agency, pass-through agency or State awarding agency designates as sensitive, such as *personally identifiable information* (PII) and (3) information that the District considers to be sensitive consistent with applicable laws regarding privacy and confidentiality (collectively, *sensitive information*), when administering federal grant awards and State grant awards governed by the Grant Accountability and Transparency Act (30 ILCS 708/).

The Superintendent shall establish procedures for the identification, handling, storage, access, disposal and overall confidentiality of sensitive information. The Superintendent shall ensure that employees and contractors responsible for the administration of a federal or State award for the District receive regular training in the safeguarding of sensitive information. Employees mishandling sensitive information are subject to discipline, up to and including dismissal.

LEGAL REF.: 2 C.F.R. §200.303(e).
 5 ILCS 179/, Identity Protection Act.
 30 ILCS 708/, Grant Accountability and Transparency Act
 50 ILCS 205/3, Local Records Act.
 105 ILCS 10/, Illinois School Student Records Act.
 815 ILCS 530/, Personal Information Protection Act.

CROSS REF: 2:250 (Access to District Public Records), 5:150 (Personnel Records), 7:340 (Student Records)

ADOPTED:

Operational Services

Fund Balances

The Superintendent or designee shall maintain fund balances adequate to ensure the District's ability to maintain levels of service and pay its obligations in a prompt manner in spite of unforeseen events or unexpected expenses. The Superintendent or designee shall inform the Board whenever it should discuss drawing upon its reserves or borrowing money.

The School District seeks to maintain a year-end fund balance to revenue ratio of no less than 15-20 percent, as calculated under the Ill. State Board of Education's *School District Financial Profile*.

CROSS REF.: 4:10 (Fiscal and Business Management), 4:80 (Accounting and Audits)

ADOPTED:

Pending Adoption

Operational Services

Revenue and Investments

Revenue

The Superintendent or designee is responsible for making all claims for property tax revenue, State Aid, special State funds for specific programs, federal funds, and categorical grants.

Investments

The Superintendent shall either appoint a Chief Investment Officer or serve as one. The Chief Investment Officer shall invest money that is not required for current operations, in accordance with this policy and State law.

The Chief Investment Officer and Superintendent shall use the standard of prudence when making investment decisions. They shall use the judgment and care, under circumstances then prevailing, that persons of prudence, discretion, and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the safety of their capital as well as its probable income.

Investment Objectives

The objectives for the School District's investment activities are:

1. Safety of Principal - Every investment is made with safety as the primary and over-riding concern. Each investment transaction shall ensure that capital loss, whether from credit or market risk, is avoided.
2. Liquidity - The investment portfolio shall provide sufficient liquidity to pay District obligations as they become due. In this regard, the maturity and marketability of investments shall be considered.
3. Rate of Return - The highest return on investments is sought, consistent with the preservation of principal and prudent investment principles.
4. Diversification - The investment portfolio is diversified as to materials and investments, as appropriate to the nature, purpose, and amount of the funds.

Authorized Investments

The Chief Investment Officer may invest District funds in one or more of the following:

1. Bonds, notes, certificates of indebtedness, treasury bills, or other securities now or hereafter issued, that are guaranteed by the full faith and credit of the United States of America as to principal and interest.
2. Bonds, notes, debentures, or other similar obligations of the United States of America, its agencies, and its instrumentalities.

The term "agencies of the United States of America" includes: (a) the federal land banks, federal intermediate credit banks, banks for cooperative, federal farm credit banks, or any other entity authorized to issue debt obligations under the Farm Credit Act of 1971 and Acts amendatory thereto, (b) the federal home loan banks and the federal home loan mortgage corporation, and (c) any other agency created by Act of Congress.

3. Interest-bearing savings accounts, interest-bearing certificates of deposit or interest-bearing time deposits or any other investments constituting direct obligations of any bank as defined by the Illinois Banking Act.
4. Obligations of corporations organized in the United States with assets exceeding \$500,000,000 if: (a) such obligations are rated at the time of purchase at one of the three highest classifications established by at least two standard rating services and that mature not later than three years from the date of purchase, (b) such purchases do not exceed 10% of the corporation's outstanding obligations, and (c) no more than one-third of the District's funds may be invested in short term obligations of corporations.
5. Money market mutual funds registered under the Investment Company Act of 1940, provided that the portfolio of any such money market mutual fund is limited to obligations described in paragraph (1) or (2) and to agreements to repurchase such obligations.
6. Interest-bearing bonds of any county, township, city, village, incorporated town, municipal corporation, school district, the State of Illinois, any other state, or any political subdivision or agency of the State of Illinois or any other state, whether the interest earned is taxable or tax-exempt under federal law. The bonds shall be (a) registered in the name of the municipality, county, or other governmental unit, or held under a custodial agreement at a bank, and (b) rated at the time of purchase within the four highest general classifications established by a rating service of nationally recognized expertise in rating bonds of states and their political subdivisions.
7. Short term discount obligations of the Federal National Mortgage Association or in shares or other forms of securities legally issuable by savings banks or savings and loan associations incorporated under the laws of this State or any other state or under the laws of the United States. Investments may be made only in those savings banks or savings and loan associations, the shares, or investment certificates that are insured by the Federal Deposit Insurance Corporation. Any such securities may be purchased at the offering or market price thereof at the time of such purchase. All such securities so purchased shall mature or be redeemable on a date or dates prior to the time when, in the judgment of the Chief Investment Officer, the public funds so invested will be required for expenditure by the District or its governing authority.
8. Dividend-bearing share accounts, share certificate accounts, or class of share accounts of a credit union chartered under the laws of this State or the laws of the United States; provided, however, the principle office of any such credit union must be located within the State of Illinois. Investments may be made only in those credit unions the accounts of which are insured by applicable law.
9. A Public Treasurers' Investment Pool created under Section 17 of the State Treasurer Act. The District may also invest any public funds in a fund managed, operated, and administered by a bank, subsidiary of a bank, or subsidiary of a bank holding company or use the services of such an entity to hold and invest or advise regarding the investment of any public funds.
10. The Illinois School District Liquid Asset Fund Plus.
11. Repurchase agreements of government securities having the meaning set out in the Government Securities Act of 1986, as now or hereafter amended or succeeded, subject to the provisions of said Act and the regulations issued there under. The government securities, unless registered or inscribed in the name of the District, shall be purchased through banks or trust companies authorized to do business in the State of Illinois.

Except for repurchase agreements of government securities that are subject to the Government Securities Act of 1986, as now or hereafter amended or succeeded, the District may not purchase or invest in instruments that constitute repurchase agreements, and no financial institution may enter into such an agreement with or on behalf of the District unless the instrument and the transaction meet all of the following requirements:

- a. The securities, unless registered or inscribed in the name of the District, are purchased through banks or trust companies authorized to do business in the State of Illinois.
- b. The Chief Investment Officer, after ascertaining which firm will give the most favorable rate of interest, directs the custodial bank to “purchase” specified securities from a designated institution. The “custodial bank” is the bank or trust company, or agency of government, that acts for the District in connection with repurchase agreements involving the investment of funds by the District. The State Treasurer may act as custodial bank for public agencies executing repurchase agreements.
- c. A custodial bank must be a member bank of the Federal Reserve System or maintain accounts with member banks. All transfers of book-entry securities must be accomplished on a Reserve Bank’s computer records through a member bank of the Federal Reserve System. These securities must be credited to the District on the records of the custodial bank and the transaction must be confirmed in writing to the District by the custodial bank.
- d. Trading partners shall be limited to banks or trust companies authorized to do business in the State of Illinois or to registered primary reporting dealers.
- e. The security interest must be perfected.
- f. The District enters into a written master repurchase agreement that outlines the basic responsibilities and liabilities of both buyer and seller.
- g. Agreements shall be for periods of 330 days or less.
- h. The Chief Investment Officer informs the custodial bank in writing of the maturity details of the repurchase agreement.
- i. The custodial bank must take delivery of and maintain the securities in its custody for the account of the District and confirm the transaction in writing to the District. The custodial undertaking shall provide that the custodian takes possession of the securities exclusively for the District; that the securities are free of any claims against the trading partner; and that any claims by the custodian are subordinate to the District’s claims to rights to those securities.
- j. The obligations purchased by the District may only be sold or presented for redemption or payment by the fiscal agent bank or trust company holding the obligations upon the written instruction of the Chief Investment Officer.
- k. The custodial bank shall be liable to the District for any monetary loss suffered by the District due to the failure of the custodial bank to take and maintain possession of such securities.

12. Any investment as authorized by the Public Funds Investment Act, and Acts amendatory thereto. Paragraph 11 supersedes paragraphs 1-10 and controls in the event of conflict.

Except as provided herein, investments may be made only in banks, savings banks, savings and loan associations, or credit unions that are insured by the Federal Deposit Insurance Corporation or other approved share insurer.

The Chief Investment Officer and Superintendent shall regularly consider material, relevant, and decision-useful sustainability factors in evaluating investment decisions, within the bounds of financial and fiduciary prudence. Such factors include, but are not limited to: (1) corporate governance and leadership factors, (2) environmental factors, (3) social capital factors, (4) human capital factors, and (5) business model and innovation factors, as provided under the Ill. Sustainable Investing Act, 30 ILCS 238/.

Selection of Depositories, Investment Managers, Dealers, and Brokers

The Chief Investment Officer shall establish a list of authorized depositories, investment managers, dealers and brokers based upon the creditworthiness, reputation, minimum capital requirements, qualifications under State law, as well as a long history of dealing with public fund entities. The Board will review and approve the list at least annually.

In order to be an authorized depository, each institution must submit copies of the last two sworn statements of resources and liabilities or reports of examination that the institution is required to furnish to the appropriate State or federal agency. Each institution designated as a depository shall, while acting as such depository, furnish the District with a copy of all statements of resources and liabilities or all reports of examination that it is required to furnish to the appropriate State or federal agency.

The above eligibility requirements of a bank to receive or hold public deposits do not apply to investments in an interest-bearing savings account, interest-bearing certificate of deposit, or interest-bearing time deposit if: (1) the District initiates the investment at or through a bank located in Illinois, and (2) the invested public funds are at all times fully insured by an agency or instrumentality of the federal government.

The District may consider a financial institution's record and current level of financial commitment to its local community when deciding whether to deposit funds in that financial institution. The District may consider factors including:

1. For financial institutions subject to the federal Community Reinvestment Act of 1977, the current and historical ratings that the financial institution has received, to the extent that those ratings are publicly available, under the federal Community Reinvestment Act of 1977;
2. Any changes in ownership, management, policies, or practices of the financial institution that may affect the level of the financial institution's commitment to its community;
3. The financial impact that the withdrawal or denial of District deposits might have on the financial institution;
4. The financial impact to the District as a result of withdrawing public funds or refusing to deposit additional public funds in the financial institution; and
5. Any additional burden on the District's resources that might result from ceasing to maintain deposits of public funds at the financial institution under consideration.

Collateral Requirements

All amounts deposited or invested with financial institutions in excess of any insurance limit shall be collateralized in accordance with the Public Funds Investment Act, 30 ILCS 235/. The Superintendent or designee shall keep the Board informed of collateral agreements.

Safekeeping and Custody Arrangements

The preferred method for safekeeping is to have securities registered in the District's name and held by a third-party custodian. Safekeeping practices should qualify for the Governmental Accounting Standards Board Statement No. 3, Deposits with Financial Institutions, Investments (including Repurchase Agreements), and Reverse Repurchase Agreements, Category I, the highest recognized safekeeping procedures.

Controls and Report

The Chief Investment Officer shall establish a system of internal controls and written operational procedures to prevent losses arising from fraud, employee error, misrepresentation by third parties, or imprudent employee action.

The Chief Investment Officer shall provide a quarterly investment report to the Board. The report will: (1) assess whether the investment portfolio is meeting the District's investment objectives, (2) identify each security by class or type, book value, income earned, and market value, (3) identify those institutions providing investment services to the District, and (4) include any other relevant information. The investment portfolio's performance shall be measured by appropriate and creditable industry standards for the investment type.

The Board will determine, after receiving the Superintendent's recommendation, which fund is in most need of interest income and the Superintendent shall execute a transfer. This provision does not apply when the use of interest earned on a particular fund is restricted.

Ethics and Conflicts of Interest

The Board and District officials will avoid any investment transaction or practice that in appearance or fact might impair public confidence. Board members are bound by the Board policy 2:100, *Board Member Conflict of Interest*. No District employee having influence on the District's investment decisions shall:

1. Have any interest, directly or indirectly, in any investments in which the District is authorized to invest,
2. Have any interest, directly or indirectly, in the sellers, sponsors, or managers of those investments, or
3. Receive, in any manner, compensation of any kind from any investments in that the agency is authorized to invest.

LEGAL REF.: 30 ILCS 235/, Public Funds Investment Act.
30 ILCS 238/, Ill. Sustainable Investing Act.
105 ILCS 5/8-7, 5/10-22.44, 5/17-1, and 5/17-11.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 4:10 (Fiscal and Business Management), 4:80 (Accounting and Audits)

ADOPTED:

Operational Services

Incurring Debt

The Superintendent shall provide early notice to the School Board of the District's need to borrow money. The Superintendent or designee shall prepare all documents and notices necessary for the Board, at its discretion, to: (1) issue State Aid Anticipation Certificates, tax anticipation warrants, working cash fund bonds, bonds, notes, and other evidence of indebtedness, or (2) establish a line of credit with a bank or other financial institution. The Superintendent shall notify the State Board of Education before the District issues any form of long-term or short-term debt that will result in outstanding debt that exceeds 75% of the debt limit specified in State law.

Bond Issue Obligations

In connection with the Board's issuance of bonds, the Superintendent shall be responsible for ensuring the District's compliance with federal securities laws, including the anti-fraud provisions of the Securities Act of 1933, as amended and, if applicable, the continuing disclosure obligations under Rule 15c2-12 of the Securities Exchange Act of 1934, as amended.

Additionally, in connection with the Board's issuance of bonds, the interest on which is excludable from *gross income* for federal income tax purposes, or which enable the District or bond holder to receive other federal tax benefits, the Board authorizes the Superintendent to establish written procedures for post-issuance compliance monitoring for such bonds to protect their tax-exempt (or tax-advantaged) status.

The Board may contract with outside professionals, such as bond counsel and/or a qualified financial consulting firm, to assist it in meeting the requirements of this subsection.

LEGAL REF.: Securities Act of 1933, 15 U.S.C. §77a et seq.
 Securities Exchange Act of 1934, 15 U.S.C. §78a et seq.
 17 C.F.R. §240.15c2-12.
 Bond Authorization Act, 30 ILCS 305/2.
 Bond Issue Notification Act, 30 ILCS 352/1.
 Local Government Debt Reform Act, 30 ILCS 350/.
 Tax Anticipation Note Act, 50 ILCS 420/.
 105 ILCS 5/17-16, 5/17-17, 5/18-18, and 5/19-1 et seq.

CROSS REF.: 4:10 (Fiscal and Business Management)

ADOPTED:

Operational Services

Insufficient Fund Checks and Debt Recovery

Insufficient Fund Checks

The Superintendent or designee is responsible for collecting up to the maximum fee authorized by State law for returned checks written to the District that are not honored upon presentation to the respective bank or other depository institution for any reason. The Superintendent is authorized to contact the Board Attorney whenever necessary to collect the returned check amount, fee, collection costs and expenses, and interest.

Delinquent Debt Recovery

The Superintendent is authorized to seek collection of delinquent debt owed the District to the fullest extent of the law.

A Local Debt Recovery Program may be available through the Illinois Office of the Comptroller (IOC) in the future. To participate in it, an intergovernmental agreement (IGA) between the District and the IOC must be in existence. The IGA establishes the terms under which the District may refer a delinquent debt to the IOC for an offset (deduction). The IOC may execute an offset, in the amount of the delinquent debt owed to the District, from a future payment that the State makes to an individual or entity responsible for paying the delinquent debt.

The Superintendent or designee shall execute the requirements of the IGA. While executing the requirements of the IGA, the Superintendent or designee is responsible, without limitation, for each of the following:

1. Providing a District-wide, uniform, method of notice and due process to the individual or entity against whom a claim for delinquent debt payment (*claim*) is made. Written notice and an opportunity to be heard must be given to the individual or entity responsible for paying a delinquent debt before the claim is certified to the IOC for offset. The notice must state the claim's amount, the reason for the amount due, the claim's date or time period, and a description of the process to challenge the claim. If reimbursable meals or snacks provided under the Hunger-Free Students' Bill of Rights Act are the basis of the District's delinquent debt claim of no less than \$500, the notice must be sent to a student's parent(s)/guardian(s) only after: (a) the student owes the District more than five meals and/or snacks; (b) the Superintendent or designee made: (i) repeated contacts to collect the amounts owed, and (ii) reasonable efforts to collect the amount due for at least one year; and (c) the District requested the student's parent(s)/guardian(s) to apply for meal benefits pursuant to policy 4:130, *Free and Reduced-Price Food Services*, and they either: (i) did not qualify, or (ii) refused to apply.
2. An individual or entity challenging a claim shall be provided an informal proceeding to refute the claim's existence, amount, or current collectability; the decision following this proceeding shall be reviewable.
 - a. If a waiver of student fees is requested as a challenge to paying the claim, and the waiver of student fees is denied, an appeal of the denial of a fee waiver request shall be handled according to 4:140, *Waiver of Student Fees*. If no waiver of student fees is requested, reviews regarding payment of the claim shall be handled according to this policy before certification to the IOC for offset.

- b. If application for meal benefits pursuant to policy 4:130, *Free and Reduced-Price Food Services*, is requested as a challenge to paying the claim, and the request is denied, an appeal of the denial of the request shall be handled according to 4:130, *Free and Reduced-Price Food Services*. If no request for meal benefits is received, review of the claim's payment shall be handled according to this policy before certification to the IOC for offset.
3. Certifying to the IOC that the debt is past due and legally enforceable, and notifying the IOC of any change in the status of an offset claim for delinquent debt.
4. Responding to requests for information from the IOC to facilitate the prompt resolution of any administrative review requests received by the IOC.

LEGAL REF.: 15 ILCS 405/10.05 and 10.05d.
105 ILCS 123/, Hunger-Free Students' Bill of Rights Act.
810 ILCS 5/3-806.

ADOPTED:

Operational Services

Payment Procedures

The Treasurer shall prepare a list of all due and payable bills, indicating vendor name and amount, and shall present it to the School Board in advance of the Board's first regular monthly meeting or, if necessary, a special meeting. These bills are reviewed by the Board, after which they may be approved for payment by Board order. Approval of all bills shall be given by a roll call vote and the votes shall be recorded in the minutes. The Treasurer shall pay the bills after receiving a Board order or pertinent portions of the Board minutes, even if the minutes are unapproved, provided the order or minutes are signed by the Board President and Secretary, or a majority of the Board.

The Treasurer is authorized, without further Board approval, to pay Social Security taxes, wages, pension contributions, utility bills, and other recurring bills. These disbursements shall be included in the listing of bills presented to the Board.

The Board authorizes the Superintendent or designee to establish revolving funds and a petty cash fund system for school cafeterias, lunchrooms, athletics, or similar purposes, provided such funds are maintained in accordance with Board policy 4:80, *Accounting and Audits*, and remain in the custody of an employee who is properly bonded according to State law.

LEGAL REF.: 105 ILCS 5/8-16, 5/10-7, and 5/10-20.19.
23 Ill.Admin.Code §100.70.

CROSS REF.: 4:55 (Use of Credit and Procurement Cards), 4:60 (Purchases and Contracts),
4:80 (Accounting and Audits)

ADOPTED:

Operational Services

Use of Credit and Procurement Cards

The Superintendent and employees designated by the Superintendent are authorized to use District credit and procurement cards to simplify the acquisition, receipt, and payment of purchases and travel expenses incurred on the District's behalf. Credit and procurement cards shall only be used for those expenses that are for the District's benefit and serve a valid and proper public purpose; they shall not be used for personal purchases. Cardholders are responsible for exercising due care and judgment and for acting in the District's best interests.

The Superintendent or designee shall manage the use of District credit and procurement cards by employees. It is the Board's responsibility, through the audit and approval process, to determine whether District credit and procurement card use by the Superintendent is appropriate.

In addition to the other limitations contained in this and other Board policies, District credit and procurement cards are governed by the following restrictions:

1. Credit and/or procurement cards may only be used to pay certain job-related expenses or to make purchases on behalf of the Board or District or any student activity fund, or for purposes that would otherwise be addressed through a conventional revolving fund.
2. The Superintendent or designee shall instruct the issuing bank to block the cards' use at unapproved merchants.
3. Each cardholder, other than the Superintendent, may charge no more than \$500 in a single purchase and no more than \$1000 within a given month without prior authorization from the Superintendent.
4. The Superintendent or designee must approve the use of a District credit or procurement card whenever such use is by telephone, fax, and the Internet. Permission shall be withheld when the use violates any Board policy, is from a vendor whose reputation has not been verified, or would be more expensive than if another available payment method were used.
5. The consequences for unauthorized purchases include, but are not limited to, reimbursing the District for the purchase amount, loss of cardholding privileges, and, if made by an employee, discipline up to and including discharge.
6. All cardholders must sign a statement affirming that they are familiar with this policy.
7. The Superintendent shall implement a process whereby all purchases using a District credit or procurement card are reviewed and approved by someone other than the cardholder or someone under the cardholder's supervision.
8. Cardholders must submit the original, itemized receipt to document all purchases.
9. No individual may use a District credit or procurement card to make purchases in a manner contrary to State law, including, but not limited to, the bidding and other purchasing requirements in 105 ILCS 5/10-20.21, or any Board policy.
10. The Superintendent or designee shall account for any financial or material reward or rebate offered by the company or institution issuing the District credit or procurement card and shall ensure that it is used for the District's benefit.

LEGAL REF.: 105 ILCS 5/10-20.21.
23 Ill.Admin.Code §100.70(d).

CROSS REF.: 4:50 (Payment Procedures), 4:60 (Purchases and Contracts), 4:80 (Accounting and Audits), 4:90 (Activity Funds), 5:60 (Expenses)

ADOPTED:

Pending Adoption

Operational Services

Purchases and Contracts

The Superintendent shall manage the District's purchases and contracts in accordance with State law, the standards set forth in this policy, and other applicable School Board policies.

Standards for Purchasing and Contracting

All purchases and contracts shall be entered into in accordance with State law. The Board Attorney shall be consulted as needed regarding the legal requirements for purchases or contracts. All contracts shall be approved or authorized by the Board.

All purchases and contracts should support a recognized District function or purpose as well as provide for good quality products and services at the lowest cost, with consideration for service, reliability, and delivery promptness, and in compliance with State law. No purchase or contract shall be made or entered into as a result of favoritism, extravagance, fraud, or corruption.

Adoption of the annual budget authorizes the Superintendent or designee to purchase budgeted supplies, equipment, and services, provided that State law is followed. Purchases of items outside budget parameters require prior Board approval, except in an emergency. Notwithstanding the above, the Superintendent shall not commit to any single, non-customary purchase or expenditure, excluding personnel, of greater than \$12,500.00 without prior Board approval.

When presenting a contract or purchase for Board approval, the Superintendent or designee shall ensure that it complies with applicable State law, including but not limited to, those specified below:

1. Supplies, materials, or work involving an expenditure in excess of \$25,000 must comply with the State law bidding procedure, 105 ILCS 5/10-20.21, unless specifically exempted.
2. Construction, lease, or purchase of school buildings must comply with State law and Board policy 4:150, *Facility Management and Building Programs*.
3. Guaranteed energy savings must comply with 105 ILCS 5/19b-1 *et seq.*
4. Third party non-instructional services must comply with 105 ILCS 5/10-22.34c.
5. Goods and services that are intended to generate revenue and other remunerations for the District in excess of \$1,000, including without limitation vending machine contracts, sports and other attire, class rings, and photographic services, must comply with 105 ILCS 5/10-20.21(b-5). The Superintendent or designee shall keep a record of: (1) each vendor, product, or service provided, (2) the actual net revenue and non-monetary remuneration from each contract or agreement, and (3) how the revenue was used and to whom the non-monetary remuneration was distributed. The Superintendent or designee shall report this information to the Board by completing the necessary forms that must be attached to the District's annual budget.
6. Any contract to purchase food with a bidder or offeror must comply with 105 ILCS 5/10-20.21(b-10).
7. The purchase of paper and paper products must comply with 105 ILCS 5/10-20.19c and Board policy 4:70, *Resource Conservation*.
8. Each contractor with the District is bound by each of the following:
 - a. In accordance with 105 ILCS 5/10-21.9(f): (1) prohibit any of its employees who is or was found guilty of a criminal offense listed in 105 ILCS 5/10-21.9(c) and 5/21B-80(c) to have direct, daily contact at a District school or school-related activity with one or more student(s); (2) prohibits any of the contractor's employees from having direct, daily

contact with one or more students if the employee was found guilty of any offense in 5/21B-80(b) (certain drug offenses) until seven years following the end of the employee's sentence for the criminal offense; and (3) require each of its employees who will have direct, daily contact with student(s) to cooperate during the District's fingerprint-based criminal history records check on him or her.

- b. In accordance with 105 ILCS 5/24-5: (1) concerning each new employee of a contractor that provides services to students or in schools, provide the District with evidence of physical fitness to perform the duties assigned and freedom from communicable disease if the employee will have direct, daily contact with one or more student(s); and (2) require any new or existing employee who has and will have direct, daily contact with one or more student(s) to complete additional health examinations as required by the District and be subject to additional health examinations, including tuberculosis screening, as required by the Ill. Department of Public Health rules or order of a local health official.

The Superintendent or designee shall: (1) execute the reporting and website posting mandates in State law concerning District contracts, and (2) monitor the discharge of contracts, contractors' performances, and the quality and value of services or products being provided.

LEGAL REF.: 105 ILCS 5/10-20.19c, 5/10-20.21, 5/10-21.9, 5/10-22.34c, 5/19b-1 et seq., and 5/24-5.
820 ILCS 130/.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 4:70 (Resource Conservation), 4:150 (Facility Management and Building Programs), 4:175 (Convicted Child Sex Offender; Screening; Notifications)

ADOPTED:

Operational Services

Resource Conservation

The Superintendent or designee shall manage a program of energy and resource conservation for the District that includes:

1. Periodic review of procurement procedures and specifications to ensure that purchased products and supplies are reusable, durable, or made from recycled materials, if economically and practically feasible.
2. Purchasing recycled paper and paper products in amounts that will, at a minimum, meet the specifications in the School Code, if economically and practically feasible.
3. Periodic review of procedures on the reduction of solid waste generated by academic, administrative, and other institutional functions. These procedures shall: (a) require recycling the District's waste stream, including landscape waste, computer paper, and white office paper, if economically and practically feasible; (b) include investigation of the feasibility of potential markets for other recyclable materials that are present in the District's waste stream; and (c) be designed to achieve, before July 1, 2020, at least a 50% reduction in the amount of solid waste that is generated by the District.
4. Adherence to energy conservation measures.

LEGAL REF.: 105 ILCS 5/10-20.19c.

CROSS REF.: 4:60 (Purchases and Contracts), 4:150 (Facility Management and Building Programs)

ADOPTED:

Operational Services

Accounting and Audits

The School District's accounting and audit services shall comply with the *Requirements for Accounting, Budgeting, Financial Reporting, and Auditing*, as adopted by the Ill. State Board of Education (ISBE), State and federal laws and regulations, and generally accepted accounting principles. Determination of liabilities and assets, prioritization of expenditures of governmental funds, and provisions for accounting disclosures shall be made in accordance with government accounting standards as directed by the auditor designated by the Board. The Superintendent, in addition to other assigned financial responsibilities, shall report monthly on the District's financial performance, both income and expense, in relation to the financial plan represented in the budget.

Annual Audit

At the close of each fiscal year, the Superintendent shall arrange an audit of the District funds, accounts, statements, and other financial matters. The audit shall be performed by an independent certified public accountant designated by the Board and be conducted in conformance with prescribed standards and legal requirements. A complete and detailed written audit report shall be provided to each Board member and to the Superintendent. The Superintendent shall annually, on or before October 15, submit an original and one copy of the audit to the Regional Superintendent of Schools.

Annual Financial Report

The Superintendent or designee shall annually prepare and submit the Annual Financial Report on a timely basis using the form adopted by the ISBE. The Superintendent shall review and discuss the Annual Financial Report with the Board before it is submitted.

Inventories

The Superintendent or designee is responsible for establishing and maintaining accurate inventory records. The inventory record of supplies and equipment shall include a description of each item, quantity, location, purchase date, and cost or estimated replacement cost, unless the supplies and equipment are acquired by the District pursuant to a federal or State grant award, in which case the inventory record shall also include the information required by 2 C.F.R. 200.313, if applicable. The Superintendent shall establish procedures for the management of property acquired by the District under grant awards that comply with federal and State law.

Capitalization Threshold

To be considered a capital asset for financial reporting purposes, a capital item must be at or above a capitalization threshold of \$5,000 and have an estimated useful life greater than one year.

Disposition of District Property

The Superintendent or designee shall notify the Board, as necessary, of the following so that the Board may consider its disposition: (1) District personal property (property other than buildings and land) that is no longer needed for school purposes, and (2) school site, building, or other real estate that is unnecessary, unsuitable, or inconvenient. Notwithstanding the above, the Superintendent or designee may unilaterally dispose of personal property of a diminutive value. The Superintendent shall establish procedures for the disposition of property acquired by the District under grant awards that comply with federal and State law.

Taxable Fringe Benefits

The Superintendent or designee shall: (1) require that all use of District property or equipment by employees is for the District's convenience and best interests unless it is a Board-approved fringe benefit, and (2) ensure compliance with the Internal Revenue Service regulations regarding when to report an employee's personal use of District property or equipment as taxable compensation.

Controls for Revolving Funds and Petty Cash

Revolving funds and the petty cash system are established in Board policy 4:50, *Payment Procedures*. The Superintendent shall: (1) designate a custodian for each revolving fund and petty cash fund, (2) obtain a bond for each fund custodian, and (3) maintain the funds in compliance with this policy, State law, and ISBE rules. A check for the petty cash fund may be drawn payable to the designated petty cash custodian. Each revolving fund shall be maintained in a bank that has been approved by the Board and established in an amount approved by the Superintendent consistent with the annual budget. All expenditures from these bank accounts must be directly related to the purpose for which the account was established and supported with documentation, including signed invoices or receipts. All deposits into these bank accounts must be accompanied with a clear description of their intended purpose. The Superintendent or designee shall include checks written to reimburse revolving funds on the Board's monthly listing of bills indicating the recipient and including an explanation.

Control Requirements for Checks

The Board must approve all bank accounts opened or established in the District's or a District school's name or with the District's Federal Employer Identification Number. All checks issued by the School District must be signed by either the Treasurer or Board President, except that checks from an account containing student activity funds and revolving accounts may be signed by the respective account custodian.

Internal Controls

The Superintendent is primarily responsible for establishing and implementing a system of internal controls for safeguarding the District's financial condition; the Board, however, will oversee these safeguards. The control objectives are to ensure efficient business and financial practices, reliable financial reporting, and compliance with State law and Board policies, and to prevent losses from fraud, waste, and abuse, as well as employee error, misrepresentation by third parties, or other imprudent employee action. The District's system of internal controls shall include the following:

1. All financial transactions must be properly authorized and documented.
2. Financial records and data must be accurate and complete.
3. Accounts payable must be accurate and punctual.
4. District assets must be protected from loss or misuse.
5. Incompatible duties should be segregated, if possible.
6. Accounting records must be periodically reconciled.
7. Equipment and supplies must be safeguarded.
8. Staff members with financial or business responsibilities must be properly trained and supervised, and must perform their responsibilities with utmost care and competence.
9. Any unnecessary weaknesses or financial risks must be promptly corrected.

The Superintendent or designee shall annually audit the District's financial and business operations for compliance with established internal controls and provide the results to the Board. The Board may from time-to-time engage a third-party to audit internal controls in addition to the annual audit.

LEGAL REF.: 2 C.F.R. §200 et seq.
30 ILCS 708/, Grant Accountability and Transparency Act, implemented by 44
Ill.Admin.Code 7000 et seq.
105 ILCS 5/2-3.27, 5/2-3.28, 5/3-7, 5/3-15.1, 5/5-22, 5/10-21.4, 5/10-20.19, 5/10-
22.8, and 5/17-1 et seq.
23 Ill.Admin.Code Part 100.

CROSS REF.: 4:10 (Fiscal and Business Management), 4:50 (Payment Procedures), 4:55 (Use
of Credit and Procurement Cards), 4:90 (Activity Funds)

ADOPTED:

Pending Adoption

Operational Services

Activity Funds

The School Board, upon the Superintendent or designee's recommendation, establishes student activity funds to be managed by student organizations under the guidance and direction of a staff member for educational, recreational, or cultural purposes.

The Superintendent or designee shall be responsible for supervising student activity funds in accordance with Board policy, 4:80, *Accounting and Audits*; State law; and the Illinois State Board of Education rules for student activity funds. The Board will appoint a treasurer for each fund to serve as the fund's sole custodian and be bonded in accordance with the School Code. The treasurer shall have all of the responsibilities specific to the treasurer listed in the Illinois State Board of Education rules for school activity funds, including the authority to make loans between activity funds.

Unless otherwise instructed by the Board, a student activity fund's balance will carry over to the next fiscal year. An account containing student activity funds that is inactive for 12 consecutive months shall be closed and its funds transferred to another student activity fund or authorized fund with a similar purpose.

LEGAL REF.: 105 ILCS 5/8-2 and 5/10-20.19.
23 Ill.Admin.Code §§100.20 and 100.80.

CROSS REF.: 4:80 (*Accounting and Audits*), 7:325 (*Student Fundraising Activities*)

ADOPTED:

Operational Services

Insurance Management

The Superintendent shall recommend and maintain all insurance programs that provide the broadest and most complete coverage available at the most economical cost, consistent with sound insurance principles.

The insurance program shall include each of the following:

1. Liability coverage to insure against any loss or liability of the School District and the listed individuals against civil rights damage claims and suits, constitutional rights damage claims and suits, and death and bodily injury and property damage claims and suits, including defense costs, when damages are sought for negligent or wrongful acts allegedly committed in the scope of employment or under the Board's direction or related to any mentoring services provided to the District's certified staff members; School Board members; employees; volunteer personnel authorized by 105 ILCS 5/10-22.34, 5/10-22.34a, and 5/10-22.34b; mentors of certified staff members authorized in 105 ILCS 5/21A-5 et seq. (new teacher), 105 ILCS 5/2-3.53a (new principal), and 2-3.53b (new superintendents); and student teachers.
2. Catastrophic accident insurance at the mandated benefit level for student athletes in grades 9 through 12 who sustain an accidental injury while participating in school-sponsored or school-supervised interscholastic athletic events sanctioned by the Ill. High School Association that results in medical expenses in excess of \$50,000.
3. Comprehensive property insurance covering a broad range of causes of loss involving building and personal property. The coverage amount shall normally be for the replacement cost or the insurable value.
4. Workers' Compensation to protect individual employees against financial loss in case of a work-related injury, certain types of disease, or death incurred in an employee-related situation.

Student Insurance

The Board shall annually designate a company to offer student accident insurance coverage. The Board does not endorse the plan nor recommend that parents/guardians secure the coverage, and any contract is between the parent(s)/guardian(s) and the company.

LEGAL REF.: Consolidated Omnibus Budget Reconciliation Act, Pub. L. 99-272, §10001, 100 Stat. 222, 4980B(f) of the I.R.S. Code, 42 U.S.C. §300bb-1 et seq.
 105 ILCS 5/10-20.20, 5/10-22.3, 5/10-22.3a, 5/10-22.3b, 5/10-22.3f, 5/10-22.34, 5/10-22.34a, 5/10-22.34b, and 5/22-15.
 215 ILCS 5/, Ill. Insurance Code.
 750 ILCS 75/, Ill. Religious Freedom Protection and Civil Union Act.
 820 ILCS 305/, Workers' Compensation Act.

ADOPTED:

Operational Services

Transportation

The District shall provide free transportation for any student in the District who resides: (1) at a distance of one and one-half miles or more from his or her assigned school, unless the School Board has certified to the Illinois State Board of Education that adequate public transportation is available, or (2) if adequate public transportation is not available, within one and one-half miles from his or her assigned school where walking to or from school or to or from a pick-up point or bus stop would constitute a *serious safety hazard* due to either (a) vehicular traffic or rail crossing or (b) *a course or pattern of criminal activity*, as defined in the Ill. Streetgang Terrorism Omnibus Prevention Act, 740 ILCS 147/. The District may provide transportation for other students residing within one and one-half miles from their assigned school. A student's parent(s)/guardian(s) may file a petition with the Board requesting transportation due to the existence of a serious safety hazard. Free transportation service and vehicle adaptation is provided for a special education student if included in the student's individualized educational program. The District may provide transportation to and from school-sponsored activities. If it is provided, participants will be expected to use such transportation, unless the parent or guardian is granted prior approval by the appropriate administrator. Non-public school students shall be transported in accordance with State law. Homeless students shall be transported in accordance with Section 45/1-15 of the Education for Homeless Children Act. Foster care students shall be transported in accordance with Section 6312(c)(5)(B) of the Elementary and Secondary Education Act.

Bus schedules and routes shall be determined by the Transportation Director and shall be altered only with the Transportation Director's approval and direction. In setting the routes, the pick-up and discharge points should be as safe for students as possible.

No school employee may transport students in school or private vehicles unless authorized by the administration.

Every vehicle regularly used for the transportation of students must pass safety inspections in accordance with State law and Illinois Department of Transportation regulations. The strobe light on a school bus may be illuminated only when the bus is actually being used as a school bus and (1) is stopping or stopped for loading or discharging students on a highway outside an urban area, or (2) is bearing one or more students. The Superintendent shall implement procedures in accordance with State law for accepting comment calls about school bus driving.

All contracts for charter bus services must contain the clause prescribed by State law regarding criminal background checks for bus drivers.

Pre-Trip and Post-Trip Vehicle Inspection

The Superintendent or designee shall develop and implement a pre-trip and post-trip inspection procedure to ensure that the school bus driver: (1) tests the two-way radio or cellular radio telecommunication device and ensures that it is functioning properly before the bus is operated, and (2) walks to the rear of the bus before leaving the bus at the end of each route, work shift, or work day, to check the bus for children or other passengers in the bus.

LEGAL REF.: 20 U.S.C. §6312(c)(5)(B), Elementary and Secondary Education Act.
42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.
105 ILCS 5/10-22.22 and 5/29-1 et seq.
105 ILCS 45/1-15 and /1-17.
625 ILCS 5/1-148.3a-5, 5/1-182, 5/11-1414.1, 5/12-813.1, 5/12-815, 5/12-816,
5/12-821, and 5/13-109.
23 Ill.Admin.Code §§1.510 and 226.750; Part 120.
92 Ill.Admin.Code Part 440.

CROSS REF.: 4:170 (Safety), 5:100 (Staff Development Program), 5:120 (Employee Ethics;
Conduct; and Conflict of Interest), 5:280 (Educational Support Personnel -
Duties and Qualifications), 6:140 (Education of Homeless Children), 6:170 (Title
I Programs), 7:220 (Bus Conduct)

ADOPTED:

Operational Services

Food Services

Good nutrition shall be promoted in the District's meal programs and in other food and beverages that are sold to students during the school day. The Superintendent shall manage a food service program that complies with this policy and is in alignment with School Board policy 6:50, *School Wellness*.

Food or beverage items sold to students as part of a reimbursable meal under federal law must follow the nutrition standards specified in the U.S. Dept. of Agriculture rules that implement the National School Lunch and Child Nutrition Acts. Schools being reimbursed for meals under these laws are *participating schools*.

The food service program in participating schools shall comply with the nutrition standards specified in the U.S. Dept. of Agriculture's *Smart Snacks rules* when it offers competitive foods to students on the school campus during the school day. *Competitive foods* are all food and beverages that are offered by any person, organization or entity for sale to students on the school campus during the school day that are not reimbursed under programs authorized by federal law. The food service programs in participating schools shall also comply with any applicable mandates in the Illinois State Board of Education's School Food Service rules implementing these federal laws and the Ill. School Breakfast and Lunch Program Act.

All revenue from the sale of any food or beverages sold in competition with the School Breakfast Program or National School Lunch Program to students in food service areas during the meal period shall accrue to the nonprofit school lunch program account.

LEGAL REF.: Russell B. National School Lunch Act, 42 U.S.C. §1751 et seq.
 Child Nutrition Act of 1966, 42 U.S.C. §1771 et seq.
 7 C.F.R. Parts 210 and 220, Food and Nutrition Service.
 105 ILCS 125/
 23 Ill.Admin.Code Part 305, School Food Service.

CROSS REF.: 4:130 (Free and Reduced-Price Food Services), 6:50 (School Wellness)

ADOPTED:

Operational Services

Free and Reduced-Price Food Services

Notice

The Superintendent shall be responsible for implementing the District's free and reduced-price food services policy and all applicable programs.

Eligibility Criteria and Selection of Children

A student's eligibility for free and reduced-price food services shall be determined by the income eligibility guidelines, family-size income standards, set annually by the U.S. Dept. of Agriculture and distributed by the Ill. State Board of Education.

Notification

At the beginning of each school year, by letter, the District shall notify students and their parents/guardians of: (1) eligibility requirements for free and reduced-price food service; (2) the application process; (3) the name and telephone number of a contact person for the program; and (4) other information required by federal law. The Superintendent shall provide the same information to: (1) informational media, the local unemployment office, and any major area employers contemplating layoffs; and (2) the District's website (if applicable), all school newsletters, or students' registration materials. Parents/guardians enrolling a child in the District for the first time, any time during the school year, shall receive the eligibility information.

Nondiscrimination Assurance

The District shall avoid publicly identifying students receiving free or reduced-price meals and shall use methods for collecting meal payments that prevent identification of children receiving assistance.

Appeal

A family may appeal the District's decision to deny an application for free and reduced-price food services or to terminate such services as outlined by the U.S. Dept. of Agriculture in 7 C.F.R. §245.7, Determining Eligibility for Free and Reduced-Price Meals and Free Milk in Schools. The Superintendent shall establish a hearing procedure for adverse eligibility decisions and provide by mail a copy of them to the family. The District may also use these procedures to challenge a child's continued eligibility for free or reduced-price meals or milk.

During an appeal, students previously receiving food service benefits shall not have their benefits terminated. Students who were denied benefits shall not receive benefits during the appeal.

The Superintendent shall keep on file for a period of three years a record of any appeals made and the hearing record. The District shall also maintain accurate and complete records showing the data and method used to determine the number of eligible students served free and reduced-price food services. These records shall be maintained for three years.

LEGAL REF.: U.S. Dept. of Agriculture, Food and Nutrition Service, National School Lunch Program, 7 C.F.R. Part 210.
U.S. Dept. of Agriculture, Food and Nutrition Service, Determining Eligibility for Free and Reduced-Price Meals and Free Milk in Schools, 7 C.F.R. Part 245.
105 ILCS 125/ and 126/.
23 Ill.Admin.Code §305.10 et seq.

ADOPTED:

Pending Adoption

Operational Services

Exhibit - Free and Reduced-Price Food Services; Meal Charge Notifications

On District letterhead, website, in student handbook, newsletters, bulletins, and/or calendars

Date:

To: Parents/Guardians, Students, and Staff

Re: Eligibility and Meal Charge Notifications

The following notification is provided at the beginning of each school year as federally required notification regarding eligibility requirements and the application process for the free and reduced-price food services that are listed in Board policy 4:130, *Free and Reduced-Price Food Services* and 4:140, *Waiver of Student Fees*. For more information, see www.fns.usda.gov/school-meals/unpaid-meal-charges, and/or contact the Building Principal or designee.

Free and Reduced-Price Food Services Eligibility

When the parents/guardians of students are unable to pay for their child(ren)'s meal services, meal charges will apply per a student's eligibility category and will be processed by the District accordingly.

A student's eligibility for free and reduced-price food services shall be determined by the income eligibility guidelines, family-size income standards, set annually by the U.S. Dept. of Agriculture, and distributed by the Ill. State Board of Education.

Meal Charges for Meals Provided by the District

The Building Principal and District staff will work jointly to prevent meal charges from accumulating. Every effort to collect all funds due to the District will be made on a regular basis and before the end of the school year. Contact your Building Principal or designee about whether your child(ren)'s charges may be carried over at the end of the school year, i.e., beyond June 30th.

Unpaid meal charges are considered delinquent debt when payment is overdue as defined by Board policy 4:45, *Insufficient Fund Checks and Debt Recovery* and the Hunger-Free Students' Bill of Rights Act (105 ILCS 123/, added by P.A. 100-1092). The District will make reasonable efforts to collect charges classified as delinquent debt.

When a student's funds are low or there is a negative balance, reminders will be provided to the staff, students, and their parent(s)/guardian(s) at regular intervals during the school year. State law allows the Building Principal to contact parents(s)/guardian(s) to attempt collection of the owed money when the amount owed is more than the amount of five lunches [*or insert lower amount*]. If a parent/guardian regularly fails to provide meal money for the child(ren) that he/she is responsible for in the District and does not qualify for free meal benefits, the Building Principal or designee will direct the next course of action. Continual failure to provide meal money may require the District to notify the Ill. Dept. of Children and Family Services (DCFS) and/or take legal steps to recover the unpaid meal charges, up to and including seeking an offset under the State Comptroller Act, if applicable.

LEGAL REF.: Healthy Hunger-Free Kids Act of 2010 (P.L. 111-296).
7 C.F.R. §245.5.
105 ILCS 123/, Hunger-Free Students' Bill of Rights Act.
23 Ill.Admin.Code Part 305, School Food Service.

DATED:

Pending Adoption

Operational Services

Waiver of Student Fees

The Superintendent will recommend to the School Board a schedule of fees, if any, to be charged students for the use of textbooks, consumable materials, extracurricular activities, and other school student fees. Students must also pay for the loss of or damage to school books or other school-owned materials.

Fees for textbooks, other instructional materials, and driver education are waived for students who meet the eligibility criteria for a fee waiver as described in this policy. In order that no student is denied educational services or academic credit due to the inability of parents/guardians to pay student fees, the Superintendent will recommend to the Board which additional fees, if any, the District will waive for students who meet the eligibility criteria for fee waiver. Students receiving a fee waiver are not exempt from charges for lost and damaged books, locks, materials, supplies, and equipment.

Notification

The Superintendent shall ensure that applications for fee waivers are widely available and distributed according to State law and Ill. State Board of Education (ISBE) rule and that provisions for assisting parents/guardians in completing the application are available.

Eligibility Criteria

A student shall be eligible for a fee waiver when the student currently lives in a household that meets the same income guidelines, with the same limits based on household size, that are used for the federal free meals program.

The Superintendent or designee will give additional consideration where one or more of the following factors are present:

- Illness in the family;
- Unusual expenses such as fire, flood, storm damage, etc.;
- Unemployment;
- Emergency situations;
- When one or more of the parents/guardians are involved in a work stoppage.

Verification

The Superintendent or designee must follow the verification requirements of 7 C.F.R. 245.6a when using the free lunch or breakfast eligibility guidelines pursuant to The National School Lunch Act as the basis for waiver of the student's fee(s).

Determination and Appeal

Within 30 calendar days after the receipt of a waiver request, the Superintendent or designee shall mail a notice to the parent/guardian whenever a waiver request is denied. The denial notice shall include: (1) the reason for the denial, (2) the process and timelines for making an appeal, and (3) a statement that the parent/guardian may reapply for a waiver any time during the school year if circumstances change. If the denial is appealed, the District shall follow the procedures for the resolution of appeals as provided in the ISBE rule on waiver of fees.

LEGAL REF.: 105 ILCS 5/10-20.13, 5/10-22.25, 5/27-24.2, and 5/28-19.2.
23 Ill.Admin.Code §1.245 [may contain unenforceable provisions].

CROSS REF.: 4:130 (Free and Reduced-Price Food Services)

ADOPTED:

Pending Adoption

Operational Services

Facility Management and Building Programs, Including Naming Buildings and Facilities

The Superintendent shall manage the District's facilities and grounds as well as facility construction and building programs in accordance with the law, the standards set forth in this policy, and other applicable School Board policies. The Superintendent or designee shall facilitate: (1) inspections of schools by the Regional Superintendent and State Fire Marshal or designee, (2) review of plans and specifications for future construction or alterations of a school if requested by the relevant municipality, county (if applicable), or fire protection district, and (3) compliance with the 10-year safety survey process required by the School Code.

Standards for Managing Buildings and Grounds

All District buildings and grounds shall be adequately maintained in order to provide an appropriate, safe, and energy efficient physical environment for learning and teaching. The Superintendent or designee shall provide the Board with periodic reports on maintenance data and projected maintenance needs that include cost analysis. Prior Board approval is needed for all renovations or permanent alterations to buildings or grounds when the total cost will exceed \$12,500, including the cost equivalent of staff time. This policy is not intended to discourage efforts to improve the appearance of buildings or grounds that are consistent with the designated use of those buildings and grounds.

Standards for Green Cleaning

For each District school with 50 or more students, the Superintendent or designee shall establish and supervise a green cleaning program that complies with the guidelines established by the Illinois Green Government Coordinating Council.

Standards for Facility Construction and Building Programs

As appropriate, the Board will authorize a comprehensive study to determine the need for facility construction and expansion. On an annual basis, the Superintendent or designee shall provide the Board with projected facility needs, enrollment trends, and other data impacting facility use. Board approval is needed for all new facility construction and expansion.

When making decisions pertaining to design and construction of school facilities, the Board will confer with members of the staff and community, the Ill. State Board of Education, and educational and architectural consultants, as it deems appropriate. The Board's facility goals are to:

1. Integrate facilities planning with other aspects of planning and goal-setting.
2. Base educational specifications for school buildings on identifiable student needs.
3. Design buildings for sufficient flexibility to permit new or modified programs.
4. Design buildings for maximum potential for community use.
5. Meet or exceed all safety requirements.
6. Meet requirements on the accessibility of school facilities to disabled persons as specified in State and federal law.
7. Provide for low maintenance costs, energy efficiency, and minimal environmental impact.

Naming Buildings and Facilities

Recognizing that the name for a school building, facility, or ground or field reflects on its public image, the Board's primary consideration will be to select a name that enhances the credibility and

stature of the school or facility. Any request to name or rename an existing facility should be submitted to the Board. When a facility is to be named or renamed, the Board President will appoint a special committee to consider nominations and make a recommendation, along with supporting rationale, to the Board. The Board will make the final selection. The Superintendent or designee may name a room or designate some area on a school's property in honor of an individual or group that has performed outstanding service to the school without using the process in this policy.

LEGAL REF.: 42 U.S.C. §12101 et seq., Americans with Disabilities Act of 1990, implemented by 28 C.F.R. Parts 35 and 36.
20 ILCS 3130/, Green Buildings Act.
105 ILCS 5/2-3.12, 5/10-20.49, 5/10-22.36, 5/10-20.63, and 5/17-2.11.
105 ILCS 140/, Green Cleaning Schools Act.
105 ILCS 230/, School Construction Law.
410 ILCS 25/, Environmental Barriers Act.
410 ILCS 35/25, Equitable Restrooms Act.
820 ILCS 130/, Prevailing Wage Act.
23 Ill.Admin.Code Part 151, School Construction Program; Part 180, Health/Life Safety Code for Public Schools; and Part 2800, Green Cleaning for Elementary and Secondary Schools.
71 Ill.Admin.Code Part 400, Ill. Accessibility Code.

CROSS REF.: 2:150 (Committees), 2:170 (Procurement of Architectural, Engineering, and Land Surveying Services), 4:60 (Purchases and Contracts), 8:70 (Accommodating Individuals with Disabilities)

ADOPTED:

Operational Services

Environmental Quality of Buildings and Grounds

The Superintendent shall take all reasonable measures to protect: (1) the safety of District personnel, students, and visitors on District premises from risks associated with hazardous materials, and (2) the environmental quality of the District's buildings and grounds. Before pesticides are used on District premises, the Superintendent or designee shall notify employees and parents/guardians of students as required by the Structural Pest Control Act, 225 ILCS 235/, and the Lawn Care Products Application and Notice Act, 415 ILCS 65/.

LEGAL REF.: 29 C.F.R. §1910.1030, Occupational Exposure to Bloodborne Pathogens, as adopted by the Illinois Department of Labor, 56 Ill.Admin.Code §350.700(b).
 29 C.F.R. §1910.1200, Occupational Safety and Health Administration Hazard Communication Standards, as adopted by 820 ILCS 255/1.5, Toxic Substances Disclosure to Employees Act.
 20 ILCS 3130/, Green Buildings Act.
 105 ILCS 5/10-20.17a; 5/10-20.48.
 105 ILCS 135/, Toxic Art Supplies in Schools Act.
 105 ILCS 140/, Green Cleaning School Act.
 225 ILCS 235/, Structural Pest Control Act.
 415 ILCS 65/, Lawn Care Products Application and Notice Act.
 820 ILCS 255/, Toxic Substances Disclosure to Employees Act. (*inoperative*)
 23 Ill.Admin.Code §1.330.

CROSS REF.: 4:150 (Facility Management and Building Programs), 4:170 (Safety)

ADOPTED:

Operational Services

Safety

Safety and Security

All District operations, including the education program, shall be conducted in a manner that will promote the safety and security of everyone on District property or at a District event. The Superintendent or designee shall develop, implement, and maintain a comprehensive safety and security plan that includes, without limitation:

1. An emergency operations and crisis response plan(s) addressing prevention, preparation, response, and recovery for each school;
2. Provisions for a coordinated effort with local law enforcement and fire officials, emergency medical services personnel, and the Board Attorney;
3. A school safety drill plan;
4. Instruction in safe bus riding practices; and
5. A clear, rapid, factual, and coordinated system of internal and external communication.

In the event of an emergency that threatens the safety of any person or property, students and staff are encouraged to follow the best practices discussed for their building regarding the use of any available cellular telephones.

School Safety Drill Plan

During every academic year, each school building that houses school children shall conduct, at a minimum, each of the following in accordance with the School Safety Drill Act (105 ILCS 128/):

1. Three school evacuation drills to address and prepare students and school personnel for fire incidents. One of these three drills shall require the participation of the local fire department or district.
2. One bus evacuation drill.
3. One severe weather and shelter-in-place drill to address and prepare students and school personnel for possible tornado incidents.
4. One law enforcement drill to address a school shooting incident and to evaluate the preparedness of school personnel and students. This drill shall occur no later than 90 days after the first day of school of each year, and shall require the participation of all school personnel and students present at school at the time of the drill, except for those exempted by administrators or school support personnel.

Annual Review

The Board or its designee will annually review each school building's emergency operations and crisis response plan(s), protocols, and procedures, as well as each building's compliance with the school safety drill plan. This annual review shall be in accordance with the School Safety Drill Act (105 ILCS 128/) and the Joint Rules of the Office of the State Fire Marshal and the Ill. State Board of Education (ISBE). 29 Ill.Admin.Code Part 1500.

Automated External Defibrillator (AED)

The Superintendent or designee shall implement a written plan for responding to medical emergencies at the District's physical fitness facilities in accordance with the Fitness Facility Medical Emergency Preparedness Act and shall file a copy of the plan with the Ill. Dept. of Public Health (IDPH). The plan shall provide for at least one automated external defibrillator (AED) to be available at every physical fitness facility on the premises according to State law requirements.

The District shall have an AED on site as well as a trained AED user: (1) on staff during staffed business hours; and (2) available during activities or events sponsored and conducted or supervised by the District. The Superintendent or designee shall ensure that every AED on the District's premises is properly tested and maintained in accordance with rules developed by the IDPH. This policy does not create an obligation to use an AED.

Carbon Monoxide Alarms

The Superintendent or designee shall implement a plan with the District's local fire officials to:

1. Determine which school buildings to equip with approved *carbon monoxide alarms* or *carbon monoxide detectors*,
2. Locate the required carbon monoxide alarms or carbon monoxide detectors within 20 feet of a carbon monoxide emitting device, and
3. Incorporate carbon monoxide alarm or detector activation procedures into each school building that requires a carbon monoxide alarm or detector. The Superintendent or designee shall ensure each school building annually reviews these procedures.

Soccer Goal Safety

The Superintendent or designee shall implement the Movable Soccer Goal Safety Act in accordance with the guidance published by the IDPH. Implementation of the Act shall be directed toward improving the safety of movable soccer goals by requiring that they be properly anchored.

Unsafe School Choice Option

The unsafe school choice option provided in State law permits students to transfer to another school within the District in certain situations. This transfer option is unavailable in this District because each grade is in only one attendance center. A student, who would otherwise have qualified for the choice option, or such a student's parent/guardian, may request special accommodations from the Superintendent or designee.

Lead Testing in Water

The Superintendent or designee shall implement testing for lead in each source of drinking water in school buildings in accordance with the Ill. Plumbing License Law and guidance published by the IDPH. The Superintendent or designee shall notify parent(s)/guardian(s) about the sampling results from their children's respective school buildings.

Emergency Closing

The Superintendent is authorized to close school(s) in the event of hazardous weather or other emergency that threatens the safety of students, staff members, or school property.

LEGAL REF.: 105 ILCS 5/10-20.2, 5/10-20.57, 5/18-12, and 5/18-12.5.
105 ILCS 128/, School Safety Drill Act, implemented by 29 Ill.Admin.Code Part 1500.
210 ILCS 74/, Physical Fitness Facility Medical Emergency Preparedness Act.
225 ILCS 320/35.5, Ill. Plumbing License Law.

CROSS REF.: 4:110 (Transportation), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 4:180 (Pandemic Preparedness), 5:30 (Hiring Process and Criteria), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

Pending Adoption

Operational Services

Convicted Child Sex Offender; Screening; Notifications

Persons Prohibited on School Property without Prior Permission

State law prohibits a child sex offender from being present on school property or loitering within 500 feet of school property when persons under the age of 18 are present, unless the offender meets either of the following two exceptions:

1. The offender is a parent/guardian of a student attending the school and has notified the Building Principal of his or her presence at the school for the purpose of: (i) attending a conference with school personnel to discuss the progress of his or her child academically or socially, (ii) participating in child review conferences in which evaluation and placement decisions may be made with respect to his or her child regarding special education services, or (iii) attending conferences to discuss other student issues concerning his or her child such as retention and promotion; or
2. The offender received permission to be present from the School Board, Superintendent, or Superintendent's designee. If permission is granted, the Superintendent or Board President shall provide the details of the offender's upcoming visit to the Building Principal.

In all cases, the Superintendent or designee shall supervise a child sex offender whenever the offender is in a child's vicinity. If a student is a sex offender, the Superintendent or designee shall develop guidelines for managing his or her presence in school.

Screening

The Superintendent or designee shall perform fingerprint-based criminal history records information checks and/or screenings required by State law or Board policy for employees; student teachers; students doing field or clinical experience other than student teaching; contractors' employees who have direct, daily contact with one or more children; and resource persons and volunteers. He or she shall take appropriate action based on the result of any criminal background check and/or screen.

Notification to Parents/Guardians

The Superintendent shall develop procedures for the distribution and use of information from law enforcement officials under the Sex Offender Community Notification Law and the Murderer and Violent Offender Against Youth Community Notification Law. The Superintendent or designee shall serve as the District contact person for purposes of these laws. The Superintendent and Building Principal shall manage a process for schools to notify the parents/guardians during school registration that information about sex offenders is available to the public as provided in the Sex Offender Community Notification Law. This notification must occur during school registration and at other times as the Superintendent or Building Principal determines advisable.

LEGAL REF.: 20 ILCS 2635/, Uniform Conviction Information Act.
720 ILCS 5/11-9.3.
730 ILCS 152/, Sex Offender Community Notification Law.
730 ILCS 154/75-105, Murderer and Violent Offender Against Youth Community
Notification Law.

CROSS REF.: 5:30 (Hiring Process and Criteria), 5:260 (Student Teachers), 6:250 (Community
Resource Persons and Volunteers), 8:30 (Visitors to and Conduct on School
Property), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

Pending Adoption

Operational Services

Pandemic Preparedness

The School Board recognizes that the District will play an essential role along with the local health department and emergency management agencies in protecting the public's health and safety if an influenza pandemic occurs. Pandemic influenza is a worldwide outbreak of a virus for which there is little or no natural immunity and no vaccine; it spreads quickly to people who have not been previously exposed to the new virus.

To prepare the School District community for a pandemic, the Superintendent or designee shall: (1) learn and understand the roles that the federal, State, and local government would play in an epidemic; (2) form a pandemic planning team consisting of appropriate District personnel and community members to identify priorities and oversee the development and implementation of a comprehensive pandemic influenza school action plan; and (3) build awareness of the final plan among staff, students, and community.

Emergency School Closing

In the case of a pandemic, any decision for an emergency school closing will be made by the Superintendent in consultation with and, if necessary, at the direction of the District's local health department, emergency management agencies, and Regional Office of Education.

LEGAL REF.: 105 ILCS 5/10-16.7 and 5/10-20.5.
 Ill. Dept. of Public Health Act (Part 1), 20 ILCS 2305/2(b).
 Ill. Emergency Management Agency Act, 20 ILCS 3305.
 Ill. Educational Labor Relations Act, 115 ILCS 5/.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:20 (Powers and Duties of the School Board; Indemnification), 4:170 (Safety), 7:90 (Release During School Hours), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

Operational Services

Targeted School Violence Prevention Program

Threats and acts of targeted school violence harm the District's environment and school community, diminishing students' ability to learn and a school's ability to educate. Providing students and staff with access to a safe and secure District environment is an important Board goal. While it is not possible for the District to completely eliminate threats in its environment, a Targeted School Violence Prevention Program (Program) using the collective efforts of local school officials, staff, students, families, and the community helps the District reduce these risks to its environment.

The Superintendent or designee shall develop and implement the Program. The Program oversees the maintenance of a District environment that is conducive to learning and working by identifying, assessing, classifying, responding to, and managing threats and acts of targeted school violence. The Program shall be part of the District's Comprehensive Safety and Security Plan, required by Board policy 4:170, *Safety*, and shall:

1. Establish a District-level School Violence Prevention Team to: (a) develop a District-level Targeted School Violence Prevention Plan, and (b) oversee the District's Building-level Threat Assessment Team(s).
2. Establish Building-level Threat Assessment Team(s) to assess and intervene with individuals whose behavior may pose a threat to safety. This team may serve one or more schools.
3. Comply with State and federal law and align with Board policies.

The Local Governmental and Governmental Employees Tort Immunity Act protects the District from liability. The Program does not: (1) replace the care of a physician licensed to practice medicine in all of its branches or a licensed medical practitioner or professional trained in violence prevention, assessments and counseling services, (2) extend beyond available resources within the District, (3) extend beyond the school day and/or school-sponsored events, or (4) guarantee or ensure the safety of students, District staff, or visitors.

LEGAL REF.: 105 ILCS 5/10-20.14, 5/10-21.7, 5/10-27.1A, 5/10-27.1B, 5/24-24, and 5/27-23.7.
105 ILCS 128/, School Safety Drill Act.
745 ILCS 10/, Local Governmental and Governmental Employees Tort Immunity Act.
29 Ill.Admin.Code Part 1500.

CROSS REF.: 2:240 (Board Policy Development), 4:170 (Safety), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:230 (Maintaining Student Discipline), 6:65 (Student Social and Emotional Development), 6:270 (Guidance and Counseling Program), 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:250 (Student Support Services), 7:290 (Suicide and Depression Awareness and Prevention), 7:340 (Student Records), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
SCHOOL BOARD POLICY MANUAL
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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

General Personnel

Equal Employment Opportunity and Minority Recruitment

The School District shall provide equal employment opportunities to all persons regardless of their race; color; creed; religion; national origin; sex; sexual orientation; age; ancestry; marital status; arrest record; military status; order of protection status; unfavorable military discharge; citizenship status provided the individual is authorized to work in the United States; use of lawful products while not at work; being a victim of domestic violence, sexual violence, or gender violence; genetic information; physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation; pregnancy, childbirth, or related medical conditions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Program Act, 410 ILCS 130/.

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager for the Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she: (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or (2) initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager for the Uniform Grievance Procedure. The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

John Troy, Asst. Superintendent

Name

26655 W Eames St Channahon, IL 60410

Address

jtroy@mchs.net

Email

(815) 521- 4294

Telephone

Complaint Managers:

Dr. Janel Grzetich

Name

26655 W Eames St Channahon, IL 60410

Address

jgrzetich@mchs.net

Email

(815) 521-4001

Telephone

Joe Pacetti

Name

26655 W Eames St Channahon, IL 60410

Address

jpacetti@mchs.net

Email

(815) 467-2140

Telephone

The Superintendent shall also use reasonable measures to inform staff members and applicants that the District is an equal opportunity employer, such as, by posting required notices and including this policy in the appropriate handbooks.

Minority Recruitment

The District will attempt to recruit and hire minority employees. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments. This policy, however, does not require or permit the District to give preferential treatment or special rights based on a protected status without evidence of past discrimination.

LEGAL REF.: 8 U.S.C. §1324a et seq., Immigration Reform and Control Act.
20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972, implemented by 34 C.F.R. Part 106.
29 U.S.C. §206(d), Equal Pay Act.
29 U.S.C. §621 et seq., Age Discrimination in Employment Act.
29 U.S.C. §701 et seq., Rehabilitation Act of 1973.
38 U.S.C. §4301 et seq., Uniformed Services Employment and Reemployment Rights Act (1994).
42 U.S.C. §1981 et seq., Civil Rights Act of 1991.
42 U.S.C. §2000e et seq., Title VII of the Civil Rights Act of 1964, implemented by 29 C.F.R. Part 1601.
42 U.S.C. §2000ff et seq., Genetic Information Nondiscrimination Act of 2008.
42 U.S.C. §2000d et seq., Title VI of the Civil Rights Act of 1964.
42 U.S.C. §2000e(k), Pregnancy Discrimination Act.
42 U.S.C. §12111 et seq., Americans with Disabilities Act, Title I.
Ill. Constitution, Art. I, §§17, 18, and 19.
105 ILCS 5/10-20.7, 5/20.7a, 5/21.1, 5/22.4, 5/23.5, 5/22-19, 5/24-4, 5/24-4.1, and 5/24-7.
410 ILCS 130/40, Compassionate Use of Medical Cannabis Program Act.
410 ILCS 513/25, Genetic Information Privacy Act.
740 ILCS 174/, Ill. Whistleblower Act.
775 ILCS 5/1-103, 5/2-102, 103, and 5/6-101, Ill. Human Rights Act.
775 ILCS 35/5, Religious Freedom Restoration Act.
820 ILCS 55/10, Right to Privacy in the Workplace Act.
820 ILCS 70/, Employee Credit Privacy Act.
820 ILCS 75/, Job Opportunities for Qualified Applicants Act.
820 ILCS 112/, Ill. Equal Pay Act of 2003.
820 ILCS 180/30, Victims' Economic Security and Safety Act.

820 ILCS 260/, Nursing Mothers in the Workplace Act.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 5:70 (Religious Holidays), 5:180 (Temporary Illness or Temporary Incapacity), 5:200 (Terms and Conditions of Employment and Dismissal), 5:250 (Leaves of Absence), 5:270 (Employment, At-Will, Compensation, and Assignment), 5:300 (Schedules and Employment Year), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 8:70 (Accommodating Individuals with Disabilities)

ADOPTED:

General Personnel

Workplace Harassment Prohibited

The School District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's actual or perceived race, color, religion, national origin, ancestry, sex, sexual orientation, age, citizenship status, disability, pregnancy, marital status, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's other protected status identified in Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policy 7:20, *Harassment of Students Prohibited*.

The District will take remedial and corrective action to address unlawful workplace harassment, including sexual harassment.

Sexual Harassment Prohibited

The School District shall provide a workplace environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. The District provides annual sexual harassment prevention training in accordance with State law.

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment prohibited by this policy includes, but is not limited to, verbal, physical, or other conduct. The terms intimidating, hostile, or offensive include, but are not limited to, conduct that has the effect of humiliation, embarrassment, or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

Making a Complaint

Employees and *nonemployees* (persons who are not otherwise employees and are directly performing services for the District pursuant to a contract with the District, including contractors and consultants) are encouraged to promptly report information regarding violations of this policy. Individuals may choose to report to a person of the individual's same gender. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available.

Aggrieved individuals, if they feel comfortable doing so, should directly inform the person engaging in the harassing conduct or communication that such conduct or communication is offensive and must stop.

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager. Employees may also report claims

using Board policy 2:260, *Uniform Grievance Procedure*. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

John Troy, Asst. Superintendent
Name
26655 W Eames St Channahon, IL 60410
Address
jtroy@mchs.net
Email
(815) 521- 4294
Telephone

Complaint Managers:

Dr. Janel Grzetich
Name
26655 W Eames St Channahon, IL 60410
Address
jgrzetich@mchs.net
Email
(815) 521-4001
Telephone

Joe Pacetti
Name
26655 W Eames St Channahon, IL 60410
Address
jpacetti@mchs.net
Email
(815) 467-2140
Telephone

Investigation Process

Supervisors, Building Principals, or administrators who receive a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. A supervisor or administrator who fails to promptly forward a report or complaint may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain a workplace environment that is productive, respectful, and free of unlawful discrimination, including harassment. The District shall investigate alleged workplace harassment when the Nondiscrimination Coordinator or a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.

Enforcement

A violation of this policy by an employee may result in discipline, up to and including discharge. A violation of this policy by a third party will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, i.e., vendor, parent, invitee, etc. Any employee making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, up to and including discharge.

Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing bona fide complaints or providing information about harassment is prohibited (see Board policy

2:260, *Uniform Grievance Procedure*), and whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/).

An employee should report allegations of retaliation to his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees who retaliate against others for reporting or complaining of violations of this policy or for participating in the reporting or complaint process will be subject to disciplinary action, up to and including discharge.

Recourse to State and Federal Fair Employment Practice Agencies

The District encourages all employees who have information regarding violations of this policy to report the information pursuant to this policy. The following government agencies are available to assist employees: the Ill. Dept. of Human Rights and the U. S. Equal Employment Opportunity Commission.

The Superintendent shall also use reasonable measures to inform staff members, applicants, and nonemployees of this policy, which shall include posting on the District website and/or making this policy available in the District's administrative office, and including this policy in the appropriate handbooks.

LEGAL REF.: Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq., implemented by 29 C.F.R. §1604.11.
Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., implemented by 34 C.F.R. Part 106.
State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a).
Ill. Human Rights Act, 775 ILCS 5/2-101(E) and (E-1), 5/2-102(A), (A-10), (D-5), 5/2-102(E-5), 5/2-109, 5/5-102, and 5/5-102.2.
56 Ill. Admin. Code Parts 2500, 2510, 5210, and 5220.
Burlington Industries v. Ellerth, 524 U.S. 742 (1998).
Crawford v. Metro. Gov't of Nashville & Davidson County, 555 U.S. 271 (2009).
Faragher v. City of Boca Raton, 524 U.S. 775 (1998).
Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992).
Harris v. Forklift Systems, 510 U.S. 17 (1993).
Jackson v. Birmingham Bd. of Educ., 544 U.S. 167 (2005).
Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986).
Oncale v. Sundowner Offshore Services, 523 U.S. 75 (1998).
Porter v. Erie Foods International, Inc., 576 F.3d 629 (7th Cir. 2009).
Sangamon County Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).
Vance v. Ball State University, 133 S. Ct. 2434 (2013).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 7:20 (Harassment of Students Prohibited)

ADOPTED:

General Personnel

Exhibit - Resolution to Prohibit Sexual Harassment

WHEREAS, Section 10-20 of the School Code (105 ILCS 5/10-20) grants school boards other powers that are not inconsistent with their duties;

WHEREAS, Section 1-5 of the State Officials and Employees Ethics Act (5 ILCS 430/1-5) includes school districts within the definition of a *governmental entity*;

WHEREAS, Section 5-65 of the State Officials and Employees Ethics Act (5 ILCS 430/5-65, added by P.A. 100-554) provides that all persons have a right to work in an environment free from sexual harassment;

WHEREAS, Section 70-5 of the State Officials and Employees Ethics Act (5 ILCS 430/70-5, amended by P.A.s 100-554 and 101-221) requires governmental entities to adopt an ordinance or resolution establishing a policy to prohibit sexual harassment which, at a minimum, includes: (1) a prohibition on sexual harassment; (2) details on how an individual can report an allegation of sexual harassment, including options for making a confidential report to a supervisor, ethics officer, Inspector General, or the Ill. Dept. of Human Rights; (3) a prohibition on retaliation for reporting sexual harassment allegations, including availability of whistleblower protections under the Act, the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/); (4) the consequences: (a) of a violation of the prohibition on sexual harassment; and (b) for knowingly making a false report; and (5) a mechanism for reporting and independent review of allegations of sexual harassment made against a Board member by a fellow Board member or other elected official;

THEREFORE, BE IT RESOLVED, by the Board of Education of [insert name], [insert county] County, Illinois, as follows:

Section 1: The Board adopts Board policies 2:105, *Ethics and Gift Ban*, and 5:20, *Workplace Harassment Prohibited*, attached as Exhibit A, which collectively contain the following: (1) a prohibition on sexual harassment; (2) detail regarding how an individual can report an allegation of sexual harassment, including options for making a confidential report to an immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, a Complaint Manager, or the Ill. Dept. of Human Rights; (3) a prohibition on retaliation for reporting sexual harassment allegations and a statement regarding the availability of whistleblower protections under the State Officials and Employees Ethics Act, the Whistleblower Act, and the Ill. Human Rights Act; and (4) the consequences: (a) of a violation of the prohibition on sexual harassment; and (b) for knowingly making a false report, and (5) a mechanism for reporting and independent review of allegations of sexual harassment made against a Board member by a fellow Board member or other elected official.

Section 2: Any prior versions of Board policies 2:105, *Ethics and Gift Ban*, and 5:20, *Workplace Harassment Prohibited*, adopted by the Board are superseded by this Resolution.

Adopted this ____ day of _____, 20__.

Attested by: _____, Board President

Attested by: _____, Board Secretary

General Personnel

Hiring Process and Criteria

The District hires the most qualified personnel consistent with budget and staffing requirements and in compliance with School Board policy on equal employment opportunity and minority recruitment. The Superintendent is responsible for recruiting personnel and making hiring recommendations to the Board. If the Superintendent's recommendation is rejected, the Superintendent must submit another. The Superintendent may select personnel on a short-term basis for a specific project or emergency condition before the Board's approval. No individual will be employed who has been convicted of a criminal offense listed in 105 ILCS 5/21B-80(c).

All applicants must complete a District application in order to be considered for employment.

Job Descriptions

The Board maintains the Superintendent's job description and directs, through policy, the Superintendent, in his or her charge of the District's administration.

The Superintendent shall develop and maintain a current comprehensive job description for each position or job category; however, a provision in a collective bargaining agreement or individual contract will control in the event of a conflict.

Investigations

The Superintendent or designee shall ensure that a fingerprint-based criminal history records check and a check of the Statewide Sex Offender Database and Violent Offender Against Youth Database is performed on each applicant as required by State law. When the applicant is a successful superintendent candidate who has been offered employment by the Board, the Board President shall ensure that these checks are completed. The Superintendent or designee, or if the applicant is a successful superintendent candidate, then the Board President shall notify an applicant if the applicant is identified in either database. The School Code requires the Board President to keep a conviction record confidential and share it only with the Superintendent, Regional Superintendent, State Superintendent, State Educator Preparation and Licensure Board, any other person necessary to the hiring decision, or for purposes of clarifying the information, the Ill. Dept. of State Police and/or Statewide Sex Offender Database. The Board reserves its right to authorize additional background inquiries beyond a fingerprint-based criminal history records check when it deems it appropriate to do so, in accordance with applicable laws.

Each newly hired employee must complete a U.S. Citizenship and Immigration Services Form as required by federal law.

The District retains the right to discharge any employee whose criminal background investigation reveals a conviction for committing or attempting to commit any of the offenses outlined in 105 ILCS 5/21B-80 or who falsifies, or omits facts from, his or her employment application or other employment documents. If an indicated finding of abuse or neglect of a child has been issued by the Ill. Department of Children and Family Services or by a child welfare agency of another jurisdiction for any applicant for student teaching, applicant for employment, or any District employee, then the Board must consider that person's status as a condition of employment.

The Superintendent shall ensure that the District does not engage in any investigation or inquiry prohibited by law and complies with each of the following:

1. The District uses an applicant's credit history or report from a consumer reporting agency only when a satisfactory credit history is an established bona fide occupational requirement of a particular position.
2. The District does not screen applicants based on their current or prior wages or salary histories, including benefits or other compensation, by requiring that the wage or salary history satisfy minimum or maximum criteria.
3. The District does not request or require a wage or salary history as a condition of being considered for employment, being interviewed, continuing to be considered for an offer of employment, an offer of employment, or an offer of compensation.
4. The District does not request or require an applicant to disclose wage or salary history as a condition of employment.
5. The District does not ask an applicant or applicant's current or previous employers about wage or salary history, including benefits or other compensation.
6. The District does not ask an applicant or applicant's previous employers about claim(s) made or benefit(s) received under the Workers' Compensation Act.
7. The District does not request of an applicant or employee access in any manner to his or her personal online account, such as social networking websites, including a request for passwords to such accounts.
8. The District provides equal employment opportunities to all persons. See policy 5:10, *Equal Employment Opportunity and Minority Recruitment*.

Physical Examinations

Each new employee must furnish evidence of physical fitness to perform assigned duties and freedom from communicable disease. The physical fitness examination must be performed by a physician licensed in Illinois, or any other state, to practice medicine and surgery in any of its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations. The employee must have the physical examination performed no more than 90 days before submitting evidence of it to the District.

Any employee may be required to have an additional examination by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations, if the examination is job-related and consistent with business necessity. The Board will pay the expenses of any such examination.

Orientation Program

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The District's staff will provide an orientation program for new employees to acquaint them with the District's policies and procedures, the school's rules and regulations, and the responsibilities of their position. Before beginning employment, each employee must sign the *Acknowledgement of Mandated Reporter Status* form as provided in policy 5:90, *Abused and Neglected Child Reporting*.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-20.7, 5/10-21.4, 5/10-21.9, 5/21B-10, 5/21B-80, 5/10-22.34, 5/10-22.34b, 5/22-6.5, and 5/24-5.
20 ILCS 2630/3.3, Criminal Identification Act.
820 ILCS 55/, Right to Privacy in the Workplace Act.
820 ILCS 70/, Employee Credit Privacy Act.
Americans with Disabilities Act, 42 U.S.C. §12112, and 29 C.F.R. Part 1630.
Fair Credit Reporting Act, 15 U.S.C. § 1681 *et seq.*
Immigration Reform and Control Act, 8 U.S.C. §1324a *et seq.*
Duldulao v. St. Mary of Nazareth Hospital, 136 Ill. App. 3d 763 (1st Dist. 1985),
aff'd in part and remanded 115 Ill.2d 482(Ill. 1987).
Kaiser v. Dixon, 127 Ill. App. 3d 251 (2nd Dist. 1984).
Molitor v. Chicago Title & Trust Co., 325 Ill. App. 124 (1st Dist. 1945).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 3:50 (Administrative Personnel Other Than the Superintendent), 4:60 (Purchases and Contracts), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:40 (Communicable and Chronic Infectious Disease), 5:90 (Abused and Neglected Child Reporting), 5:125 (Personal Technology and Social Media; Usage and Conduct), 5:220 (Substitute Teachers), 5:280 (Educational Support Personnel - Duties and Qualifications)

ADOPTED:

General Personnel

Compliance with the Fair Labor Standards Act

Job Classifications

The Superintendent will ensure that all job positions are identified as either “exempt” or “non-exempt” according to State law and the Fair Labor Standards Act (FLSA) and that employees are informed whether they are “exempt” or “non-exempt.” “Exempt” and “non-exempt” employee categories may include certificated and non-certificated job positions. All non-exempt employees, whether paid on a salary or hourly basis, are covered by minimum wage and overtime provisions.

Workweek and Compensation

The workweek for District employees will be 12:00 a.m. Saturday until 11:59 p.m. Friday. Non-exempt employees will be compensated for all hours worked in a workweek including overtime. For non-exempt employees paid a salary, the salary is paid for a 40-hour workweek even if an employee is scheduled for less than 40 hours. “Overtime” is time worked in excess of 40 hours in a single workweek.

Overtime

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

A non-exempt employee shall not work overtime without his or her supervisor’s express approval. All supervisors of non-exempt employees shall: (1) monitor overtime use on a weekly basis and report such use to the business office, (2) seek the Superintendent or designee’s written pre-approval for any long term or repeated use of overtime that can be reasonably anticipated, (3) ensure that overtime provisions of this policy and the FLSA are followed, and (4) ensure that employees are compensated for any overtime worked. Accurate and complete time sheets of actual hours worked during the workweek shall be signed by each employee and submitted to the business office. The business office will review work records of employees on a regular basis, make an assessment of overtime use, and provide the assessment to the Superintendent. In lieu of overtime compensation, non-exempt employees may receive compensatory time-off, according to Board policy 5:310, *Compensatory Time-Off*.

Suspension Without Pay

No exempt employee shall have his or her salary docked, such as by an unpaid suspension, if the deduction would cause a loss of the exempt status. Licensed employees may be suspended without pay in accordance with Board policy 5:240, *Professional Personnel - Suspension*. Non-licensed employees may be suspended without pay in accordance with Board policy 5:290, *Educational Support Personnel - Employment Termination and Suspensions*.

Implementation

The Superintendent or designee shall implement the policy in accordance with the FLSA, including its required notices to employees. In the event of a conflict between the policy and State or federal law, the latter shall control.

LEGAL REF.: 820 ILCS 105/4a.
Fair Labor Standards Act, 29 U.S.C. §201 et seq., 29 C.F.R. Parts 516, 541, 548,
553, 778, and 785.

CROSS REF.: 5:240 (Suspension), 5:290 (Employment Termination and Suspensions), 5:310
(Compensatory Time-Off)

ADOPTED:

Pending Adoption

General Personnel

Communicable and Chronic Infectious Disease

The Superintendent or designee shall develop and implement procedures for managing known or suspected cases of a communicable and chronic infectious disease involving District employees that are consistent with State and federal law, Illinois Department of Public Health rules, and School Board policies.

An employee with a communicable or chronic infectious disease is encouraged to inform the Superintendent immediately and grant consent to being monitored by the District's Communicable and Chronic Infectious Disease Review Team. The Review Team, if used, provides information and recommendations to the Superintendent concerning the employee's conditions of employment and necessary accommodations. The Review Team shall hold the employee's medical condition and records in strictest confidence, except to the extent allowed by law.

An employee with a communicable or chronic infectious disease will be permitted to retain his or her position whenever, after reasonable accommodations and without undue hardship, there is no substantial risk of transmission of the disease to others, provided an employee is able to continue to perform the position's essential functions. An employee with a communicable and chronic infectious disease remains subject to the Board's employment policies including sick and/or other leave, physical examinations, temporary and permanent disability, and termination.

LEGAL REF.: Americans With Disabilities Act, 42 U.S.C. §12101 et seq.; 29 C.F.R. §1630.1 et seq., amended by the Americans with Disabilities Act Amendments Act (ADAAA), Pub. L. 110-325.
 Rehabilitation Act of 1973, 29 U.S.C. §791; 34 C.F.R. §104.1 et seq.
 Department of Public Health Act, 20 ILCS 2305/6.
 105 ILCS 5/24-5.
 Personnel Record Review Act, 820 ILCS 40/.
 Control of Communicable Diseases, 77 Ill.Admin.Code Part 690.

CROSS REF.: 2:150 (Committees), 5:30 (Hiring Process and Criteria), 5:180 (Temporary Illness or Temporary Incapacity)

ADOPTED:

General Personnel

Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition

All District workplaces are drug- and alcohol-free workplaces.

All employees are prohibited from engaging in any of the following activities while on District premises or while performing work or being *on call* for the District:

1. Unlawful manufacture, dispensing, distribution, possession, or use of an illegal or controlled substance, or being impaired by or under the influence of any illegal substance or any detectible use of any illegal substance regardless of when or where the use occurred.
2. Distribution, consumption, use, possession, or being impaired by or under the influence of an alcoholic beverage; being present on District premises or while performing work for the District when alcohol consumption is detectible, regardless of when and/or where the use occurred.
3. Distribution, consumption, possession, use, or being impaired by or under the influence of cannabis; being present on District premises or while performing work for the District when impaired by or under the influence of cannabis, regardless of when and/or where the use occurred, unless distribution, possession, and/or use is by a school nurse or school administrator pursuant to *Ashley's Law*, 105 ILCS 5/22-33. The District considers employees impaired by or under the influence of cannabis when there is a good faith belief that an employee manifests the specific articulable symptoms listed in the Cannabis Regulation and Tax Act (CRTA).

For purposes of this policy a controlled substance means a substance that is:

1. Not legally obtainable,
2. Being used in a manner different than prescribed,
3. Legally obtainable, but has not been legally obtained, or
4. Referenced in federal or State controlled substance acts.

For purposes of this policy, *District premises* means workplace as defined in the CRTA in addition to District and school buildings, grounds, and parking areas; vehicles used for school purposes; and any location used for a School Board meeting, school athletic event, or other school-sponsored or school-sanctioned events or activities. *School grounds* means the real property comprising any school, any conveyance used to transport students to school or a school-related activity, and any public way within 1,000 feet of any school ground, designated school bus stops where students are waiting for the school bus, and school-sponsored or school-sanctioned events or activities. "Vehicles used for school purposes" means school buses or other school vehicles.

As a condition of employment, each employee shall:

1. Abide by the terms of the Board policy respecting a drug- and alcohol-free workplace; and
2. Notify his or her supervisor of his or her conviction under any criminal drug statute for a violation occurring on the District premises or while performing work for the District, no later than five calendar days after such a conviction.

Unless otherwise prohibited by this policy, prescription and over-the-counter medications are not prohibited when taken in standard dosages and/or according to prescriptions from the employee's licensed health care provider, provided that an employee's work performance is not impaired.

To make employees aware of the dangers of drug and alcohol abuse, the Superintendent or designee shall perform each of the following:

1. Provide each employee with a copy of this policy.
2. Post notice of this policy in a place where other information for employees is posted.
3. Make available materials from local, State, and national anti-drug and alcohol-abuse organizations.
4. Enlist the aid of community and State agencies with drug and alcohol informational and rehabilitation programs to provide information to District employees.
5. Establish a drug-free awareness program to inform employees about:
 - a. The dangers of drug abuse in the workplace,
 - b. Available drug and alcohol counseling, rehabilitation, re-entry, and any employee assistance programs, and
 - c. The penalties that the District may impose upon employees for violations of this policy.
6. Remind employees that policy 6:60, *Curriculum Content*, requires the District to educate students, depending upon their grade, about drug and substance abuse prevention and relationships between drugs, alcohol, and violence.

E-Cigarette, Tobacco, and Cannabis Prohibition

All employees are covered by the conduct prohibitions contained in policy 8:30, *Visitors to and Conduct on School Property*. The prohibition on the use of e-cigarettes, tobacco, and cannabis products applies both (1) when an employee is on school property, and (2) while an employee is performing work for the District at a school event regardless of the event's location.

Tobacco shall have the meaning provided in 105 ILCS 5/10-20.5b.

Cannabis shall have the meaning provided in the CRTA, 410 ILCS 705/1-10.

E-Cigarette is short for electronic cigarette and includes, but is not limited to, any electronic nicotine delivery system (ENDS), electronic cigar, electronic cigarillo, electronic pipe, electronic hookah, vape pen, or similar product or device, and any components or parts that can be used to build the product or device.

District Action Upon Violation of Policy

An employee who violates this policy may be subject to disciplinary action, including termination. In addition or alternatively, the Board may require an employee to successfully complete an appropriate drug- or alcohol-abuse rehabilitation program.

The Board shall take disciplinary action with respect to an employee convicted of a drug offense in the workplace within 30 days after receiving notice of the conviction.

Should District employees be engaged in the performance of work under a federal contract or grant, or under a State contract or grant of \$5,000 or more, the Superintendent shall notify the appropriate State or federal agency from which the District receives contract or grant monies of the employee's conviction within 10 days after receiving notice of the conviction.

Disclaimer

The Board reserves the right to interpret, revise or discontinue any provision of this policy pursuant to the **Suspension of Policies** subhead in policy 2:240, *Board Policy Development*.

- LEGAL REF.: Americans With Disabilities Act, 42 U.S.C. §12114.
Controlled Substances Act, 21 U.S.C. §812; 21 C.F.R. §1308.11-1308.15.
Drug-Free Workplace Act of 1988, 41 U.S.C. §8101 et seq.
Safe and Drug-Free School and Communities Act of 1994, 20 U.S.C. §7101 et seq.
30 ILCS 580/, Drug-Free Workplace Act.
105 ILCS 5/10-20.5b.
410 ILCS 82/, Smoke Free Illinois Act.
410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act.
410 ILCS 705/1-1 et seq., Cannabis Regulation and Tax Act.
720 ILCS 675, Prevention of Tobacco Use by Persons under 21 Years of Age
and Sale and Distribution of Tobacco Products Act.
820 ILCS 55/, Right to Privacy in the Workplace Act.
21 C.F.R. Parts 1100, 1140, and 1143.
23 Ill.Admin.Code §22.20.
- CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:120
(Employee Ethics; Conduct; and Conflict of Interest), 6:60 (Curriculum Content),
8:30 (Visitors to and Conduct on School Property)

ADOPTED:

General Personnel

Expenses

The Board regulates the reimbursement of all travel, meal, and lodging expenses by resolution. Money shall not be advanced or reimbursed, or purchase orders issued for: (1) the expenses of any person except the employee, (2) anyone's personal expenses, or (3) entertainment expenses. Entertainment includes, but is not limited to, shows, amusements, theaters, circuses, sporting events, or any other place of public or private entertainment or amusement, unless the entertainment is ancillary to the purpose of the program or event. The District is not responsible for losses due to an employee's own negligence, losses due to normal wear, or losses due to theft, unless the theft was a result of the District's negligence. Employees must submit the appropriate itemized, signed, standardized form(s) to support any requests for expense advancements, reimbursements, or purchase orders that show the following:

1. The amount of the estimated or actual expense, with attached receipts for actual incurred expenses.
2. The name and title of the employee who is requesting the expense advancement or reimbursement. Receipts from group functions must include the names, offices, and job titles of all participants.
3. The date(s) of the official business on which the expense advancement, reimbursement, or purchase order will be or was expended.
4. The nature of the official business conducted when the expense advancement, reimbursement, or purchase order will be or was expended.

Advancements

The Superintendent may advance expenses to teachers and other licensed employees for the anticipated actual and necessary expenses to be incurred while attending meetings that are related to their duties and will contribute to their professional development, provided they fall below the maximum allowed in the Board's expense regulations.

Expense advancement requests must be submitted to the Superintendent or designee on the District's standardized estimated expense approval form for employees. After spending expense advancements, employees must use the District's standardized expense reimbursement form and submit to the Superintendent: (a) the itemized, signed advancement voucher that was issued, and (b) the amount of actual expenses by attaching receipts. Any portion of an expense advancement not used must be returned to the District. Expense advancements and vouchers shall be presented to the Board in its regular bill process.

Reimbursements and Purchase Orders

Expense reimbursements and purchase orders may be issued by the Superintendent or designee to employees, along with other expenses necessary for the performance of their duties, provided the expenses fall below the maximum allowed in the Board's expense regulations.

Expense reimbursements and purchase order approvals are not guaranteed and, when possible, employees should seek pre-approval of expenses by providing an estimation of expenses on the District's standardized estimated expense approval form for employees, except in situations when the expense is diminutive. When pre-approval is not sought, employees must seek reimbursement on the

District's standardized expense reimbursement form for employees. Expense reimbursements and purchase orders shall be presented to the Board in its regular bill process.

Use of Credit and Procurement Cards

Credit and procurement card usage is governed by policy 4:55, *Use of Credit and Procurement Cards*.

Exceeding the Maximum Allowable Expense Amount(s)

All requests for expense advancements, reimbursements, and purchase orders exceeding the maximum allowed in the Board's expense regulations may only be approved when:

1. The Board's resolution to regulate expenses allows for such approval;
2. An emergency or other extraordinary circumstance exists; and
3. The request is approved by a roll call vote at an open Board meeting.

Registration

When possible, registration fees will be paid by the District in advance.

Travel

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The least expensive method of travel will be used, provided that no hardship will be caused to the employee. Employees will be reimbursed for:

1. Air travel at the coach or economy class commercial airline rate. First class or business class air travel will be reimbursed only if emergency circumstances warrant. The emergency circumstances must be explained on the expense form and Board approval of the additional expense is required. Copies of airline tickets must be attached to the expense form.
2. Rail or bus travel at actual cost. Rail or bus travel costs may not exceed the cost of coach airfare. Copies of tickets must be attached to the expense form to substantiate amounts.
3. Use of personal automobiles at the standard mileage rate approved by the Internal Revenue Service for income tax purposes. The reimbursement may not exceed the cost of coach airfare. Mileage for use of personal automobiles in trips to and from transportation terminals will also be reimbursed. Toll charges and parking costs will be reimbursed.
4. Automobile rental costs when the vehicle's use is warranted. The circumstances for such use must be explained on the expense form.
5. Taxis, airport limousines, or other local transportation costs.

Meals

Meals charged to the District should represent mid-fare selections for the hotel/meeting facility or general area. Tips are included with meal charges. Expense forms must explain the meal charges incurred. Alcoholic beverages will not be reimbursed.

Lodging

Employees should request conference rate or mid-fare room accommodations. A single room rate will be reimbursed. Employees should pay personal expenses at checkout. If that is impossible, deductions for the charges should be made on the expense form.

Miscellaneous Expenses

Employees may seek reimbursement for other expenses incurred while attending a meeting sponsored by organizations described herein by fully describing the expenses on the expense form, attaching receipts.

LEGAL REF.: 50 ILCS 150/, Local Government Travel Expense Control Act.
105 ILCS 5/10-22.32.
820 ILCS 115/9.5, Ill. Wage Payment and Collection Act.

CROSS REF.: 2:125 (Board Member Compensation; Expenses), 2:240 (Board Policy Development), 4:50 (Payment Procedures), 4:55 (Use of Credit and Procurement Cards)

ADOPTED:

General Personnel

Exhibit - Employee Expense Reimbursement Form

Submit to the Superintendent. Use of this form is required by 2:125-E3, Resolution to Regulate Expense Reimbursements. Please print and attach receipts for all expenditures.

Name: _____

Title/Office: _____

Destination: _____

Purpose: _____

Departure Date: _____

Return Date: _____

Receipts attached

Request Date: _____

Approved expense advancement (voucher) attached, if applicable* (*Completed 5:60-E2, Employee Estimated Expense Approval Form.*)

Actual Expense Report										
*Employees will be reimbursed for actual and necessary expenses that exceed the amount advanced, but must refund any expense advancement that exceeds the actual and necessary expenses incurred. (105 ILCS 5/10-22.32)										
Auto Travel Allowance: _____ per mile										
Date	Mileage		Comm. Travel Expenses	Lodging	Meals			Other Item	Cost	Daily Total
	Miles	Cost			Bkfst	Lunch	Dinner			
Subtotal										
Advances										
TOTAL (<i>A negative amount indicates refund due from employee.</i>)									\$	

Superintendent (*below maximum allowable amount*): _____

Approved **Denied**

Approved in Part

Superintendent Signature

Date

School Board Action (*exceeds maximum allowable amount*): _____

Approved **Denied**

Approved in Part

Employee Signature

Date

DATED:

General Personnel

Exhibit - Employee Estimated Expense Approval Form

Submit to the Superintendent. Use of this form is required by 2:125-E3, Resolution to Regulate Expense Reimbursements. Please print.

Name: _____ Title/Office: _____

Travel Destination: _____ Purpose: _____

- Estimated Expenses Approval Requested** (50 ILCS 150/20)
- Purchase Order Requested** Purchase Order #: _____
- Expense Advancement Voucher Requested** (105 ILCS 5/10-22.32)

Voucher Amount: _____

Estimated Expense Report										
Departure date: _____					Return date: _____					
Auto Travel Allowance: _____ per mile										
Date	Mileage		Comm. Travel Expenses	Lodging	Meals			Other		Daily Total
	Miles	Cost			Bkfst	Lunch	Dinner	Item	Cost	
Total										\$

Superintendent (*below maximum allowable amount*): **Approved** **Denied**
 Approved in Part

 Superintendent Signature Date

School Board Action (*exceeds maximum allowable amount*): **Approved** **Denied**
 Approved in Part

 Employee Signature Date

DATED: _____

General Personnel

Religious Holidays

The Superintendent shall grant an employee's request for time off to observe a religious holiday if the employee gives at least five days' prior notice and the absence does not cause an undue hardship.

Employees may use earned vacation time or personal leave to make up the absence, provided such time is consistent with the District's operational needs. A per diem deduction may also be requested by the employee.

LEGAL REF.: Religious Freedom Restoration Act, 775 ILCS 35/15.
Illinois Human Rights Act, 775 ILCS 5/2-101 and 5/2-102.

ADOPTED:

Pending Adoption

General Personnel

Court Duty

The District will pay full salary during the time an employee is absent due to court duty or, pursuant to a subpoena, serves as a witness or has a deposition taken in any school-related matter pending in court.

The District will deduct any fees that an employee receives for such duties, less mileage and meal expenses, from the employee's compensation, or make arrangements for the employee to endorse the fee check to the District.

An employee should give at least five days' prior notice of pending court duty to the District.

Jury Duty

Please refer to the applicable collective bargaining agreement(s).

LEGAL REF.: 105 ILCS 5/10-20.7.

ADOPTED:

General Personnel

Abused and Neglected Child Reporting

Any District employee who suspects or receives knowledge that a student may be an abused or neglected child or, for a student aged 18 through 21, an abused or neglected individual with a disability, shall: (1) immediately report or cause a report to be made to the Ill. Dept. of Children and Family Services (DCFS) on its Child Abuse Hotline 1-800-25-ABUSE (1-800-252-2873)(within Illinois); 1-217-524-2606 (outside of Illinois); or 1-800-358-5117 (TTY), and (2) follow directions given by DCFS concerning filing a written report within 48 hours with the nearest DCFS field office. Any District employee who believes a student is in immediate danger of harm, shall first call 911. The employee shall also promptly notify the Superintendent or Building Principal that a report has been made. The Superintendent or Building Principal shall immediately coordinate any necessary notifications to the student's parent(s)/guardian(s) with DCFS, the applicable school resource officer (SRO), and/or local law enforcement.

Negligent failure to report occurs when a District employee personally observes an instance of suspected child abuse or neglect and reasonably believes, in his or her professional or official capacity, that the instance constitutes an act of child abuse or neglect under the Abused and Neglected Child Reporting Act (ANCRA) and he or she, without willful intent, fails to immediately report or cause a report to be made of the suspected abuse or neglect to DCFS.

Any District employee who discovers child pornography on electronic and information technology equipment shall immediately report it to local law enforcement, the National Center for Missing and Exploited Children's CyberTipline 1-800-THE-LOST (1-800-843-5678) or online at report.cybertip.org/ or www.missingkids.org. The Superintendent or Building Principal shall also be promptly notified of the discovery and that a report has been made.

Any District employee who observes any act of hazing that does bodily harm to a student must report that act to the Building Principal, Superintendent, or designee who will investigate and take appropriate action. If the hazing results in death or great bodily harm, the employee must first make the report to law enforcement and then to the Superintendent or Building Principal. Hazing is defined as any intentional, knowing, or reckless act directed to or required of a student for the purpose of being initiated into, affiliating with, holding office in, or maintaining membership in any group, organization, club, or athletic team whose members are or include other students.

Abused and Neglected Child Reporting Act (ANCRA), School Code, and Erin's Law Training

The Superintendent or designee shall provide staff development opportunities for District employees in the detection, reporting, and prevention of child abuse and neglect.

All District employees shall:

1. Before beginning employment, sign the *Acknowledgement of Mandated Reporter Status* form provided by DCFS. The Superintendent or designee shall ensure that the signed forms are retained.
2. Complete mandated reporter training as required by law within three months of initial employment and at least every three years after that date.

The Superintendent will encourage all District educators to complete continuing professional development that addresses the traits and identifiers that may be evident in students who are victims of child sexual abuse, including recognizing and reporting child sexual abuse and providing appropriate follow-up and care for abused students as they return to the classroom setting.

Alleged Incidents of Sexual Abuse: Investigations

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A, that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

If a District employee reports an alleged incident of sexual abuse to DCFS and DCFS accepts the report for investigation, DCFS will refer the matter to the local Children's Advocacy Center (CAC). The Superintendent or designee will implement procedures to coordinate with the CAC.

DCFS and/or the appropriate law enforcement agency will inform the District when its investigation is complete or has been suspended, as well as the outcome of its investigation. The existence of a DCFS and/or law enforcement investigation will not preclude the District from conducting its own parallel investigation into the alleged incident of sexual abuse in accordance with policy 7:20, *Harassment of Students Prohibited*.

Special Superintendent Responsibilities

The Superintendent shall execute the requirements in Board policy 5:150, *Personnel Records*, whenever another school district requests a reference concerning an applicant who is or was a District employee and was the subject of a report made by a District employee to DCFS.

The Superintendent shall notify the State Superintendent and the Regional Superintendent in writing when he or she has reasonable cause to believe that a license holder was dismissed or resigned from the District as a result of an act that made a child an abused or neglected child. The Superintendent must make the report within 30 days of the dismissal or resignation and mail a copy of the notification to the license holder.

Special School Board Member Responsibilities

Each individual Board member must, if an allegation is raised to the member during an open or closed Board meeting that a student is an abused child as defined in ANCRA, direct or cause the Board to direct the Superintendent or other equivalent school administrator to comply with ANCRA's requirements concerning the reporting of child abuse.

If the Board determines that any District employee, other than an employee licensed under 105 ILCS 5/21B, has willfully or negligently failed to report an instance of suspected child abuse or neglect as required by ANCRA, the Board may dismiss that employee immediately.

LEGAL REF.: 105 ILCS 5/10-21.9.
20 ILCS 1305/1-1 *et seq.*, Department of Human Services Act.
325 ILCS 5/, Abused and Neglected Child Reporting Act.
720 ILCS 5/12C-50.1, Criminal Code of 2012.

CROSS REF.: 2:20 (Powers and Duties of the School Board; Indemnification), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:200 (Terms and Conditions of Employment and Dismissal), 5:290 (Employment Terminations and Suspensions), 6:120 (Education of Children with Disabilities), 6:250 (Community Resource Persons and Volunteers), 7:20 (Harassment of Students Prohibited), 7:150 (Agency and Police Interviews)

ADOPTED:

General Personnel

Staff Development Program

The Superintendent or designee shall implement a staff development program. The goal of such program shall be to update and improve the skills and knowledge of staff members in order to achieve and maintain a high level of job performance and satisfaction. Additionally, the development program for licensed staff members shall be designed to effectuate the District and School Improvement Plans so that student learning objectives meet or exceed goals established by the District and State.

The staff development program shall provide, at a minimum, at least once every two years, the in-service training of licensed school personnel and administrators on current best practices regarding the identification and treatment of attention deficit disorder and attention deficit hyperactivity disorder, the application of non-aversive behavioral interventions in the school environment, and the use of psychotropic or psychostimulant medication for school-age children.

The staff development program shall provide, at a minimum, once every two years, the in-service training of all District staff on educator ethics, teacher-student conduct, and school employee-student conduct.

In addition, the staff development program shall include each of the following:

1. At least, once every two years, training of all District staff by a person with expertise on anaphylactic reactions and management.
2. At least every two years, an in-service to train school personnel, at a minimum, to understand, provide information and referrals, and address issues pertaining to youth who are parents, expectant parents, or victims of domestic or sexual violence.
3. Training that, at a minimum, provides District staff with a basic knowledge of matters relating to acquired immunodeficiency syndrome (AIDS) and the availability of appropriate sources of counseling and referral.
4. Training for licensed school personnel and administrators who work with students in grades 9 through 12 to identify the warning signs of mental illness and suicidal behavior in youth along with appropriate intervention and referral techniques.
5. Abused and Neglected Child Reporting Act (ANCRA), School Code, and *Erin's Law* Training as follows:
 - a. Staff development for local school site personnel who work with students in grades kindergarten through 8, in the detection, reporting and prevention of child abuse and neglect (see policy 5:90, *Abused and Neglected Child Reporting*).
 - b. Within three months of employment, each staff member must complete mandated reporter training from a provider or agency with expertise in recognizing and reporting child abuse. Mandated reporter training must be completed again at least every three years (see policy 5:90, *Abused and Neglected Child Reporting*).
 - c. Informing educators about the recommendation in the *Erin's Law* Taskforce Report requesting them to attend continuing professional development programs that address the prevention and identification of child sexual abuse (see policy 5:90, *Abused and Neglected Child Reporting*).
6. Education for staff instructing students in grades 9 through 12, concerning teen dating violence as recommended by the District's Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students or Complaint Manager.

7. Ongoing professional development for teachers, administrators, school resource officers, and staff regarding the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, the appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.
8. Annual continuing education and/or training opportunities (*professional standards*) for school nutrition program directors, managers, and staff. Each school food authority's director shall document compliance with this requirement by the end of each school year and maintain documentation for a three year period.
9. All high school coaching personnel, including the head and assistant coaches, and athletic directors must obtain online concussion certification by completing online concussion awareness training in accordance with 105 ILCS 25/1.15. Coaching personnel and athletic directors hired on or after 8-19-2014 must be certified before their position's start date.
10. The following individuals must complete concussion training as specified in the Youth Sports Concussion Safety Act: coaches and assistant coaches (whether volunteer or employee) of an interscholastic athletic activity; nurses, licensed and/or non-licensed healthcare professionals serving on the Concussion Oversight Team; athletic trainers; game officials of an interscholastic athletic activity; and physicians serving on the Concussion Oversight Team.
11. Every two years, school personnel who work with students must complete an in-person or online training program on the management of asthma, the prevention of asthma symptoms, and emergency response in the school setting.
12. Training for school personnel to develop cultural competency, including understanding and reducing implicit racial bias.
13. For school personnel who work with hazardous or toxic materials on a regular basis, training on the safe handling and use of such materials.
14. For nurses, administrators, guidance counselors, teachers, persons employed by a local health department and assigned to a school, and persons who contract with the District to perform services in connection with a student's seizure action plan, training in the basics of seizure recognition, first aid, and appropriate emergency protocols.
15. For all District staff, annual sexual harassment prevention training.

The Superintendent shall develop protocols for administering youth suicide awareness and prevention education to staff consistent with Board policy 7:290, *Suicide and Depression Awareness and Prevention*.

An opportunity shall be provided for all staff members to acquire, develop, and maintain the knowledge and skills necessary to properly administer life-saving techniques and first aid, including the Heimlich maneuver, cardiopulmonary resuscitation, and the use of an automated external defibrillator, in accordance with a nationally recognized certifying organization. Physical fitness facilities' staff must be trained in cardiopulmonary resuscitation and use of an automated external defibrillator.

LEGAL REF.: Healthy, Hunger-Free Kids Act of 2010, 42 U.S.C. §1758b, Pub. L. 111-296.
7 C.F.R. Parts 210 and 235.
105 ILCS 5/2-3.62, 5/10-20.17a, 5/10-20.61, 5/10-22.6(c-5), 5/10-22.39, 5/10-23.12, 5/22-80(h), and 5/24-5.
105 ILCS 25/1.15, Interscholastic Athletic Organization Act.
105 ILCS 150/25, Seizure Smart School Act.
105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.
325 ILCS 5/4, Abused and Neglected Child Reporting Act.
745 ILCS 49/, Good Samaritan Act.
775 ILCS 5/2-109, Ill. Human Rights Act.
23 Ill.Admin.Code §§ 22.20, 226.800, and Part 525.
77 Ill.Admin.Code §527.800.

CROSS REF.: 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 4:160 (Environmental Quality of Buildings and Grounds), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:250 (Leaves of Absence), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:50 (School Wellness), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:270 (Administering Medicines to Students), 7:285 (Food Allergy Management Program), 7:290 (Suicide and Depression Awareness and Prevention), 7:305 (Student Athlete Concussions and Head Injuries)

ADOPTED:

General Personnel

Recognition for Service

The School Board will periodically recognize those District employees who contribute significantly to the educational programs and welfare of the students.

ADOPTED:

Pending Adoption

General Personnel

Employee Ethics; Conduct; and Conflict of Interest

Professional and Appropriate Conduct

All District employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain professional and appropriate relationships with students, parents, staff members, and others. In addition, the *Code of Ethics for Illinois Educators*, adopted by the Illinois State Board of Education, is incorporated by reference into this policy. Any employee who sexually harasses a student, willfully or negligently fails to report an instance of suspected child abuse or neglect as required by the Abused and Neglected Child Reporting Act (325 ILCS 5/), or otherwise violates an employee conduct standard will be subject to discipline up to and including dismissal.

Statement of Economic Interests

The following employees must file a *Statement of Economic Interests* as required by the Illinois Governmental Ethics Act:

1. Superintendent;
2. Building Principal;
3. Head of any department;
4. Any employee who, as the District's agent, is responsible for negotiating one or more contracts including collective bargaining agreement(s), in the amount of \$1,000 or greater;
5. Hearing officer;
6. Any employee having supervisory authority for 20 or more employees; and
7. Any employee in a position that requires an administrative or a chief school business official endorsement.

Ethics and Gift Ban

School Board policy 2:105, *Ethics and Gift Ban* applies to all District employees. Students shall not be used in any manner for promoting a political candidate or issue.

Prohibited Interests; Conflict of Interest; and Limitation of Authority

In accordance with Section 22-5 of the School Code, "no school officer or teacher shall be interested in the sale, proceeds, or profits of any book, apparatus, or furniture used or to be used in any school with which such officer or teacher may be connected," except when the employee is the author or developer of instructional materials listed with the Illinois State Board of Education and adopted for use by the Board. An employee having an interest in instructional materials must file an annual statement with the Board Secretary.

For the purpose of acquiring profit or personal gain, no employee shall act as an agent of the District nor shall an employee act as an agent of any business in any transaction with the District. This includes participation in the selection, award or administration of a contract supported by a federal award or State award governed by the Grant Accountability and Transparency Act (GATA) (30 ILCS 708/) when the employee has a real or apparent conflict of interest. A conflict of interest arises when an employee or any of the following individuals has a financial or other interest in the entity selected for the contract:

1. Any person that has a close personal relationship with an employee that may compromise or impair the employee's fairness and impartiality, including a member of the employee's immediate family or household;
2. An employee's business partner; or
3. An entity that employs or is about to employ the employee or one of the individuals listed in one or two above.

Employees shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to agreements or contracts. Situations in which the interest is not substantial or the gift is an unsolicited item of nominal value must comply with State law and Board policy 2:105, *Ethics and Gift Ban*.

Outside Employment

Employees shall not engage in any other employment or in any private business during regular working hours or at such other times as are necessary to fulfill appropriate assigned duties.

Incorporated

by reference: 5:120-E (Code of Ethics for Illinois Educators)

LEGAL REF.:

U.S. Constitution, First Amendment.
 2 C.F.R. §200.318(c)(1).
 5 ILCS 420/4A-101, Ill. Governmental Ethics Act.
 5 ILCS 430/, State Officials and Employee Ethics Act.
 30 ILCS 708/, Grant Accountability and Transparency Act.
 50 ILCS 135/, Local Governmental Employees Political Rights Act.
 105 ILCS 5/10-22.39 and 5/22-5.
 325 ILCS 5/, Abused and Neglected Child Reporting Act.
 775 ILCS 5/5A-102, Ill. Human Rights Act.
 23 Ill.Admin.Code Part 22, Code of Ethics for Illinois Educators.
Pickering v. Board of Township H.S. Dist. 205, 391 U.S. 563 (1968).
Garcetti v. Ceballos, 547 U.S. 410 (2006).

CROSS REF.:

2:105 (Ethics and Gift Ban), 4:60 (Purchases and Contracts), 5:100 (Staff Development Program), 5:125 (Personal Technology and Social Media; Usage and Conduct)

ADOPTED:

General Personnel

Personal Technology and Social Media; Usage and Conduct

Definitions

Includes - Means “includes without limitation” or “includes, but is not limited to.”

Social media - Media for social interaction, using highly accessible communication techniques through the use of web-based and mobile technologies to turn communication into interactive dialogue. This includes, but is not limited to, services such as *Facebook*, *LinkedIn*, *Twitter*, *Instagram*, *Snapchat*, and *YouTube*.

Personal technology - Any device that is not owned or leased by the District or otherwise authorized for District use and: (1) transmits sounds, images, text, messages, videos, or electronic information, (2) electronically records, plays, or stores information, or (3) accesses the Internet, or private communication or information networks. This includes laptop computers (e.g., laptops, ultrabooks, and chromebooks), tablets (e.g., iPads®, Kindle®, Microsoft Surface®, and other Android® platform or Windows® devices), smartphones (e.g., iPhone®, BlackBerry®, Android® platform phones, and Windows Phone®), and other devices (e.g., iPod®).

Usage and Conduct

All District employees who use personal technology and social media shall:

1. Adhere to the high standards for appropriate school relationships required by policy 5:120, *Employee Ethics; Conduct; and Conflict of Interest*, at all times, regardless of the ever-changing social media and personal technology platforms available. This includes District employees posting images or private information about themselves or others in a manner readily accessible to students and other employees that is inappropriate as defined by policy 5:20, *Workplace Harassment Prohibited*; 5:100, *Staff Development Program*; 5:120, *Employee Ethics; Conduct; and Conflict of Interest*; 6:235, *Access to Electronic Networks*; 7:20, *Harassment of Students Prohibited*; and the Ill. Code of Educator Ethics, 23 Ill.Admin.Code §22.20.
2. Choose a District-provided or supported method whenever possible to communicate with students and their parents/guardians.
3. Not interfere with or disrupt the educational or working environment, or the delivery of education or educational support services.
4. Comply with policy 5:130, *Responsibilities Concerning Internal Information*. This means that personal technology and social media may not be used to share, publish, or transmit information about or images of students and/or District employees without proper approval. For District employees, proper approval may include implied consent under the circumstances.
5. Refrain from using the District’s logos without permission and follow Board policy 5:170, *Copyright*, and all District copyright compliance procedures.
6. Use personal technology and social media for personal purposes only during non-work times or hours. Any duty-free use must occur during times and places that the use will not interfere with job duties or otherwise be disruptive to the school environment or its operation.

7. Assume all risks associated with the use of personal technology and social media at school or school-sponsored activities, including students' viewing of inappropriate Internet materials through the District employee's personal technology or social media. The Board expressly disclaims any responsibility for imposing content filters, blocking lists, or monitoring of its employees' personal technology and social media.
8. Be subject to remedial and any other appropriate disciplinary action for violations of this policy ranging from prohibiting the employee from possessing or using any personal technology or social media at school to dismissal and/or indemnification of the District for any losses, costs, or damages, including reasonable attorney fees, incurred by the District relating to, or arising out of, any violation of this policy.

The Superintendent shall:

1. Inform District employees about this policy.
2. Direct Building Principals to annually:
 - a. Provide their building staff with a copy of this policy.
 - b. Inform their building staff about the importance of maintaining high standards in their school relationships.
 - c. Remind their building staff that those who violate this policy will be subject to remedial and any other appropriate disciplinary action up to and including dismissal.
3. Build awareness of this policy with students, parents, and the community.
4. Ensure that no one for the District, or on its behalf, requests of an employee or applicant access in any manner to his or her social networking website or requests passwords to such sites.
5. Periodically review this policy and any procedures with District employee representatives and electronic network system administrator(s) and present proposed changes to the Board.

LEGAL REF.: 105 ILCS 5/21B-75 and 5/21B-80.
Ill. Human Rights Act, 775 ILCS 5/5A-102.
Code of Ethics for Ill. Educators, 23 Ill.Admin.Code §22.20.
Garcetti v. Ceballos, 547 U.S. 410 (2006).
Pickering v. High School Dist. 205, 391 U.S. 563 (1968).
Mayer v. Monroe County Community School Corp., 474 F.3d 477 (7th Cir. 2007).

CROSS REF.: 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:130 (Responsibilities Concerning Internal Information), 5:150 (Personnel Records), 5:170 (Copyright), 5:200 (Terms and Conditions of Employment and Dismissal), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:340 (Student Records)

ADOPTED:

General Personnel

Responsibilities Concerning Internal Information

District employees are responsible for maintaining: (1) the integrity and security of all internal information, and (2) the privacy of confidential records, including but not limited to: student school records, personnel records, and the minutes of, and material disclosed in, a closed School Board meeting. Internal information is any information, oral or recorded in electronic or paper format, maintained by the District or used by the District or its employees. The Superintendent or designee shall manage procedures for safeguarding the integrity, security, and, as appropriate, confidentiality of internal information.

LEGAL REF.: Family Educational and Privacy Rights Act, 20 U.S.C. §1232g.
 Uses and Disclosures of Protected Health Information; General Rules, 45 C.F.R.
 §164.502.
 Ill. Freedom of Information Act, 5 ILCS 140/.
 Local Records Act, 50 ILCS 205/.
 105 ILCS 10/.
 Personnel Record Review Act, 820 ILCS 40/.

CROSS REF.: 2:140 (Communications To and From the Board), 2:250 (Access to District
 Public Records), 5:150 (Personnel Records), 7:340 (Student Records)

ADOPTED:

General Personnel

Solicitations By or From Staff

District employees shall not solicit donations or sales, nor shall they be solicited for donations or sales, on school grounds without prior approval from the Superintendent.

CROSS REF.: 8:90 (Parent Organizations and Booster Clubs)

ADOPTED:

Pending Adoption

General Personnel

Personnel Records

The Superintendent or designee shall manage a process for responding to inquiries by a prospective employer concerning a current or former employee's job performance. The Superintendent shall execute the requirements in the Abused and Neglected Child Reporting Act whenever another school district asks for a reference concerning an applicant who is or was a District employee and was the subject of a report made by a District employee to DCFS.

When requested for information about an employee by an entity other than a prospective employer, the District will only confirm position and employment dates unless the employee has submitted a written request to the Superintendent or designee.

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The Superintendent or designee shall manage the maintenance of personnel records in accordance with State and federal law and School Board policy. Records, as determined by the Superintendent, are retained for all employment applicants, employees, and former employees given the need for the District to document employment-related decisions, evaluate program and staff effectiveness, and comply with government recordkeeping and reporting requirements. Personnel records shall be maintained in the District's administrative office, under the Superintendent's direct supervision.

Access to personnel records is available as follows:

1. An employee will be given access to his or her personnel records according to State law and guidelines developed by the Superintendent.
2. An employee's supervisor or other management employee who has an employment or business-related reason to inspect the record is authorized to have access.
3. Anyone having the respective employee's written consent may have access.
4. Access will be granted to anyone authorized by State or federal law to have access.
5. All other requests for access to personnel information are governed by Board policy 2:250, *Access to District Public Records*.

LEGAL REF.: 745 ILCS 46/10.
820 ILCS 40/.
23 Ill.Admin.Code §1.660.

CROSS REF.: 2:250 (Access to District's Public Records), 7:340 (Student Records)

ADOPTED:

General Personnel

Copyright

Works Made for Hire

The Superintendent shall manage the development of instructional materials and computer programs by employees during the scope of their employment in accordance with State and federal laws and School Board policies. Whenever an employee is assigned to develop instructional materials and/or computer programs, or otherwise performs such work within the scope of his or her employment, it is assured the District shall be the owner of the copyright.

Copyright Compliance

While staff members may use appropriate supplementary materials, it is each staff member's responsibility to abide by the District's copyright compliance procedures and to obey the copyright laws. The District is not responsible for any violations of the copyright laws by its staff or students. A staff member should contact the Superintendent or designee whenever the staff member is uncertain about whether using or copying material complies with the District's procedures or is permissible under the law, or wants assistance on when and how to obtain proper authorization. No staff member shall, without first obtaining the permission of the Superintendent or designee, install or download any program on a District-owned computer. At no time shall it be necessary for a District staff member to violate copyright laws in order to properly perform his or her duties.

Copyright Infringement; Designation of District Digital Millennium Copyright Act (DMCA) Agent

The employee listed below receives complaints about copyright infringement within the use of the District's online services. The Superintendent or designee will register this information with the federal Copyright Office as required by federal law.

District DMCA Agent:

Dr. Janel Grzetic

Name

26655 W Eames St Channahon, IL 60410

Address

jgrzetic@mchs.net

Email

815-521-4001

Telephone

LEGAL REF.: Federal Copyright Law of 1976, 17 U.S.C. §101 et seq.
105 ILCS 5/10-23.10.

CROSS REF.: 6:235 (Access to Electronic Networks)

ADOPTED:

General Personnel

Temporary Illness or Temporary Incapacity

A temporary illness or temporary incapacity is an illness or other capacity of ill-being that renders an employee physically or mentally unable to perform assigned duties. During such a period, the employee can use accumulated sick leave benefits. However, income received from other sources (worker's compensation, District-paid insurance programs, etc.) will be deducted from the District's compensation liability to the employee. The School Board's intent is that in no case will the employee, who is temporarily disabled, receive more than 100 percent of his or her gross salary.

Those insurance plans privately purchased by the employee and to which the District does not contribute, are not applicable to this policy.

If illness, incapacity, or any other condition causes a teacher or other licensed employee to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board may begin dismissal proceedings subject to State and federal law, including the Americans with Disabilities Act. The Superintendent may recommend this paragraph's use when circumstances strongly suggest that the teacher or other licensed employee returned to work intermittently in order to avoid this paragraph's application. This paragraph shall not be considered a limitation on the Board's authority to take any action concerning an employee that is authorized by State and federal law.

Any employee may be required to have an examination, at the District's expense, by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, a licensed advanced practice registered nurse, or a licensed physician assistant if the examination is job-related and consistent with business necessity.

Please also refer to the applicable collective bargaining agreement(s).

LEGAL REF.: 42 U.S.C. §12101 et seq., Americans with Disabilities Act.
105 ILCS 5/10-22.4, 5/24-12, and 5/24-13.
Elder v. School Dist. No.127 1/2, 60 Ill.App.2d 56 (1st Dist. 1965).
School District No. 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987).

CROSS REF.: 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:185 (Family and Medical Leave), 5:250 (Leaves of Absence), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

ADOPTED:

General Personnel

Family and Medical Leave

Leave Description

An eligible employee may use unpaid family and medical leave (FMLA leave), guaranteed by the federal Family and Medical Leave Act. The U.S. Department of Labor's rules (federal rules) implementing FMLA, as they may be amended from time to time, control FMLA leave.

An eligible employee may take FMLA leave for up to a combined total of 12 weeks each 12-month period, beginning September 1 and ending August 31 of the next year.

During a single 12-month period, an eligible employee's FMLA leave entitlement may be extended to a total of 26 weeks of unpaid leave to care for a covered servicemember (defined in the federal rules) with a serious injury or illness. The "single 12-month period" is measured forward from the date the employee's first FMLA leave to care for the covered servicemember begins.

While FMLA leave is normally unpaid, the District will substitute an employee's accrued compensatory time-off and/or paid leave for unpaid FMLA leave. All policies and rules regarding the use of paid leave apply when paid leave is substituted for unpaid FMLA leave. Any substitution of paid leave for unpaid FMLA leave will count against the employee's FMLA leave entitlement. Use of FMLA leave shall not preclude the use of other applicable unpaid leave that will extend the employee's leave beyond 12 weeks, provided that the use of FMLA leave shall not serve to extend such other unpaid leave. Any full workweek period during which the employee would not have been required to work, including summer break, winter break and spring break, is not counted against the employee's FMLA leave entitlement.

FMLA leave is available in one or more of the following instances:

1. The birth and first-year care of a son or daughter.
2. The adoption or foster placement of a son or daughter, including absences from work that are necessary for the adoption or foster care to proceed and expiring at the end of the 12-month period beginning on the placement date.
3. The serious health condition of an employee's spouse, child, or parent.
4. The employee's own serious health condition that makes the employee unable to perform the functions of his or her job.
5. The existence of a qualifying exigency arising out of the fact that the employee's spouse, child, or parent is a military member on covered active duty or has been notified of an impending call or order to active duty, as provided by federal rules.
6. To care for the employee's spouse, child, parent, or next of kin who is a covered servicemember with a serious injury or illness, as provided by federal rules.

If spouses are employed by the District, they may together take only 12-weeks for FMLA leaves when the reason for the leave is 1 or 2, above, or to care for a parent with a serious health condition, or a combined total of 26 weeks for item 6 above.

An employee may be permitted to work on an intermittent or reduced-leave schedule in accordance with federal rules.

Eligibility

To be eligible for FMLA leave, an employee must be employed at a worksite where at least 50 employees are employed within 75 miles. In addition, one of the following provisions must describe the employee:

1. The employee has been employed by the District for at least 12 months and has been employed for at least 1,250 hours of service during the 12-month period immediately before the beginning of the leave. The 12 months an employee must have been employed by the District need not be consecutive. However, the District will not consider any period of previous employment that occurred more than seven years before the date of the most recent hiring, except when the service break is due to fulfillment of a covered service obligation under the employee's Uniformed Services Employment and Reemployment Rights Act (USERRA), 38 U.S.C. 4301, et seq., or when a written agreement exists concerning the District's intention to rehire the employee.
2. The employee is a full-time classroom teacher.

Requesting Leave

If the need for the FMLA leave is foreseeable, an employee must provide the Superintendent or designee with at least 30 days' advance notice before the leave is to begin. If 30 days' advance notice is not practicable, the notice must be given as soon as practicable. The employee shall make a reasonable effort to schedule a planned medical treatment so as not to disrupt the District's operations, subject to the approval of the health care provider administering the treatment. The employee shall provide at least verbal notice sufficient to make the Superintendent or designee aware that he or she needs FMLA leave, and the anticipated timing and duration of the leave. Failure to give the required notice for a foreseeable leave may result in a delay in granting the requested leave until at least 30 days after the date the employee provides notice.

Certification

Within 15 calendar days after the Superintendent or designee makes a request for certification for a FMLA leave, an employee must provide one of the following:

1. When the leave is to care for the employee's covered family member with a serious health condition, the employee must provide a complete and sufficient certificate signed by the family member's health care provider.
2. When the leave is due to the employee's own serious health condition, the employee must provide a complete and sufficient certificate signed by the employee's health care provider.
3. When the leave is to care for a covered servicemember with a serious illness or injury, the employee must provide a complete and sufficient certificate signed by an authorized health care provider for the covered servicemember.
4. When the leave is because of a qualified exigency, the employee must provide: (a) a copy of the covered military member's active duty orders or other documentation issued by the military indicating that the military member is on active duty or call to active duty status, and the dates of the covered military member's active duty service, and (b) a statement or description, signed by the employee, of appropriate facts regarding the qualifying exigency for which FMLA leave is requested.

The District may require an employee to obtain a second and third opinion at its expense when it has reason to doubt the validity of a medical certification.

The District may require recertification at reasonable intervals, but not more often than once every 30 days. Regardless of the length of time since the last request, the District may request recertification when the, (1) employee requests a leave extension, (2) circumstances described by the original

certification change significantly, or (3) District receives information that casts doubt upon the continuing validity of the original certification. Recertification is at the employee's expense and must be provided to the District within 15 calendar days after the request. The District may request recertification every six months in connection with any absence by an employee needing an intermittent or reduced schedule leave for conditions with a duration in excess of six months.

Failure to furnish a complete and sufficient certification on forms provided by the District may result in a denial of the leave request.

Continuation of Health Benefits

During FMLA leave, employees are entitled to continuation of health benefits that would have been provided if they were working. Any share of health plan premiums being paid by the employee before taking the leave, must continue to be paid by the employee during the FMLA leave. A District's obligation to maintain health insurance coverage ceases if an employee's premium payment is more than 30 days late and the District notifies the employee at least 15 days before coverage will cease.

Changed Circumstances and Intent to Return

An employee must provide the Superintendent or designee reasonable notice of changed circumstances (i.e., within two business days if the changed circumstances are foreseeable) that will alter the duration of the FMLA leave. The Superintendent or designee, taking into consideration all of the relevant facts and circumstances related to an individual's leave situation, may ask an employee who has been on FMLA leave for eight consecutive weeks whether he or she intends to return to work.

Return to Work

If returning from FMLA leave occasioned by the employee's own serious health condition, the employee is required to obtain and present certification from the employee's health care provider that he or she is able to resume work.

An employee returning from FMLA leave will be given an equivalent position to his or her position before the leave, subject to: (1) permissible limitations the District may impose as provided in the FMLA or implementing regulations, and (2) the District's reassignment policies and practices.

Classroom teachers may be required to wait to return to work until the next semester in certain situations as provided by the FMLA regulations.

Implementation

The Superintendent or designee shall ensure that: (1) all required notices and responses to leave requests are provided to employees in accordance with the FMLA; and (2) this policy is implemented in accordance with the FMLA. In the event of a conflict between the policy and the FMLA or its regulations, the latter shall control. The terms used in this policy shall be defined as in the FMLA regulations.

LEGAL REF.: Family and Medical Leave Act, 29 U.S.C. §2601 et seq., 29 C.F.R. Part 825.

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:250 (Leaves of Absence), 5:310 (Compensatory Time-Off), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

ADOPTED:

Professional Personnel

Teacher Qualifications

A teacher, as the term is used in this policy, refers to a District employee who is required to be licensed under State law. The following qualifications apply:

1. Each teacher must:
 - a. Have a valid Illinois Professional Educator License issued by the State Superintendent of Education with the required endorsements as provided in the School Code.
 - b. Provide the District Office with a complete official transcript of credits earned in institutions of higher education.
 - c. On or before September 1 of each year, unless otherwise provided in an applicable collective bargaining agreement, provide the District Office with an official transcript of any credits earned since the date the last transcript was filed.
 - d. Notify the Superintendent of any change in the teacher's transcript.
2. All teachers working in a program supported with federal funds under Title I, Part A must meet applicable State certification and licensure requirements.

The Superintendent or designee shall:

1. Monitor compliance with State and federal law requirements that teachers be appropriately licensed;
2. Through incentives for voluntary transfers, professional development, recruiting programs, or other effective strategies, ensure that minority students and students from low-income families are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers; and
3. Ensure parents/guardians of students in schools receiving Title I funds are notified of their right to request their students' classroom teachers' professional qualifications.

LEGAL REF.: 20 U.S.C. §6312(e)(1)(A).
 105 ILCS 5/10-20.15, 5/21-11.4, 5/21B-15, 5/21B-20, 5/21B-25, and 5/24-23.
 23 Ill.Admin.Code §1.610 et seq., §1.705 et seq., and Part 25.

CROSS REF.: 6:170 (Title I Programs)

ADOPTED:

Professional Personnel

Terms and Conditions of Employment and Dismissal

The School Board delegates authority and responsibility to the Superintendent to manage the terms and conditions for the employment of professional personnel. The Superintendent shall act reasonably and comply with State and federal law as well as any applicable collective bargaining agreement in effect. The Superintendent is responsible for making dismissal recommendations to the Board consistent with the Board's goal of having a highly qualified, high performing staff.

School Year and Day, Duty-Free Lunch, Salary, Assignments and Transfers, Dismissal, Evaluation

Please refer to the applicable collective bargaining agreement(s).

Nursing Mothers

The District accommodates employees who are nursing mothers according to provisions in State and federal law.

School Social Worker Services Outside of District Employment

School social workers may not provide services outside of their District employment to any student(s) attending school in the District. *School social worker* has the meaning stated in 105 ILCS 5/14-1.09a.

LEGAL REF.: 105 ILCS 5/10-19, 5/10-19.05, 5/10-20.65, 5/14-1.09a, 5/22.4, 5/24-16.5, 5/24-2, 5/24-8, 5/24-9, 5/24-11, 5/24-12, 5/24-21, 5/24A-1 through 24A-20.
820 ILCS 260/1 et seq.
23 Ill.Admin.Code Parts 50 (Evaluation of Educator Licensed Employees) and 51 (Dismissal of Tenured Teachers).
Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532(1985).

CROSS REF.: 5:290 (Employment Termination and Suspensions), 6:20 (School Year Calendar and Day)

ADOPTED:

Professional Personnel

Resignations

Tenured teachers may resign at any time with consent of the School Board or by written notice sent to the Board Secretary at least 30 days before the intended date of resignation. However, no teacher may resign during the school term in order to accept another teaching position without the consent of the Board.

LEGAL REF.: 105 ILCS 5/24-14.
Park Forest Heights School Dist. v. State Teacher Certification Bd., 842 N.E.2d
1230 (Ill.App.1st 2006).

ADOPTED:

Pending Adoption

Professional Personnel

Substitute Teachers

The Superintendent may employ substitute teachers as necessary to replace teachers who are temporarily absent.

A substitute teacher must hold either a valid teaching or substitute license or short-term substitute license and may teach in the place of a licensed teacher who is under contract with the Board. There is no limit on the number of days that a substitute teacher may teach in the District during the school year, except as follows:

1. A substitute teacher holding a substitute license may teach for any one licensed teacher under contract with the District only for a period not to exceed 90 paid school days in any one school term.
2. A teacher holding a Professional Educator License or Educator License with Stipulations may teach for any one licensed teacher under contract with the District only for a period not to exceed 120 paid school days.
3. A short-term substitute teacher holding a short-term substitute teaching license may teach for any one licensed teacher under contract with the District only for a period not to exceed five consecutive school days.

The Illinois Teachers' Retirement System (TRS) limits a substitute teacher who is a TRS annuitant to substitute teaching for a period not to exceed 120 paid days or 600 paid hours in each school year, but not more than 100 paid days in the same classroom. Beginning July 1, 2020, a substitute teacher who is a TRS annuitant may substitute teach for a period not to exceed 100 paid days or 500 paid hours in any school year, unless the subject area is one where the Regional Superintendent has certified that a personnel shortage exists.

The School Board establishes a daily rate of pay for substitute teachers. Substitute teachers receive only monetary compensation for time worked and no other benefits.

Short-Term Substitute Teachers

A short-term substitute teacher must hold a valid short-term substitute teaching license and have completed the District's short-term substitute teacher training program. Short-term substitutes may teach no more than five consecutive school days for each licensed teacher who is under contract with the Board.

Emergency Situations

A substitute teacher may teach when no licensed teacher is under contract with the Board if the District has an emergency situation as defined in State law. During an emergency situation, a substitute teacher is limited to 30 calendar days of employment per each vacant position. The Superintendent shall notify the appropriate Regional Office of Education within five business days after the employment of a substitute teacher in an emergency situation.

LEGAL REF.: 105 ILCS 5/10-20.68, 5/21B-20(2), 5/21B-20(3), and 5/21B-20(4).
23 Ill.Admin.Code §1.790 (Substitute Teacher) and §25.520 (Substitute Teaching License).

CROSS REF.: 5:30 (Hiring Process and Criteria)

ADOPTED:

Pending Adoption

Professional Personnel

Maintaining Student Discipline

Maintaining an orderly learning environment is an essential part of each teacher's instructional responsibilities. A teacher's ability to foster appropriate student behavior is an important factor in the teacher's educational effectiveness. The Superintendent shall ensure that all teachers, other certificated employees, and persons providing a student's related service(s): (1) maintain discipline in the schools as required in the School Code, and (2) follow the School Board policies and administrative procedures on student conduct, behavior, and discipline.

When a student's behavior is unacceptable, the teacher should first discuss the matter with the student, if appropriate. If the unacceptable behavior continues, the teacher should consult with the Building Principal and/or discuss the problem with the parent(s)/guardian(s). A teacher may remove any student from the learning setting whose behavior interferes with the lessons or participation of fellow students. A student's removal must be in accordance with Board policy and administrative procedures.

Teachers shall not use disciplinary methods that may be damaging to students, such as ridicule, sarcasm, or excessive temper displays. Corporal punishment (including slapping, paddling, or prolonged maintenance of a student in physically painful positions, and intentional infliction of bodily harm) may not be used. Teachers may use reasonable force as needed to keep students, school personnel, and others safe, or for self-defense or defense of property.

LEGAL REF.: 105 ILCS 5/24-24.
23 Ill.Admin.Code §1.280.

CROSS REF.: 2:150 (Committees), 7:190 (Student Behavior), 7:230 (Misconduct by Students with Disabilities)

ADOPTED:

Professional Personnel

Suspension

Suspension Without Pay

The School Board may suspend without pay: (1) a professional employee pending a dismissal hearing, or (2) a teacher as a disciplinary measure for up to 10 employment days for misconduct that is detrimental to the School District. Administrative staff members may not be suspended without pay as a disciplinary measure.

Misconduct that is detrimental to the School District includes:

- Insubordination, including any failure to follow an oral or written directive from a supervisor;
- Violation of Board policy or Administrative Procedure;
- Conduct that disrupts or may disrupt the educational program or process;
- Conduct that violates any State or federal law that relates to the employee's duties; and
- Other sufficient causes.

The Superintendent or designee is authorized to issue a pre-suspension notification to a professional employee. This notification shall include the length and reason for the suspension as well as the deadline for the employee to exercise his or her right to appeal the suspension to the Board or Board-appointed hearing examiner before it is imposed. At the request of the professional employee made within five calendar days of receipt of a pre-suspension notification, the Board or Board-appointed hearing examiner will conduct a pre-suspension hearing. The Board or its designee shall notify the professional employee of the date and time of the hearing. At the pre-suspension hearing, the professional employee or his/her representative may present evidence. If the employee does not appeal the pre-suspension notification, the Superintendent or designee shall report the action to the Board at its next regularly scheduled meeting.

Suspension With Pay

The Board or Superintendent or designee may suspend a professional employee with pay: (1) during an investigation into allegations of disobedience or misconduct whenever the employee's continued presence in his or her position would not be in the School District's best interests, (2) as a disciplinary measure for misconduct that is detrimental to the School District as defined above, or (3) pending a Board hearing to suspend a teacher without pay.

The Superintendent shall meet with the employee to present the allegations and give the employee an opportunity to refute the charges. The employee will be told the dates and times the suspension will begin and end.

Employees Under Investigation by Illinois Dept. of Children and Family Services (DCFS)

Upon receipt of a DCFS recommendation that the District remove an employee from his or her position when he or she is the subject of a pending DCFS investigation that relates to his or her employment with the District, the Board or Superintendent or designee, in consultation with the Board Attorney, will determine whether to:

1. Let the employee remain in his or her position pending the outcome of the investigation; or
2. Remove the employee as recommended by DCFS, proceeding with:
 - a. A suspension with pay; or

- b. A suspension without pay.

Repayment of Compensation and Benefits

If a professional employee is suspended with pay, either voluntarily or involuntarily, pending the outcome of a criminal investigation or prosecution, and the employee is later dismissed as a result of his or her criminal conviction, the employee must repay to the District all compensation and the value of all benefits received by him or her during the suspension. The Superintendent will notify the employee of this requirement when the employee is suspended.

LEGAL REF.: 5 ILCS 430/5-60(b).
105 ILCS 5/24-12.
325 ILCS 5/7.4(c-10).
Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532 (1985).
Barszcz v. Community College District No. 504, 400 F.Supp. 675 (N.D. Ill., 1975).
Massie v. East St. Louis Sch. District No.189, 203 Ill.App.3d 965 (5th Dist. 1990).

CROSS REF.: 5:290 (Educational Support Personnel - Employment Termination and Suspensions)

ADOPTED:

Pending Adoption

Professional Personnel

Leaves of Absence

Each of the provisions in this policy applies to all professional personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

Sick and Bereavement Leave, Personal Leave, Leave of Absence Without Pay

Please refer to the applicable collective bargaining agreement(s).

The use of paid sick leave for adoption or placement for adoption is limited to 30 days unless a longer leave is provided in an applicable collective bargaining agreement. The Superintendent may require that the employee provide evidence that the formal adoption process is underway.

Child Bereavement Leave

State law allows a maximum of 10 unpaid work days for eligible employees (Family and Medical Leave Act of 1993, 20 U.S.C. §2601 *et seq.*) to take child bereavement leave. The purpose, requirements, scheduling, and all other terms of the leave are governed by the Child Bereavement Leave Act. Child bereavement leave allows for: (1) attendance by the bereaved staff member at the funeral or alternative to a funeral of his or her child, (2) making arrangements necessitated by the death of the staff member's child, or (3) grieving the death of the staff member's child, without any adverse employment action.

The leave must be completed within 60 days after the date on which the employee received notice of the death of his or her child. However, in the event of the death of more than one child in a 12-month period, an employee is entitled to up to a total of six weeks of bereavement leave during the 12-month period, subject to certain restrictions under State and federal law. Other existing forms of leave may be substituted for the leave provided in the Child Bereavement Leave Act. This policy does not create any right for an employee to take child bereavement leave that is inconsistent with the Child Bereavement Leave Act.

Sabbatical Leave

Sabbatical leave may be granted in accordance with the School Code.

Leave to Serve as an Election Judge

Any staff member who was appointed to serve as an election judge under State law may, after giving at least 20-days' written notice to the District, be absent without pay for the purpose of serving as an election judge. The staff member is not required to use any form of paid leave to serve as an election judge. No more than 10% of the District's employees may be absent to serve as election judges on the same Election Day.

Child-Rearing Leave

The Board shall grant a professional staff member's request for a non-paid, child-rearing leave, not to exceed the balance of the school year plus one additional school year (but in no event shall such leave exceed three semesters), provided the request complies with this policy. Nothing in this section shall prohibit a professional staff member from using paid sick days as provided in this policy.

A teacher should request, if possible, a child-rearing leave by notifying the Superintendent in writing no later than 90 days before the requested leave's beginning date. The request should include the proposed leave dates. The leave shall end before a new school year begins or at the semester break.

Subject to the insurance carrier's approval, the teacher may maintain insurance benefits at his or her own expense during a child-rearing leave.

A professional staff member desiring to return before the leave's expiration will be assigned to an available vacancy for which the teacher is qualified, subject to scheduling efficiency and instruction continuity.

Leaves for Service in the Military

Leaves for service in the U.S. Armed Services or any of its reserve components and the National Guard, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in military service does not acquire tenure.

General Assembly Leave

Leaves for service in the General Assembly, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in the General Assembly does not acquire tenure.

Leave for Employment in Department of Defense

The Board may grant teachers a leave of absence to accept employment in a Dept. of Defense overseas school.

School Visitation Leave

An eligible professional staff member is entitled to eight hours during any school year, no more than four hours of which may be taken on any given day, to attend school conferences, behavioral meetings, or academic meetings related to the teacher's child, if the conference or meeting cannot be scheduled during non-work hours. Professional staff members must first use all accrued vacation leave, personal leave, compensatory leave, and any other leave that may be granted to the professional staff member, except sick, and disability leave.

The Superintendent shall develop administrative procedures implementing this policy consistent with the School Visitation Rights Act.

Leaves for Victims of Domestic Violence, Sexual Violence, or Gender Violence

An unpaid leave from work is available to any staff member who: (1) is a victim of domestic violence, sexual violence, or gender violence, or (2) has a family or household member who is a victim of such violence whose interests are not adverse to the employee as it relates to the domestic violence, sexual violence, or gender violence. The unpaid leave allows the employee to seek medical help, legal assistance, counseling, safety planning, and other assistance without suffering adverse employment action.

The Victims' Economic Security and Safety Act governs the purpose, requirements, scheduling, and continuity of benefits, and all other terms of the leave. Accordingly, if the District employs at least 50 employees, an employee is entitled to a total of 12 work weeks of unpaid leave during any 12-month period. Neither the law nor this policy creates a right for an employee to take unpaid leave that exceeds the unpaid leave time allowed under, or is in addition to the unpaid leave time permitted by, the federal Family and Medical Leave Act of 1993 (29 U.S.C. §2601 *et seq.*).

Leaves to Serve as an Officer or Trustee of a Specific Organization

Upon request, the Board will grant: (1) an unpaid leave of absence to an elected officer of a State or national teacher organization that represents teachers in collective bargaining negotiations, (2) twenty days of paid leave of absence per year to a trustee of the Teachers' Retirement System in accordance with 105 ILCS 5/24-6.3, and (3) a paid leave of absence for the local association president of a State teacher association that is an exclusive bargaining agent in the District, or his or her designee, to attend meetings, workshops, or seminars as described in 105 ILCS 5/24-6.2.

LEGAL REF.: 10 ILCS 5/13-2.5
105 ILCS 5/24-6, 5/24-6.1, 5/24-6.2, 5/24-6.3, 5/24-13, and 5/24-13.1.
330 ILCS 61/, Service Member Employment and Reemployment Rights Act.
820 ILCS 147/, School Visitation Rights Act.
820 ILCS 154/, Child Bereavement Leave Act.
820 ILCS 180/, Victims' Economic Security and Safety Act.

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

ADOPTED:

Professional Personnel

Student Teachers

The Superintendent is authorized to accept students from university-approved teacher-training programs to do student teaching in the District. No individual who has been convicted of a criminal offense that would subject him or her to license suspension or revocation pursuant to Section 5/21B-80 of the School Code or who has been found to be the perpetrator of sexual or physical abuse of a minor under 18 years of age pursuant to proceedings under Article II of the Juvenile Court Act of 1987 is permitted to student teach.

Before permitting an individual to student teach or begin a required internship in the District, the Superintendent or designee shall ensure that:

1. The District performed a *105 ILCS 5/10-21.9(g) Check* as described below; and
2. The individual furnished evidence of physical fitness to perform assigned duties and freedom from communicable disease pursuant to 105 ILCS 5/24-5.

A *105 ILCS 5/10-21.9(g) Check* shall include:

1. Fingerprint-based checks through (a) the Illinois State Police (ISP) for criminal history records information (CHRI) pursuant to the Uniform Conviction Information Act (20 ILCS 2635/1), and (b) the FBI national crime information databases pursuant to the Adam Walsh Child Protection and Safety Act (P.L. 109-248);
2. A check of the Illinois Sex Offender Registry (see the Sex Offender Community Notification Law (730 ILCS 152/101 et seq.); and
3. A check of the Illinois Murderer and Violent Offender Against Youth Registry (Murderer and Violent Offender Against Youth Community Notification Law (730 ILCS 154/75-105).

The School Code requires each individual student teaching or beginning a required internship to provide the District with written authorization for, and pay the costs of, his or her 105 ILCS 5/10-21.9(g) check (including any applicable vendor's fees). Upon receipt of this authorization and payment, the Superintendent or designee will submit the student teacher's name, sex, race, date of birth, social security number, fingerprint images, and other identifiers, as prescribed by the Department of State Police, to the Department of State Police. The Superintendent or designee will provide each student teacher with a copy of his or her report.

Assignment

The Superintendent or designee shall be responsible for coordinating placements of all student teachers within the District. Student teachers should be assigned to supervising teachers whose qualifications are acceptable to the District and the students' respective colleges or universities.

LEGAL REF.: Adam Walsh Child Protection and Safety Act, P.L. 109-248.
Uniform Conviction Information Act, 20 ILCS 2635/1.
105 ILCS 5/10-21.9, 5/10-22.34, and 5/24-5.

CROSS REF.: 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:190 (Teacher
Qualifications)

ADOPTED:

Pending Adoption

Educational Support Personnel

Employment At-Will, Compensation, and Assignment

Employment At-Will

Unless otherwise specifically provided, District employment is at-will, meaning that employment may be terminated by the District or employee at any time for any reason, other than a reason prohibited by law, or no reason at all. Nothing in School Board policy is intended or should be construed as altering the employment at-will relationship.

Exceptions to employment at-will may include employees who are employed annually, have an employment contract, or are otherwise granted a legitimate interest in continued employment. The Superintendent is authorized to make exceptions to employing nonlicensed employees at-will but shall maintain a record of positions or employees who are not at-will.

Compensation

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The Board will determine salary and wages for educational support personnel. Increments are dependent on evidence of continuing satisfactory performance. An employee covered by the overtime provisions in State or federal law, shall not work overtime without the prior authorization from the employee's immediate supervisor. Educational support personnel are paid twice a month.

Assignment

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The Superintendent is authorized to make assignments and transfers of educational support personnel.

LEGAL REF.: 105 ILCS 5/10-22.34 and 5/10-23.5.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:35 (Compliance with the Fair Labor Standards Act), 5:290 (Educational Support Personnel - Employment Termination and Suspensions), 5:310 (Educational Support Personnel - Compensatory Time-Off)

ADOPTED:

Educational Support Personnel

Duties and Qualifications

All support staff: (1) must meet qualifications specified in job descriptions, (2) must be able to perform the essential tasks listed and/or assigned, and (3) are subject to School Board policies as they may be changed from time to time at the Board's sole discretion.

Paraprofessionals

Paraprofessionals provide supervised instructional support. Service as a paraprofessional requires an educator license with stipulations endorsed for a paraprofessional educator unless a specific exemption is authorized by the Illinois State Board of Education (ISBE).

Individuals with only non-instructional duties (e.g., providing technical support for computers, providing personal care services, or performing clerical duties) are not paraprofessionals, and the requirements in this section do not apply. In addition, individuals completing their clinical experiences and/or student teaching do not need to comply with this section, provided their service otherwise complies with ISBE rules.

Noncertificated and Unlicensed Personnel Working with Students and Performing Non-Instructional Duties

Noncertificated and unlicensed personnel performing non-instructional duties may be used:

1. For supervising study halls, long-distance teaching reception areas used incident to instructional programs transmitted by electronic media (e.g., computers, video, and audio), detention and discipline areas, and school-sponsored extracurricular activities;
2. As supervisors, chaperones, or sponsors for non-academic school activities; or
3. For non-teaching duties not requiring instructional judgment or student evaluation.

Nothing in this policy prevents a noncertificated person from serving as a guest lecturer or resource person under a certificated teacher's direction and with the administration's approval.

Coaches and Athletic Trainers

Athletic coaches and trainers shall have the qualifications required by any association in which the School District maintains a membership. Regardless of whether the athletic activity is governed by an association, the Superintendent or designee shall ensure that each athletic coach: (1) is knowledgeable regarding coaching principles, (2) has first aid training, and (3) is a trained Automated External Defibrillator user according to rules adopted by the Illinois Department of Public Health. Anyone performing athletic training services shall be licensed under the Illinois Athletic Trainers Practice Act, be an athletic trainer aide performing care activities under the on-site supervision of a licensed athletic trainer, or otherwise be qualified to perform athletic trainer activities under State law.

Bus Drivers

All school bus drivers must have a valid school bus driver permit. The Superintendent or designee shall inform the Illinois Secretary of State, within 30 days of being informed by a school bus driver, that the bus driver permit holder has been called to active duty. New bus drivers and bus drivers who are returning from a lapse in their employment are subject to the requirements contained in Board policy 5:30, *Hiring Process and Criteria* and Board policy 5:285, *Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers*.

LEGAL REF.: 34 C.F.R. §§200.58 and 200.59.
105 ILCS 5/10-22.34, 5/10-22.34a, and 5/10-22.34b.
625 ILCS 5/6-104 and 5/6-106.1.
23 Ill.Admin.Code §§1.630 and 25.510.

CROSS REF.: 4:110 (Transportation), 4:170 (Safety), 5:30 (Hiring Process and Criteria), 5:35 (Compliance with the Fair Labor Standards Act), 5:285 (Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers), 6:250 (Community Resource Persons and Volunteers)

ADOPTED:

Pending Adoption

Educational Support Personnel

Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers

The District shall adhere to State and federal law and regulations requiring a drug and alcohol testing program for school bus and commercial vehicle drivers. The Superintendent or designee manages a program to implement State and federal law defining the circumstances and procedures for the testing.

LEGAL REF.: 625 ILCS 5/6-106.1 and 5/6-106.1c.
49 U.S.C. §31306, Alcohol and Controlled Substances Testing (Omnibus Transportation Employee Testing Act of 1991, P.L. 102-143).
49 C.F.R. Parts 40 (Procedures for Transportation Workplace Drug and Alcohol Testing Programs), 382 (Controlled Substance and Alcohol Use and Testing), and 395 (Hours of Service of Drivers).

CROSS REF.: 4:110 (Transportation), 5:30 (Hiring Process and Criteria), 5:280 (Duties and Qualifications)

ADOPTED:

Educational Support Personnel

Employment Termination and Suspensions

Resignation and Retirement

An employee is requested to provide two weeks' notice of a resignation. A resignation notice cannot be revoked once given. An employee planning to retire should notify his or her supervisor at least two months before the retirement date.

Non-RIF Dismissal

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The District may terminate an at-will employee at any time for any or no reason, but not for a reason prohibited by State or federal law.

Employees who are employed annually or have a contract, or who otherwise have a legitimate expectation of continued employment, may be dismissed: (1) at the end of the school year or at the end of their respective contract after being provided appropriate notice and after compliance with any applicable contractual provisions, or (2) mid-year or mid-contract provided appropriate due process procedures are provided.

The Superintendent is responsible for making dismissal recommendations to the School Board consistent with the Board's goal of having a highly qualified, high performing staff. This includes recommending a non-licensed employee for immediate dismissal for willful or negligent failure to report an instance of suspected child abuse or neglect as required by 325 ILCS 5/.

Reduction in Force and Recall

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The Board may, as necessary or prudent, decide to decrease the number of educational support personnel or to discontinue some particular type of educational support service and, as a result of that action, dismiss or reduce the hours of one or more educational support employees. When making decisions concerning reduction in force and recall, the Board will follow Sections 10-22.34c (outsourcing non-instructional services) and 10-23.5 (procedures) of the School Code, to the extent they are applicable and not superseded by legislation or an applicable collective bargaining agreement.

Final Paycheck

A terminating employee's final paycheck will be adjusted for any unused, earned vacation credit. Employees are paid for all earned vacation. Terminating employees will receive their final pay on the next regular payday following the date of termination, except that an employee dismissed due to a reduction in force shall receive his or her final paycheck on or before the next regular pay date following the last day of employment.

Suspension

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Except as provided below, the Superintendent is authorized to suspend an employee without pay as a disciplinary measure, during an investigation into allegations of misconduct or pending a dismissal hearing whenever, in the Superintendent's judgment, the employee's presence is detrimental to the District. A disciplinary suspension shall be with pay: (1) when the employee is exempt from the overtime provisions, or (2) until an employee with an employment contract for a definite term is provided a notice and hearing according to the suspension policy for professional employees. Upon receipt of a recommendation from the Ill. Dept. Children and Family Services (DCFS) that the District remove an employee from his or her position when he or she is the subject of a pending DCFS investigation that relates to his or her employment with the District, the Board or Superintendent or designee, in consultation with the Board Attorney, will determine whether to:

1. Let the employee remain in his or her position pending the outcome of the investigation; or
2. Remove the employee as recommended, proceeding with:
 - a. A suspension with pay; or
 - b. A suspension without pay.

Any criminal conviction resulting from the investigation or allegations shall require the employee to repay to the District all compensation and the value of all benefits received by the employee during the suspension. The Superintendent will notify the employee of this requirement when the employee is suspended.

LEGAL REF.: 5 ILCS 430 et seq.
105 ILCS 5/10-22.34c and 5/10-23.5.
325 ILCS 5/7.4(c-10).
820 ILCS 105/4a.

CROSS REF.: 5:90 (Abused and Neglected Child Reporting), 5:240 (Suspension), 5:270 (Employment At-Will, Compensation, and Assignment)

ADOPTED:

Educational Support Personnel

Schedules and Employment Year

The Superintendent shall supervise a process for setting work schedules and an employment year for educational support employees in accordance with State and federal law, School Board policy, and applicable agreements and shall:

1. Assign each employee one supervisor who will establish a work schedule, including breaks, as required by building or District needs, work load, and the efficient management of human resources;
2. Allow for the ability to respond to changing circumstances by altering work schedules as needed; and
3. Consider the well-being of the employee. The Superintendent’s approval is required to establish a flexible work schedule or job-sharing.

Breaks

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

An employee who works at least 7.5 continuous hours shall receive a 30-minute duty-free meal break that begins within the first five hours of the employee’s workday.

Nursing Mothers

The District accommodates employees who are nursing mothers according to State and federal law.

LEGAL REF.: Fair Labor Standards Act, 29 U.S.C. §207 et seq.
 105 ILCS 5/10-20.14a, 5/10-22.34, and 5/10-23.5.
 740 ILCS 137/, Right to Breastfeed Act.
 820 ILCS 105/, Minimum Wage Law.
 820 ILCS 260/, Nursing Mothers in the Workplace Act.

CROSS REF.: 5:35 (Compliance with the Fair Labor Standards Act)

ADOPTED:

Educational Support Personnel

Compensatory Time-Off

This policy governs the use of compensatory time-off by employees who: (1) are covered by the overtime provisions of the Fair Labor Standards Act, 29 U.S.C. §201 et seq., and (2) are not represented by an exclusive bargaining representative.

Employees may be given 1-1/2 hours of compensatory time-off in lieu of cash payment for each hour of overtime worked. Other than as provided below, at no time may an employee's accumulated compensatory time-off exceed 240 hours, which represents compensation for 160 hours of overtime. An employee whose work regularly includes public safety, emergency response, or seasonal activities may accumulate a maximum of 480 hours of compensatory time, which represents compensation for 320 hours of overtime. If an employee accrues the maximum number of compensatory time-off hours, the employee: (1) is paid for any additional overtime hours worked, at the rate of one and one-half times the employee's regular hourly rate of pay, and (2) does not accumulate compensatory time-off until the employee uses an equal amount of accrued time-off.

An employee who has accrued compensatory time-off shall be permitted to use such time in at least half-day components provided such requests do not unduly disrupt the District's operations. The employee's supervisor must approve a request to use compensatory time-off.

Upon termination of employment, an employee will be paid for unused compensatory time at the higher of:

1. The average regular rate received by such employee during the last three years of employment; or
2. The final regular rate received by such employee.

Compensatory time-off is time during which the employee is not working and is, therefore, not counted as "hours worked" for purposes of overtime compensation.

Implementation

The Superintendent or designee shall implement this policy in accordance with the FLSA. In the event of a conflict between the policy and the FLSA, the latter shall control.

LEGAL REF.: Fair Labor Standards Act, 29 U.S.C. §201 et seq.; 29 C.F.R. Part 553.

CROSS REF.: 5:35 (Compliance with the Fair Labor Standards Act), 5:185 (Family and Medical Leave), 5:270 (Employment At-Will, Compensation, and Assignment)

ADOPTED:

Educational Support Personnel

Evaluation

The Superintendent is responsible for designing and implementing a program for evaluating the job performance of each educational support staff member according to standards contained in School Board policies as well as in compliance with State law and any applicable collective bargaining agreement.

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The standards for the evaluation program shall include, but not be limited to:

1. Each employee shall be evaluated annually, preferably before the annual salary review.
2. The direct supervisor shall provide input.
3. The employee's work quality, promptness, attendance, reliability, conduct, judgment, and cooperation shall be considered.
4. The employee shall receive a copy of the annual evaluation.
5. All evaluations shall comply with State and federal law.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:150
(Personnel Records)

ADOPTED:

Educational Support Personnel

Sick Days, Vacation, Holidays, and Leaves

Each of the provisions in this policy applies to all educational support personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

Sick and Bereavement Leave

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Full or part-time educational support personnel who work at least 600 hours per year receive 10 paid sick leave days per year. Part-time employees will receive sick leave pay equivalent to their regular workday. Unused sick leave shall accumulate to the maximum number of days that IMRF will recognize for retirement credit purposes, including the leave of the current year. This policy is the District's written plan allowing eligible employees to convert eligible accumulated sick leave to service credit upon a District employee's retirement under the Ill. Municipal Retirement Fund.

Sick leave is defined in State law as personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. The Superintendent and/or designee shall monitor the use of sick leave.

As a condition for paying sick leave after three days absence for personal illness or 30 days for birth or as the Board or Superintendent deem necessary in other cases, the Board or Superintendent may require that the staff member provide a certificate from: (1) a physician licensed in Illinois to practice medicine and surgery in all its branches, (2) a chiropractic physician licensed under the Medical Practice Act, (3) a licensed advanced practice registered nurse, (4) a licensed physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or (5) if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee's faith. If the Board or Superintendent requires a certificate during a leave of less than three days for personal illness, the District shall pay the expenses incurred by the employee.

The use of paid sick leave for adoption or placement for adoption is limited to 30 days unless a longer leave is provided in an applicable collective bargaining agreement. The Superintendent may require that the employee provide evidence that the formal adoption process is underway.

Vacation

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Employees working 260 days earn vacation time, during which they may be absent from work without loss of pay. *July 1 is the date from which a full year of service is determined for purposes of the incremental increases in vacation time as described below.*

- Upon initial employment, employees are awarded five vacation days, prorated for the actual time worked between July 1 and June 30 of the initial year. *The initial year of employment, unless employed on July 1, does not count as a full year of employment for purposes of determining incremental increases in vacation as described below.*

- During the first full year of employment, from July 1 until June 30, employees are provided five vacation days.
- After completing the first full year of employment from July 1 until June 30, and for full years two through six, employees are provided 10 vacation days.
- After completing six full years of employment from July 1 until June 30, and for full years seven and thereafter, employees are provided 15 vacation days.

Vacation days earned in one fiscal year must be used by the end of the following fiscal year; they do not accumulate. Employees resigning or whose employment is terminated are entitled to the monetary equivalent of all earned vacation. However, the District may require the employee to take their vacation rather than pay it out.

Holidays

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Unless the District has a waiver or modification of the School Code pursuant to Section 2-3.25g or 24-2(b) allowing it to schedule school on a holiday listed below, District employees will not be required to work on:

New Year's Day	Columbus Day
Martin Luther King Jr.'s Birthday	Veteran's Day
Abraham Lincoln's Birthday	Thanksgiving Day
Casimir Pulaski's Birthday	Christmas Eve
Memorial Day	Christmas Day
Independence Day	Day after Christmas
Labor Day	New Years' Eve

A holiday will not cause a deduction from an employee's time or compensation. The District may require educational support personnel to work on a school holiday during an emergency or for the continued operation and maintenance of facilities or property.

Personal Leave

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Full-time educational support personnel have one paid personal leave day per year. The use of a personal day is subject to the following conditions:

1. Except in cases of emergency or unavoidable situations, a personal leave request should be submitted to the Building Principal three days before the requested date.
2. No personal leave day may be used immediately before or immediately after a holiday, or during the first and/or last five days of the school year, unless the Superintendent grants prior approval.
3. Personal leave may not be used in increments of less than one-quarter day.
4. Personal leave is subject to any necessary replacement's availability.
5. Personal leave may not be used on an in-service training day and/or institute training days.
6. Personal leave may not be used when the employee's absence would create an undue hardship.

Leave to Serve as a Trustee of the Illinois Municipal Retirement Fund

Upon request, the Board will grant 20 days of paid leave of absence per year to a trustee of the Ill. Municipal Retirement Fund in accordance with 105 ILCS 5/24-6.3.

Other Leaves

Educational support personnel receive the following leaves on the same terms and conditions granted professional personnel in Board policy 5:250, *Leaves of Absence*:

1. Leaves for Service in the Military and General Assembly.
2. School Visitation Leave.
3. Leaves for Victims of Domestic Violence, Sexual Violence, or Gender Violence.
4. Child Bereavement Leave
5. Leave to serve as an election judge.

LEGAL REF.: 105 ILCS 5/10-20.7b, 5/24-2, and 5/24-6.
330 ILCS 61/, Service Member Employment and Reemployment Rights Act.
820 ILCS 147, School Visitation Rights Act.
820 ILCS 154/, Child Bereavement Leave Act.
820 ILCS 180/, Victims' Economic Security and Safety Act.
School Dist. 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987); Elder v. Sch. Dist.
No.127 1/2, 60 Ill.App.2d 56 (1st Dist. 1965).

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:250 (Leaves of Absence)

ADOPTED:

MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
SCHOOL BOARD POLICY MANUAL
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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

Instruction

Educational Philosophy and Objectives

The District's educational program will seek to provide an opportunity for each student to develop to his or her maximum potential. The objectives for the educational program are to:

1. Foster students' self-discovery, self-awareness, and self-discipline.
2. Develop students' awareness of and appreciation for cultural diversity.
3. Stimulate students' intellectual curiosity and growth.
4. Provide students with fundamental career concepts and skills.
5. Help students develop sensitivity to the needs and values of others and a respect for individual and group differences.
6. Help each student strive for excellence and instill a desire to reach the limit of his or her potential.
7. Encourage students to become life long learners.
8. Provide an educational climate and culture free of bias concerning the protected classifications identified in policy 7:10, *Equal Educational Opportunities*.

In order for the Board to monitor whether the educational program is attaining these objectives and to be knowledgeable of current and future resource needs, the Superintendent shall prepare an annual report that includes:

1. A review and evaluation of the present curriculum.
2. A projection of curriculum and resource needs.
3. An evaluation of, and plan to eliminate, any bias in the curriculum or instructional materials and methods concerning the classifications referred to in item 8, above.
4. Any plan for new or revised instructional program implementation.
5. A review of present and future facility needs.

CROSS REF: 1:30 (School District Philosophy), 3:10 (Goals and Objectives), 6:15 (School Accountability), 7:10 (Equal Educational Opportunities)

ADOPTED:

Instruction

School Accountability

According to the Illinois General Assembly, the primary purpose of schooling is the transmission of knowledge and culture through which students learn in areas necessary to their continuing development and entry into the world of work. To fulfill that purpose, the Ill. State Board of Education (ISBE) prepared State Goals for Learning with accompanying Illinois Learning Standards.

The School Board gives priority in the allocation of resources, including funds, time, personnel, and facilities, to fulfilling this purpose.

Quality Assurance

The Board continuously monitors student achievement and the quality of the District's work. The Superintendent shall supervise the following quality assurance components, in accordance with State law and ISBE rules, and continuously keep the Board informed:

1. Prepare each school's annual recognition application and quality assurance appraisal, whether internal or external, to assess each school's continuous school improvement.
2. Continuously assess the District's and each school's overall performance in terms of both academic success and equity. This includes, without limitation, a thorough analysis of ISBE's balanced accountability measure and each school's Multiple Measure Index and corresponding Annual Measurable Objective provided by ISBE.
3. If applicable, develop District and School Improvement Plans, present them for Board approval, and supervise their implementation.
4. Prepare a school report card, present it at a regular Board meeting, and disseminate it as provided in State law.
5. In accordance with 105 ILCS 5/2-3.153, annually administer a climate survey on the instructional environment within the school to, at minimum, students in grades 9 through 12 and teachers.

LEGAL REF.: 105 ILCS 5/2-3.25, 5/2-3.25a, 5/2-3.25b, 5/2-3.25c, 5/2-3.25d-5, 5/2-3.25e-5, 5/2-3.25f, 5/2-3.25f-5, 5/2-3.63, 5/2-3.64a-5, 5/2-3.153, 5/10-21.3a, and 5/27-1.
23 Ill.Admin.Code Part 1, Subpart A: Recognition Requirements.

CROSS REF.: 6:170 (Title I Programs), 6:340 (Student Testing and Assessment Program), 7:10 (Equal Educational Opportunities)

ADOPTED:

Instruction

School Year Calendar and Day

School Calendar

The School Board, upon the Superintendent's recommendation and subject to State regulations, annually establishes the dates for opening and closing classes, teacher institutes and in-services, the length and dates of vacations, and the days designated as legal school holidays. The school calendar shall have a minimum of 185 days to ensure 176 days of actual student attendance.

Commemorative Holidays

The teachers and students shall devote a portion of the school day on each commemorative holiday designated in the School Code to study and honor the commemorated person or occasion. The Board may, from time to time, designate a regular school day as a commemorative holiday.

School Day

The Board establishes the length of the school day with the recommendation of the Superintendent and subject to State law requirements. The Superintendent or designee shall ensure that observances required by State law are followed during each day of school attendance.

LEGAL REF.: 105 ILCS 5/10-19, 5/10-19.05, 5/10-24.46, 5/18-12, 5/18-12.5, 5/24-2, 5/27-3, 5/27-18, 5/27-19, 5/27-20, 5/27-20.1, 5/27-20.2, and 20/1.
10 ILCS 5/11-4.1.
23 Ill.Admin.Code §1.420(f).
Metzl v. Leininger, 850 F.Supp. 740 (N.D. Ill. 1994), *aff'd* by 57 F.3d 618 (7th Cir. 1995).

CROSS REF.: 2:20 (Powers and Duties of the School Board; Indemnification), 5:200 (Terms and Conditions of Employment and Dismissal), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 6:60 (Curriculum Content), 6:70 (Teaching About Religions), 7:90 (Release During School Hours)

ADOPTED:

Instruction

Organization of Instruction

The School District has instructional levels for grades 9 through 12. The Superintendent shall annually present to the School Board a plan for organizing instructional levels and assigning them to school facilities in order to:

1. Support the District's educational program,
2. Maximize facility usage without undue overcrowding, and
3. Provide substantially comparable instructional programs across the District.

Students, for instructional purposes, may be placed in groups within a school that do not necessarily follow grade level designations. For purposes of attendance reporting and other records, however, each student is assigned a grade-level placement.

LEGAL REF.: 105 ILCS 5/10-20.19a, 5/10-20.37, and 5/10-22.18.
23 Ill.Admin.Code §1.420.

CROSS REF.: 6:40 (Curriculum Development), 6:170 (Title I Programs), 7:30 (Student Assignment), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students)

ADOPTED:

Instruction

Curriculum Development

Adoption

The Superintendent shall recommend a comprehensive curriculum that is aligned with:

1. The District's educational philosophy and goals,
2. Student needs as identified by research, demographics, and student achievement and other data,
3. The knowledge, skills, and abilities required for students to become life-long learners,
4. The minimum requirements of State and federal law and regulations for curriculum and graduation requirements,
5. The curriculum of non-District schools that feed into or from a District school, provided that the necessary cooperation and information is available,
6. The Illinois State Learning Standards and any District learning standards, and
7. Any required State or federal student testing.

The School Board will adopt, upon recommendation of the Superintendent, a curriculum that meets the above criteria.

Experimental Educational Programs and Pilot Projects

The Superintendent may recommend experimental educational programs and/or pilot projects for Board consideration. Proposals must include goals, material needs, anticipated expenses, and an evaluation process. The Superintendent shall submit to the Board periodic progress reports for programs that exceed one year in duration and a final evaluation with recommendation upon the program's completion.

Single-Gender Classes and Activities

The Superintendent may recommend a program of nonvocational single-gender classes and/or activities to provide diverse educational opportunities and/or meet students' identified educational needs. Participation in the classes or activities must be voluntary, both genders must be treated with substantial equality, and the program must otherwise comply with State and federal law and with Board policy 7:10, *Equal Educational Opportunities*. The Superintendent must periodically evaluate any single-gender class or activity to ensure that: (1) it does not rely on overly broad generalizations about the different talents, capabilities, or preferences of either gender, and (2) it continues to comply with State and federal law and with Board policy 7:10, *Equal Educational Opportunities*.

Development

The Superintendent shall develop a curriculum review program to monitor the current curriculum and promptly suggest changes to make the curriculum more effective, to take advantage of improved teaching methods and materials, and to be responsive to social change, technological developments, student needs, and community expectations.

The Superintendent shall report to the Board as appropriate, the curriculum review program's efforts to:

1. Regularly evaluate the curriculum and instructional program.
2. Ensure the curriculum continues to meet the stated adoption criteria.
3. Include input from a cross-section of teachers, administrators, parents/guardians, and students, representing all schools, grade levels, disciplines, and specialized and alternative programs.
4. Coordinate with the process for evaluating the instructional program and materials.

Curriculum Guides and Course Outlines

The Superintendent shall develop and provide subject area curriculum guides to appropriate staff members.

LEGAL REF.: 20 U.S.C. §1681, Title IX of the Education Amendments of 1972, implemented by 34 C.F.R. Part 106. 105 ILCS 5/10-20.8 and 5/10-19.

CROSS REF.: 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:70 (Teaching About Religions), 6:80 (Teaching About Controversial Issues) 6:100 (Using Animals in the Educational Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:120 (Education of Children with Disabilities), 6:130 (Program for the Gifted), 6:135 (Accelerated Placement Program), 6:140 (Education of Homeless Children), 6:145 (Migrant Students), 6:150 (Home and Hospital Instruction), 6:160 (English Learners), 6:170 (Title I Programs), 6:180 (Extended Instructional Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights)

ADOPTED:

Instruction

School Wellness

Student wellness, including good nutrition and physical activity, shall be promoted in the District's educational program, school-based activities, and meal programs. This policy shall be interpreted consistently with Section 204 of the Child Nutrition and WIC Reauthorization Act of 2004 and the Healthy Hunger-Free Kids Act of 2010 (HHFKA).

The Superintendent will ensure:

1. Each school building complies with this policy;
2. The policy is available to the community on an annual basis through copies of or online access to the Board Policy Manual; and
3. The community is informed about the progress of this policy's implementation.

Goals for Nutrition Education and Nutrition Promotion

The goals for addressing nutrition education and nutrition promotion include the following:

- Schools will support and promote sound nutrition for students.
- Schools will foster the positive relationship between sound nutrition, physical activity, and the capacity of students to develop and learn.
- Nutrition education will be part of the District's comprehensive health education curriculum. See Board policy 6:60, *Curriculum Content*.

Goals for Physical Activity

The goals for addressing physical activity include the following:

- Schools will support and promote an active lifestyle for students.
- Physical education will be taught in all grades and shall include a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle. See Board policy 6:60, *Curriculum Content* and Board policy 7:260, *Exemption from Physical Education*.
- During the school day, all students will be required to engage in a daily physical education course, unless otherwise exempted. See Board policy 6:60, *Curriculum Content* and Board policy 7:260, *Exemption from Physical Education*.
- The curriculum will be consistent with and incorporate relevant *Illinois Learning Standards for Physical Development and Health* as established by the Illinois State Board of Education (ISBE).

Nutrition Guidelines for Foods Available During the School Day; Marketing Prohibited

Students will be offered and schools will promote nutritious food and beverage choices during the school day that are consistent with Board policy 4:120, *Food Services* (requiring compliance with the nutrition standards specified in the U.S. Dept. of Agriculture's (USDA) *Smart Snacks* rules).

In addition, in order to promote student health and reduce childhood obesity, the Superintendent or designee shall:

1. Restrict the sale of *competitive foods*, as defined by the USDA, in the food service areas during meal periods;
2. Comply with all ISBE rules; and

3. Prohibit marketing during the school day of foods and beverages that do not meet the standards listed in Board policy 4:120, *Food Services*, i.e., in-school marketing of food and beverage items must meet *competitive foods* standards.

Competitive foods standards do not apply to foods and beverages available, but not sold in school during the school day; e.g., brown bag lunches, foods for classroom parties, school celebrations, and reward incentives.

Exempted Fundraising Day (EFD) Requests

All food and beverages sold to students on the school campuses of participating schools during the school day must comply with the “general nutrition standards for competitive foods” specified in federal law.

The Superintendent or designee in a participating school may grant an EFD for grades 9 through 12 in participating schools. To request an EFD and learn more about the District’s related procedure(s), contact the Superintendent or designee. The District’s procedures are subject to change. The number of EFDs for grades 9 through 12 in participating schools is set by ISBE rule.

Guidelines for Reimbursable School Meals

Reimbursable school meals served shall meet, at a minimum, the nutrition requirements and regulations for the National School Lunch Program and/or School Breakfast Program.

Monitoring

At least every three years, the Superintendent shall provide implementation data and/or reports to the Board concerning this policy’s implementation sufficient to allow the Board to monitor and adjust the policy (a triennial report). This triennial report must include without limitation each of the following:

- An assessment of the District’s implementation of the policy
- The extent to which schools in the District are in compliance with the policy
- The extent to which the policy compares to model local school wellness policies
- A description of the progress made in attaining the goals of the policy
- How the District will make the results of the assessment available to the public
- Where the District will retain records of the assessment

The Board will monitor and adjust the policy pursuant to policy 2:240, *Board Policy Development*.

Community Involvement

The Board and Superintendent will actively invite suggestions and comments concerning the development, implementation, periodic reviews, and updates of the school wellness policy from parents, students, representatives of the school food authority, teachers of physical education, school health professionals, the school board, school administrators, and the community. Community involvement methods shall align their suggestions and comments to policy 2:140, *Communications To and From the Board* and/or the **Community Engagement** subhead in policy 8:10, *Connection with the Community*.

Recordkeeping

The Superintendent shall retain records to document compliance with this policy, the District’s records retention protocols, and the Local Records Act.

LEGAL REF.: Child Nutrition and WIC Reauthorization Act of 2004, Pub. L. 108-265, Sec. 204.
Child Nutrition Act of 1966, 42 U.S.C. §1771 et seq.
National School Lunch Act, 42 U.S.C. §1751 et seq.
Healthy, Hunger-Free Kids Act of 2010, 42 U.S.C. §1758b, Pub. L. 111-296.
42 U.S.C. §1779, as implemented by 7 C.F.R. §§210.11 and 210.31.
Local Records Act, 50 ILCS 205/.
105 ILCS 5/2-3.139.
23 Ill.Admin.Code Part 305, Food Program.
ISBE's "School Wellness Policy" Goal, adopted Oct. 2007.

CROSS REF.: 2:140 (Communications To and From the Board), 2:150 (Committees), 2:240
(Board Policy Development), 4:120 (Food Services), 5:100 (Staff Development
Program), 6:60 (Curriculum Content), 7:260 (Exemption from Physical
Education), 8:10 (Connection with the Community)

ADOPTED:

Pending Adoption

Instruction

Curriculum Content

The curriculum shall contain instruction on subjects required by State statute or regulation as follows:

1. In grades 9 through 12, subjects include: (a) language arts, (b) writing intensive course, (c) science, (d) mathematics, (e) social studies including U.S. history, American government and one semester of civics, (f) foreign language, (g) music, (h) art, (i) driver and safety education, and (j) vocational education.

Students otherwise eligible to take a driver education course must receive a passing grade in at least eight courses during the previous two semesters before enrolling in the course. The Superintendent or designee may waive this requirement if he or she believes a waiver to be in the student's best interest. The course shall include: (a) instruction necessary for the safe operation of motor vehicles, including motorcycles, to the extent that they can be taught in the classroom, (b) classroom instruction on distracted driving as a major traffic safety issue, (c) instruction on required safety and driving precautions that must be observed at emergency situations, highway construction and maintenance zones, and railroad crossings and their approaches, and (d) instruction concerning law enforcement procedures for traffic stops, including a demonstration of the proper actions to be taken during a traffic stop and appropriate interactions with law enforcement. Automobile safety instruction covering traffic regulations and highway safety must include instruction on the consequences of alcohol consumption and the operation of a motor vehicle. The eligibility requirements contained in State law for the receipt of a certificate of completion from the Secretary of State shall be provided to students in writing at the time of their registration.

2. In each grade, as well as in interscholastic athletic programs, steroid abuse prevention must be taught.
3. In each grade, provided it can be funded by private grants or the federal government, violence prevention and conflict resolution must be stressed, including: (a) causes of conflict, (b) consequences of violent behavior, (c) non-violent resolution, and (d) relationships between drugs, alcohol, and violence.
4. In each grade, age-appropriate Internet safety must be taught, the scope of which shall be determined by the Superintendent or designee. The curriculum must incorporate policy 6:235, *Access to Electronic Networks* and, at a minimum, include: (a) education about appropriate online behavior, (b) interacting with other individuals on social networking websites and in chat rooms, and (c) cyberbullying awareness and response.
5. In all grades, character education must be taught including respect, responsibility, fairness, caring, trustworthiness, and citizenship in order to raise students' honesty, kindness, justice, discipline, respect for others, and moral courage. Instruction in all grades will include examples of behaviors that violate policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*.
6. In all schools, citizenship values must be taught, including: (a) patriotism, (b) democratic principles of freedom, justice, and equality, (c) proper use and display of the American flag, (d) the Pledge of Allegiance, and (e) the voting process.

7. In all grades, physical education must be taught including a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle. Unless otherwise exempted, all students are required to engage with such frequency as determined by the Board, but at a minimum of three days per five-day week, during the school day, except on block scheduled days, in a physical education course. For exemptions and substitutions, see policies 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students* and 7:260, *Exemption from Physical Education*
8. In all schools, health education must be stressed, including: (a) proper nutrition, (b) physical fitness, (c) components necessary to develop a sound mind in a healthy body, (d) dangers and avoidance of abduction, and (e) age-appropriate sexual abuse and assault awareness and prevention education in all grades. The Superintendent shall implement a comprehensive health education program in accordance with State law.
9. In all schools, career/vocational education must be taught, including: (a) the importance of work, (b) the development of basic skills to enter the world of work and/or continue formal education, (c) good work habits and values, (d) the relationship between learning and work, and (e) if possible, a student work program that provides the student with work experience as an extension of the regular classroom. A career awareness and exploration program must be available at all grade levels.
10. In grades 9 through 12, consumer education must be taught, including: (a) financial literacy, including consumer debt and installment purchasing (including credit scoring, managing credit debt, and completing a loan application); budgeting; savings and investing; banking (including balancing a checkbook, opening a deposit account, and the use of interest rates); understanding simple contracts; State and federal income taxes; personal insurance policies; the comparison of prices; higher education student loans; identity-theft security; and homeownership (including the basic process of obtaining a mortgage and the concepts of fixed and adjustable rate mortgages, subprime loans, and predatory lending); and (b) the roles of consumers interacting with agriculture, business, labor unions and government in formulating and achieving the goals of the mixed free enterprise system.
11. In all schools, conservation of natural resources must be taught, including: (a) home ecology, (b) endangered species, (c) threats to the environment, and (d) the importance of the environment to life as we know it.
12. In all schools, United States (U.S.) history must be taught, including: (a) the principles of representative government, (b) the Constitutions of the U.S. and Illinois, (c) the role of the U.S. in world affairs, (d) the role of labor unions, (e) the role and contributions of ethnic groups, including but not limited to, the African Americans, Albanians, Asian Americans, Bohemians, Czechs, French, Germans, Hispanics (including the events related to the forceful removal and illegal deportation of Mexican-American U.S. citizens during the Great Depression), Hungarians, Irish, Italians, Lithuanians, Polish, Russians, Scots, and Slovaks in the history of this country and State, (f) a study of the roles and contributions of lesbian, gay, bisexual, and transgender (LGBT) people in the history of the U.S. and Illinois, and (g) Illinois history.

In addition, all schools shall hold an educational program on the United States Constitution on Constitution Day, each September 17, commemorating the September 17, 1787 signing of the Constitution. However, when September 17 falls on a Saturday, Sunday, or holiday, Constitution Day shall be held during the preceding or following week.

13. In all high school courses concerning U.S. history or a combination of U.S. history and American government, students must view a Congressional Medal of Honor film made by the Congressional Medal of Honor Foundation, provided there is no cost for the film.
14. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the Holocaust and crimes of genocide, including Nazi atrocities of 1933-1945, Armenian Genocide, the Famine-Genocide in Ukraine, and more recent atrocities in Cambodia, Bosnia, Rwanda, and Sudan.
15. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the history, struggles, and contributions of women.
16. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on Black History, including the history of the African slave trade, slavery in America, and the vestiges of slavery in this country, as well as the struggles and contributions of African-Americans.
17. In all schools offering a secondary agricultural education program, the curriculum includes courses as required by 105 ILCS 5/2-3.80.
18. In all schools, instruction during courses as determined by the Superintendent or designee on disability history, awareness, and the disability rights movement.

LEGAL REF.: Pub. L. No. 108-447, Section 111 of Division J, Consolidated Appropriations Act of 2005.
 Pub. L. No. 110-385, Title II, 122 stat. 4096 (2008), Protecting Children in the 21st Century Act.
 47 C.F.R. §54.520
 5 ILCS 465/3 and 465/3a.
 20 ILCS 2605/2605-480.
 105 ILCS 5/2-3.80(e) and (f), 5/27-3, 5/27-3.5, 5/27-5, 5/27-6, 5/27-6.5, 5/27-7, 5/27-12, 5/27-12.1, 5/27-13.1, 5/27-13.2, 5/27-20.3, 5/27-20.4, 5/27-20.5, 5/27-20.7, 5/27-21, 5/27-22, 5/27-23.3, 5/27-23.4, 5/27-23.7, 5/27-23.8, 5/27-23.10, 5/27-23.11, 5/27-24.2, 435/, and 110/3.
 625 ILCS 5/6-408.5.
 23 Ill.Admin.Code §§1.420, 1.425, 1.430, and 1.440.

CROSS REF.: 6:20 (School Year Calendar and Day), 6:40 (Curriculum Development), 6:70 (Teaching About Religions), 6:235 (Access to Electronic Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:260 (Exemption from Physical Education)

ADOPTED:

Instruction

Student Social and Emotional Development

Social and emotional learning (SEL) is defined as the process through which students enhance their ability to integrate thinking, feeling, and behaving to achieve important life tasks. Students competent in SEL are able to recognize and manage their emotions, establish healthy relationships, set positive goals, meet personal and social needs, and make responsible and ethical decisions.

The Superintendent shall incorporate SEL into the District's curriculum and other educational programs consistent with the District's mission and the goals and benchmarks of the Ill. Learning Standards. The Ill. Learning Standards include three goals for students:

1. Develop self-awareness and self-management skills to achieve school and life success.
2. Use social-awareness and interpersonal skills to establish and maintain positive relationships.
3. Demonstrate decision-making skills and responsible behaviors in personal, school, and community contexts.

The incorporation of SEL objectives into the District's curriculum and other educational programs may include but is not limited to:

1. Classroom and school-wide programming to foster a safe, supportive learning environment where students feel respected and valued. This may include incorporating scientifically based, age-and-culturally appropriate classroom instruction, District-wide, and school-wide strategies that teach SEL skills, promote optimal mental health, and prevent risk behaviors for all students.
2. Staff development and training to promote students' SEL development. This may include providing all personnel with age-appropriate academic and SEL and how to promote it.
3. Parent/Guardian and family involvement to promote students' SEL development. This may include providing parents/guardians and families with learning opportunities related to the importance of their children's optimal SEL development and ways to enhance it.
4. Community partnerships to promote students' SEL development. This may include establishing partnerships with diverse community agencies and organizations to assure a coordinated approach to addressing children's mental health and SEL development.
5. Early identification and intervention to enhance students' school readiness, academic success, and use of good citizenship skills. This may include development of a system and procedures for periodic and universal screening, assessment, and early intervention for students who have significant risk factors for social, emotional, or mental health conditions that impact learning.
6. Treatment to prevent or minimize mental health conditions in students. This may include building and strengthening referral and follow-up procedures for providing effective clinical services for students with social, emotional, and mental health conditions that impact learning. This may include student and family support services, school-based behavioral health services, and school-community linked services and supports.
7. Assessment and accountability for teaching SEL skills to all students. This may include implementation of a process to assess and report baseline information and ongoing progress

about school climate, students' social and emotional development, and academic performance.

LEGAL REF.: Children's Mental Health Act of 2003, 405 ILCS 49/.

CROSS REF.: 1:30, (School District Philosophy), 6:10 (Educational Philosophy and Objectives), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:270 (Guidance and Counseling Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services)

ADOPTED:

Pending Adoption

Instruction

Teaching About Religions

The School District's curriculum may include the study of religions as they relate to geography, history, culture, and the development of various ethnic groups. The study of religions shall give neither preferential nor derogatory treatment to any single religion, religious belief, or to religion in general. The study of religions shall be treated as an academic subject with no emphasis on the advancement or practice of religion.

LEGAL REF.: School Dist. of Abington Twp v. Schempp, 374 U.S. 203 (1963).
Allegheny County v. ACLU Pittsburgh Chapter, 492 U.S. 573 (1989).

CROSS REF.: 6:20 (School Year Calendar and Day), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:255 (Assemblies and Ceremonies)

ADOPTED:

Instruction

Teaching About Controversial Issues

The Superintendent shall ensure that all school-sponsored presentations and discussions of controversial or sensitive topics in the instructional program, including those made by guest speakers, are:

- Age-appropriate. Proper decorum, considering the students' ages, should be followed.
- Consistent with the curriculum and serve an educational purpose.
- Informative and present a balanced view.
- Respectful of the rights and opinions of everyone. Emotional criticisms and hurtful sarcasm should be avoided.
- Not tolerant of profanity or slander.

The District specifically reserves its right to stop any school-sponsored activity that it determines violates this policy, is harmful to the District or the students, or violates State or federal law.

CROSS REF.: 6:40 (Curriculum Development), 6:255 (Assemblies and Ceremonies)

ADOPTED:

Instruction

Using Animals in the Educational Program

Animals may be brought into school facilities for educational purposes according to procedures developed by the Superintendent assuring: (a) the animal is appropriately housed, humanely cared for, and properly handled, and (b) students will not be exposed to a dangerous animal or an unhealthy environment.

Animal Experiments

Experiments on living animals are prohibited; however, behavior studies that do not impair an animal's health or safety are permissible.

Animal Dissection

The dissection of dead animals or parts of dead animals shall be allowed in the classroom only when the dissection exercise contributes to or is a part of an illustration of pertinent study materials. All dissection of animals shall be confined to the classroom and must comply with the School Code.

Students who object to performing, participating in, or observing the dissection of animals are excused from classroom attendance without penalty during times when such activities are taking place. No student will be penalized or disciplined for refusing to perform, participate in, or observe a dissection. The Superintendent or designee shall inform students of: (1) their right to refrain from performing, participating in, or observing dissection, and (2) which courses contain a dissection unit and which of those courses offers an alternative project.

LEGAL REF.: 105 ILCS 5/2-3.122, 5/27-14, and 112/.

CROSS REF.: 6:40 (Curriculum Development)

ADOPTED:

Instruction

Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program

The Superintendent or designee shall develop, maintain, and supervise a program for students at risk of academic failure or dropping out of school. The program shall include education and support services addressing individual learning styles, career development, and social needs, and may include without limitation one or more of the following:

- Parent-teacher conferences
- Counseling services by social workers and/or guidance counselors
- Counseling services by psychologists
- Psychological testing
- Truants' alternative and optional education program
- Alternative school placement
- Community agency services
- Alternative learning opportunities program, in conformity with the Alternative Learning Opportunities Law, as it may be amended from time to time
- Graduation incentives program
- Remediation program

Any student who is below the age of 20 years is eligible to enroll in a graduation incentives program if he or she:

1. Is considered a dropout according to State law;
2. Has been suspended or expelled;
3. Is pregnant or is a parent;
4. Has been assessed as chemically dependent; or
5. Is enrolled in a bilingual education or English Language Learners program.

LEGAL REF.: 105 ILCS 5/2-3.41, 5/2-3.66, 5/10-20.9a, 5/13B, 5/26-2a, 5/26-13, 5/26-14, and 5/26-16.

CROSS REF.: 6:280 (Grading and Promotion), 6:300 (Graduation Requirements), 7:70 (Attendance and Truancy)

ADOPTED:

Instruction

Education of Children with Disabilities

The School District shall provide a free appropriate public education in the least restrictive environment and necessary related services to all children with disabilities enrolled in the District, as required by the Individuals With Disabilities Education Act (IDEA) and implementing provisions of the School Code, Section 504 of the Rehabilitation Act of 1973, and the Americans With Disabilities Act. The term *children with disabilities*, as used in this policy, means children between ages 15 and 21 (inclusive) for whom it is determined, through definitions and procedures described in the Ill. State Board of Education (ISBE) *Special Education* rules, that special education services are needed.

It is the intent of the District to ensure that students who are disabled within the definition of Section 504 of the Rehabilitation Act of 1973 are identified, evaluated, and provided with appropriate educational services. Students may be disabled within the meaning of Section 504 of the Rehabilitation Act even though they do not require services pursuant to the IDEA.

For students eligible for services under IDEA, the District shall follow procedures for identification, evaluation, placement, and delivery of services to children with disabilities provided in the ISBE *Special Education* rules. For those students who are not eligible for services under IDEA, but, because of disability as defined by Section 504 of the Rehabilitation Act of 1973, need or are believed to need special instruction or related services, the District shall establish and implement a system of procedural safeguards. The safeguards shall cover students' identification, evaluation, and educational placement. This system shall include notice, an opportunity for the student's parent(s)/guardian(s) to examine relevant records, an impartial hearing with opportunity for participation by the student's parent(s)/guardian(s), representation by counsel, and a review procedure.

The District may maintain membership in one or more cooperative associations of school districts that shall assist the District in fulfilling its obligations to the District's disabled students.

If necessary, students may also be placed in nonpublic special education programs or education facilities.

LEGAL REF.: 20 U.S.C. §1400 et seq., Individuals With Disabilities Education Improvement Act of 2004.
 29 U.S.C. §794, Rehabilitation Act of 1973, Section 504.
 42 U.S.C. §12101 et seq., Americans With Disabilities Act.
 34 C.F.R. §300.
 105 ILCS 5/14-1.01 et seq., 5/14-7.02, and 5/14-7.02b.
 23 Ill.Admin.Code Part 226.

CROSS REF.: 2:150 (Committees), 7:230 (Misconduct by Students with Disabilities)

ADOPTED:

Instruction

Program for the Gifted

The Superintendent or designee shall implement an education program for gifted and talented learners that is responsive to student needs and is within the budget parameters as set by the Board.

Eligibility to participate in the gifted program shall not be conditioned upon race, religion, sex, disability, or any factor other than the student's identification as gifted or talented learner.

The School Board will monitor this program's performance by meeting periodically with the Superintendent or designee to determine and/or review the indicators and data that evidence whether the educational program for gifted and talented learners is accomplishing its goals and objectives and is otherwise in compliance with this policy.

LEGAL REF.: 105 ILCS 5/14A.
23 Ill.Admin.Code Part 227.

CROSS REF.: 6:135 (Accelerated Placement Program)

ADOPTED:

Instruction

Accelerated Placement Program

The District provides an Accelerated Placement Program (APP). The APP advances the District's goal of providing educational programs with opportunities for each student to develop to his or her maximum potential. The APP provides an educational setting with curriculum options usually reserved for students who are older or in higher grades than the student participating in the APP. APP options include, but may not be limited to: (a) accelerating a student in a single subject; and (b) other grade-level acceleration. Participation in the APP is open to all students who demonstrate high ability and who may benefit from accelerated placement. It is not limited to students who have been identified as gifted and talented. Eligibility to participate in the District's APP shall not be conditioned upon the protected classifications identified in Board policy 7:10, *Equal Educational Opportunities*, or any factor other than the student's identification as an accelerated learner.

The Superintendent or designee shall implement an APP that includes:

1. Decision-making processes that are fair, equitable, and involve multiple individuals, e.g. District administrators, teachers, and school support personnel, and a student's parent(s)/guardian(s);
2. Notification processes that notify a student's parent(s)/guardian(s) of a decision affecting a student's participation in the APP; and
3. Assessment processes that include multiple valid, reliable indicators.

LEGAL REF.: 105 ILCS 5/14A.

CROSS REF.: 6:10 (Educational Philosophy and Objectives), 6:130 (Program for the Gifted), 7:10 (Equal Educational Opportunities), 7:50 (School Admissions and Student Transfers To and From Non-District Schools)

ADOPTED:

Instruction

Education of Homeless Children

Each child of a homeless individual and each homeless youth has equal access to the same free, appropriate public education as provided to other children and youths. A *homeless child* is defined as provided in the McKinney-Vento Homeless Assistance Act and the Ill. Education for Homeless Children Act. The Superintendent or designee shall act as or appoint a Liaison for Homeless Children to coordinate this policy's implementation.

A homeless child may attend the District school that the child attended when permanently housed or in which the child was last enrolled. A homeless child living in any District school's attendance area may attend that school.

The Superintendent or designee shall review and revise rules or procedures that may act as barriers to the enrollment of homeless children and youths. In reviewing and revising such procedures, consideration shall be given to issues concerning transportation, immunization, residency, birth certificates, school records and other documentation, and guardianship. Transportation shall be provided in accordance with the McKinney-Vento Homeless Assistance Act and State law. The Superintendent or designee shall give special attention to ensuring the enrollment and attendance of homeless children and youths who are not currently attending school. If a child is denied enrollment or transportation under this policy, the Liaison for Homeless Children shall immediately refer the child or his or her parent/guardian to the ombudsperson appointed by the Regional Superintendent and provide the child or his or her parent/guardian with a written explanation for the denial. Whenever a child and his or her parent/guardian who initially share the housing of another person due to loss of housing, economic hardship, or a similar hardship continue to share the housing, the Liaison for Homeless Children shall annually conduct a review as to whether such hardship continues to exist in accordance with State law.

LEGAL REF.: McKinney-Vento Homeless Assistance Act, 42 U.S.C. §11431 et seq.
Ill. Education for Homeless Children Act, 105 ILCS 45/.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:110 (Transportation), 7:10 (Equal Educational Opportunities), 7:30 (Student Assignment), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students)

ADOPTED:

Instruction

Migrant Students

The Superintendent will develop and implement a program to address the needs of migrant children in the District.

This program will include a means to:

1. Identify migrant students and assess their educational and related health and social needs.
2. Provide a full range of services to migrant students through appropriate local, State and federal educational programs, including applicable Title I programs, special education, gifted education, vocational education, language programs, counseling programs, and elective classes.
3. Provide migrant children with full and appropriate opportunities to meet the same challenging State academic standards that all children are expected to meet.
4. Provide advocacy and outreach programs to migrant children and their families and professional development for District staff.
5. Provide programs, activities, and procedures for the engagement of parents/guardians and family members of migrant students in an understandable format and language.

Migrant Education Program for Parent/Guardian and Family Member Engagement

Parents/guardians and family members of migrant students will be involved in and regularly consulted about the development, implementation, operation, and evaluation of the migrant program.

Parents/guardians and family members of migrant students will receive instruction regarding their role in improving the academic achievement of their children.

LEGAL REF.: 20 U.S.C. §6318.
20 U.S.C. §6391 et seq.
34 C.F.R. §200.80 et seq.

CROSS REF.: 6:170 (Title I Programs)

ADOPTED:

Instruction

Home and Hospital Instruction

A student who is absent from school, or whose physician, physician assistant, or advanced practice registered nurse anticipates that the student will be absent from school, because of a medical condition may be eligible for instruction in the student's home or hospital. Eligibility shall be determined by State law and the Illinois State Board of Education rules governing (1) the continuum of placement options for students who have been identified for special education services or (2) the home and hospital instruction provisions for students who have not been identified for special education services. Appropriate educational services from qualified staff will begin no later than five school days after receiving a written statement from: (1) a physician licensed to practice medicine in all of its branches, (2) a licensed physician assistant, or (3) a licensed advanced practice registered nurse. Instructional or related services for a student receiving special education services will be determined by the student's individualized education program.

A student who is unable to attend school because of pregnancy will be provided home instruction, correspondence courses, or other courses of instruction (1) before the birth of the child when the student's physician, physician assistant, or advanced practice registered nurse indicates, in writing, that she is medically unable to attend regular classroom instruction, and (2) for up to three months after the child's birth or a miscarriage.

Periodic conferences will be held between appropriate school personnel, parent(s)/guardian(s), and hospital staff to coordinate course work and facilitate a student's return to school.

LEGAL REF.: 105 ILCS 5/10-19.05(e), 5/10-22.6a, 5/14-13.01, and 5/18-4.5.
23 Ill.Admin.Code §§1.520, 1.610, and 226.300.

CROSS REF.: 6:120 (Education of Children with Disabilities), 7:10 (Equal Educational Opportunity), 7:280 (Communicable and Chronic Infectious Disease)

ADOPTED:

Instruction

English Learners

The District offers opportunities for resident English Learners to achieve at high levels in academic subjects and to meet the same challenging State academic standards that all children are expected to meet. The Superintendent or designee shall develop and maintain a program for English Learners that will:

1. Assist all English Learners to achieve English proficiency, facilitate effective communication in English, and encourage their full participation in school activities and programs as well as promote participation by the parents/guardians of English Learners.
2. Appropriately identify students with limited English language proficiency.
3. Comply with State law regarding the Transitional Bilingual Educational Program (TBE) or Transitional Program of Instruction (TPI), whichever is applicable.
4. Comply with any applicable State and federal requirements for the receipt of grant money for English Learners and programs to serve them.
5. Determine the appropriate instructional program and environment for English Learners.
6. Annually assess the English proficiency of English Learners and monitor their progress in order to determine their readiness for a mainstream classroom environment.
7. Include English Learners, to the extent required by State and federal law, in the District's student assessment program to measure their achievement in reading/language arts and mathematics.
8. Provide information to the parents/guardians of English Learners about: (a) the reasons for their child's identification, (b) their child's level of English proficiency, (c) the method of instruction to be used, (d) how the program will meet their child's needs, (e) how the program will specifically help their child learn English and meet age-appropriate academic achievement standards for grade promotion and graduation, (f) specific exit requirements of the program, (g) how the program will meet their child's individualized education program, if applicable, and (h) information on parent/guardian rights. Parents/guardians will be regularly apprised of their child's progress and involvement will be encouraged.

Parent Involvement

Parents/guardians of English Learners will be informed how they can: (1) be involved in the education of their children, and (2) be active participants in assisting their children to attain English proficiency, achieve at high levels within a well-rounded education, and meet the challenging State academic standards expected of all students.

LEGAL REF.: 20 U.S.C. §§6312, 6314, 6315, and 6318.
20 U.S.C. §6801 et seq.
34 C.F.R. Part 200.
105 ILCS 5/14C-1 et seq.
23 Ill.Admin.Code Part 228.

CROSS REF.: 6:15 (School Accountability), 6:170 (Title I Programs), 6:340 (Student Testing and Assessment Program)

ADOPTED:

Pending Adoption

Instruction

Title I Programs

The Superintendent or designee shall pursue funding under Title I, Improving the Academic Achievement of the Disadvantaged, of the Elementary and Secondary Education Act, to supplement instructional services and activities in order to improve the educational opportunities of educationally disadvantaged or deprived children.

All District schools, regardless of whether they receive Title I funds, shall provide services that, taken as a whole, are substantially comparable. Teachers, administrators, and other staff shall be assigned to schools in a manner that ensures equivalency among the District's schools. Curriculum materials and instructional supplies shall be provided in a manner that ensures equivalency among the District's schools.

Title I Parent and Family Engagement

The District maintains programs, activities, and procedures for the engagement of parents/guardians and families of students receiving services, or enrolled in programs, under Title I. These programs, activities, and procedures are described in District-level and School-level compacts.

District-Level Parent and Family Engagement Compact

The Superintendent or designee shall develop a *District-Level Parent and Family Engagement Compact* according to Title I requirements. The *District-Level Parent and Family Engagement Compact* shall contain: (1) the District's expectations for parent and family engagement, (2) specific strategies for effective parent and family engagement activities to improve student academic achievement and school performance, and (3) other provisions as required by federal law. The Superintendent or designee shall ensure that the *Compact* is distributed to parents/guardians of students receiving services, or enrolled in programs, under Title I.

School-Level Parent and Family Engagement Compact

Each Building Principal or designee shall develop a *School-Level Parent and Family Engagement Compact* according to Title I requirements. This *School-Level Parent and Family Engagement Compact* shall contain: (1) a process for continually involving parents/guardians in its development and implementation, (2) how parents/guardians, the entire school staff, and students share the responsibility for improved student academic achievement, (3) the means by which the school and parents/guardians build and develop a partnership to help children achieve the State's high standards, and (4) other provisions as required by federal law. Each Building Principal or designee shall ensure that the *Compact* is distributed to parents/guardians of students receiving services, or enrolled in programs, under Title I.

Incorporated
by Reference: 6:170-AP1, E1 (District-Level Parent and Family Engagement Compact) and
6:170-AP1, E2 (School-Level Parent and Family Engagement Compact)

LEGAL REF.: Title I of the Elementary and Secondary Education Act, 20 U.S.C. §6301-6514.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:110 (Transportation), 5:190 (Teacher
Qualifications), 5:280 (Duties and Qualifications), 6:15 (School Accountability),
6:140 (Education of Homeless Children), 6:145 (Migrant Students), 6:160
(English Learners), 7:10 (Equal Educational Opportunities), 7:30 (Student
Assignment), 7:60 (Residence), 7:100 (Health, Eye, and Dental Examinations;
Immunizations; and Exclusion of Students), 8:95 (Parental Involvement)

ADOPTED:

Pending Adoption

Instruction

Extended Instructional Programs

The District may offer the following programs in accordance with State law and the District's educational philosophy:

1. Child care and training center for pre-school children and for students whose parents work.
2. Tutorial program.
3. Adult education program.
4. Outdoor education program.
5. Summer school, whether for credit or not.
6. Independent study, whether for credit or not.
7. Support services and instruction for students who are, or whose parents/guardians are, chemically dependent.
8. Activities to address intergroup conflict.
9. Volunteer service credit program.
10. Vocational academy.
11. Advanced vocational training and/or career education program.

LEGAL REF.: 105 ILCS 5/10-22.18a, 5/10-22.18b, 5/10-22.18c, 5/10-22.20, 5/10-22.20a, 5/10-22.20b, 5/10-22.20c, 5/10-22.29, 5/10-22.33A, 5/10-22.33B, 5/10-23.2, 5/27-22.1, 5/27-22.3, 5/27-23.6, 110/3, and 433/.

CROSS REF.: 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 6:320 (High School Credit for Proficiency)

ADOPTED:

Instruction

Remote Educational Program

The Superintendent shall develop, maintain, and supervise a remote educational program consistent with 105 ILCS 5/10-29. The remote educational program shall provide an opportunity for qualifying students to participate in an educational program delivered by the District in a location outside of a school.

The remote educational program shall:

1. Align its curriculum with the Ill. Learning Standards and Board policies 6:10, *Educational Philosophy and Objectives* and 6:15, *School Accountability*.
2. Offer instruction and educational experiences consistent with those given to students at the same grade level in the District through compliance with Board policies 6:30, *Organization of Instruction* and 6:300, *Graduation Requirements*.
3. Provide instructors that meet the teacher qualifications in Board policy 5:190, *Teacher Qualifications*. Instructors are responsible for the following elements of the program:
 - a. Planning instruction,
 - b. Diagnosing learning needs,
 - c. Prescribing content delivery through class activities,
 - d. Assessing learning,
 - e. Reporting outcomes to administrators and parents/guardians, and
 - f. Evaluating the effects of instruction.
4. Provide a remote educational program anytime during the period of time from and including the opening date to the closing date of the District's regular school term. It may operate on any calendar day, notwithstanding whether it is a student attendance day or institute day on the District's calendar or any other provision of law restricting instruction on that day. The District's regular school term is established by Board policies 2:20, *Powers and Duties of the School Board; Indemnification*, and 6:20, *School Year Calendar and Day*. The remote educational program may be offered outside of the regular school term as part of any authorized summer school program.
5. Establish a system to determine student participation in instruction in alignment with Board policy 6:20, *School Year Calendar and Day*.
6. Limit participation to students who are juniors or seniors or demonstrate individual educational need(s). Approval of students in the program will be on a space-available basis.
7. Authorize the Superintendent or designee to approve students for participation in the program when the student shows evidence of:
 - a. Enrollment in the District pursuant to Board policies 7:60, *Residence* and 7:30, *Student Assignment and Intra-District Transfer*.
 - b. Prior approval from their individualized educational program (IEP) team, if applicable.
 - c. How the remote educational program best serves the student's individual learning needs.
 - d. A consistent, appropriate attendance record, no disciplinary record, and a 2.5 minimum grade point average.

8. Include a process for developing and approving a written remote educational plan for each student participating in the program.
9. Require students to complete their participation in the program within 12 months, unless the student's participation is extended by the District.
10. Require students to participate in all assessments administered by the District pursuant to State and federal law and Board policy 6:340, *Student Testing and Assessment Program*.
11. Align with the requirements of Board policy 7:340, *Student Records*.
12. Comply with other State and federal laws and align with all applicable Board policies. This includes the Superintendent submitting a copy of this policy to the Ill. State Board of Education along with any amendments to it and any data on student participation.
13. Be monitored by the Board pursuant to Board policy 2:240, *Board Policy Development*, and included as a topic for discussion in the annual report required by Board policy 6:10, *Educational Philosophy and Objectives*. It shall include a discussion of the process for renewal of the program when applicable.

LEGAL REF.: 105 ILCS 5/10-29.
23 Ill.Admin.Code §226.360.

CROSS REF.: 2:20 (Powers and Duties of the School Board; Indemnification), 2:240 (Board Policy Development), 5:190 (Teacher Qualifications), 6:10 (Educational Philosophy and Objectives), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:30 (Organization of Instruction), 6:300 (Graduation Requirements), 6:340 (Student Testing and Assessment Program), 7:30 (Student Assignment and Intra-District Transfer), 7:60 (Residence), 7:340 (Student Records)

ADOPTED:

Instruction

Extracurricular and Co-Curricular Activities

The Superintendent must approve an activity in order for it to be considered a District-sponsored extracurricular or co-curricular activity, using the following criteria:

1. The activity will contribute to the leadership abilities, social well-being, self-realization, good citizenship, or general growth of student-participants.
2. Fees assessed students are reasonable and do not exceed the actual cost of operation.
3. The District has sufficient financial resources for the activity.
4. Requests from students.
5. The activity will be supervised by a school-approved sponsor.

Non-school sponsored student groups are governed by School Board policy, 7:330, *Student Use of Buildings - Equal Access*.

Academic Criteria for Participation

Selection of members or participants is at the discretion of the teachers, sponsors, or coaches, provided that the selection criteria conform to the District's policies. Participation in co-curricular activities is dependent upon course selection and successful progress in those courses. In order to be eligible to participate in any school-sponsored or school-supported athletic or extracurricular activity, a student must pass 25 credit hours of high school work per week. A student must have passed and received credit toward graduation for 25 credit hours of high school work for the entire previous semester to be eligible at all during the ensuing semester. Any student-participant failing to meet these academic criteria shall be suspended from further participation in all school-sponsored and school-supported athletic and extracurricular activities until the specified academic criteria are met.

In order to participate in extra-curricular or co-curricular activities and field trips, students must also be in regular attendance at school. Students with seven absences or greater in a semester will be evaluated by administration and may be excluded from participation in these trips. Final determination of participation will be made by the administration.

LEGAL REF.: 105 ILCS 5/10-20.30 and 5/24-24.

CROSS REF.: 4:170 (Safety), 7:10 (Equal Educational Opportunities), 7:40 (Nonpublic School Students, Including Parochial and Home-Schooled Students), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:300 (Extracurricular Athletics), 7:330 (Student Use of Buildings - Equal Access), 8:20 (Community Use of School Facilities)

ADOPTED:

Instruction

Instructional Materials

All District classrooms and learning centers should be equipped with an evenly-proportioned, wide assortment of instructional materials, including textbooks, workbooks, audio-visual materials, and electronic materials. These materials should provide quality learning experiences for students and:

1. Enrich and support the curriculum;
2. Stimulate growth in knowledge, literary appreciation, aesthetic values, and ethical standards;
3. Provide background information to enable students to make informed judgments and promote critical reading and thinking;
4. Depict in an accurate and unbiased way the cultural diversity and pluralistic nature of American society; and
5. Contribute to a sense of the worth of all people regardless of sex, race, religion, nationality, ethnic origin, sexual orientation, disability, or any other differences that may exist.

The Superintendent or designee shall annually provide a list or description of textbooks and instructional materials used in the District to the School Board. Anyone may inspect any textbook or instructional material.

Teachers are encouraged to use age-appropriate supplemental material only when it will enhance, or otherwise illustrate, the subjects being taught. No R-rated movie shall be shown to students unless prior approval is received from the Superintendent or designee, and no movie rated NC-17 (no one 17 and under admitted) shall be shown under any circumstances. These restrictions apply to television programs and other media with equivalent ratings. The Superintendent or designee shall give parents/guardians an opportunity to request that their child not participate in a class showing a movie, television program, or other media with an R or equivalent rating.

Instructional Materials Selection and Adoption

The Superintendent shall recommend to the Board for consideration and adoption all textbooks and instructional materials and shall include the following information: (1) title, publisher, copyright dates, number of copies desired, and cost; (2) any texts being replaced; and (3) rationale for recommendation. The School Code governs the adoption and purchase of textbooks and instructional materials.

LEGAL REF.: 105 ILCS 5/10-20.8 and 5/28-19.1.

CROSS REF.: 6:30 (Organization of Instruction), 6:40 (Curriculum Development), 6:80 (Teaching About Controversial Issues), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 8:110 (Public Suggestions and Concerns)

ADOPTED:

Instruction

Library Media Program

The Superintendent or designee shall manage the District's library media program to comply with (1) State law and Ill. State Board of Education (ISBE) rule and (2) the following standards:

1. The program includes an organized collection of resources available to students and staff to supplement classroom instruction, foster reading for pleasure, enhance information literacy, and support research, as appropriate to students of all abilities in the grade levels served.
2. Financial resources for the program's resources and supplies are allocated to meet students' needs.
3. Students in all grades served have equitable access to library media resources.
4. The advice of an individual who is qualified according to ISBE rule is sought regarding the overall direction of the program, including the selection and organization of materials, provision of instruction in information and technology literacy, and structuring the work of library paraprofessionals.
5. Staff members are invited to recommend additions to the collection.
6. Students may freely select resource center materials as well as receive guided selection of materials appropriate to specific, planned learning experiences.

LEGAL REF.: 23 Ill.Admin.Code §1.420(o).

CROSS REF.: 6:60 (Curriculum Content), 6:170 (Title I Programs), 6:210 (Instructional Materials)

ADOPTED:

Instruction

Access to Electronic Networks

Electronic networks, including the Internet, are a part of the District's instructional program and serve to promote educational excellence by facilitating resource sharing, innovation, and communication. The Superintendent shall develop an implementation plan for this policy and appoint system administrator(s).

The School District is not responsible for any information that may be lost or damaged, or become unavailable when using the network, or for any information that is retrieved or transmitted via the Internet. Furthermore, the District will not be responsible for any unauthorized charges or fees resulting from access to the Internet.

Curriculum and Appropriate Online Behavior

The use of the District's electronic networks shall: (1) be consistent with the curriculum adopted by the District as well as the varied instructional needs, learning styles, abilities, and developmental levels of the students, and (2) comply with the selection criteria for instructional materials and library resource center materials. As required by federal law and Board policy 6:60, *Curriculum Content*, students will be educated about appropriate online behavior, including but not limited to: (1) interacting with other individuals on social networking websites and in chat rooms, and (2) cyberbullying awareness and response. Staff members may, consistent with the Superintendent's implementation plan, use the Internet throughout the curriculum.

The District's electronic network is part of the curriculum and is not a public forum for general use.

Acceptable Use

All use of the District's electronic networks must be: (1) in support of education and/or research, and be in furtherance of the goals stated herein, or (2) for a legitimate school business purpose. Use is a privilege, not a right. Students and staff members have no expectation of privacy in any material that is stored, transmitted, or received via the District's electronic networks or District computers. General rules for behavior and communications apply when using electronic networks. The District's administrative procedure, *Acceptable Use of the District's Electronic Networks*, contains the appropriate uses, ethics, and protocol. Electronic communications and downloaded material, including files deleted from a user's account but not erased, may be monitored or read by school officials.

Internet Safety

Technology protection measures shall be used on each District computer with Internet access. They shall include a filtering device that protects against Internet access by both adults and minors to visual depictions that are: (1) obscene, (2) pornographic, or (3) harmful or inappropriate for students, as defined by federal law and as determined by the Superintendent or designee. The Superintendent or designee shall enforce the use of such filtering devices. An administrator, supervisor, or other authorized person may disable the filtering device for bona fide research or other lawful purpose, provided the person receives prior permission from the Superintendent or system administrator. The Superintendent or designee shall include measures in this policy's implementation plan to address the following:

1. Ensure staff supervision of student access to online electronic networks,

2. Restrict student access to inappropriate matter as well as restricting access to harmful materials,
3. Ensure student and staff privacy, safety, and security when using electronic communications,
4. Restrict unauthorized access, including “hacking” and other unlawful activities, and
5. Restrict unauthorized disclosure, use, and dissemination of personal identification information, such as, names and addresses.

Authorization for Electronic Network Access

Each staff member must sign the *Authorization for Access to the District’s Electronic Networks* as a condition for using the District’s electronic network. Each student and his or her parent(s)/guardian(s) must sign the *Authorization* before being granted unsupervised use.

All users of the District’s computers to access the Internet shall maintain the confidentiality of student records. Reasonable measures to protect against unreasonable access shall be taken before confidential student information is loaded onto the network.

The failure of any student or staff member to follow the terms of the District’s administrative procedure, *Acceptable Use of the District’s Electronic Networks*, or this policy, will result in the loss of privileges, disciplinary action, and/or appropriate legal action.

LEGAL REF.: No Child Left Behind Act, 20 U.S.C. §6777.
Children’s Internet Protection Act, 47 U.S.C. §254(h) and (l).
Enhancing Education Through Technology Act, 20 U.S.C §6751 et seq.
47 C.F.R. Part 54, Subpart F, Universal Service Support for Schools and Libraries.
720 ILCS 5/26.5.

CROSS REF.: 5:100 (Staff Development Program), 5:170 (Copyright), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:210 (Instructional Materials), 6:230 (Library Media Program), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:310 (Restrictions on Publications; Elementary Schools)

ADOPTED:

Instruction

Field Trips

Field trips are permissible when the experiences are a part of the school curriculum and/or contribute to the District's educational objectives.

All field trips must have the Superintendent or designee's prior approval, except that field trips beyond a 200-mile radius of the school or extending overnight must have the prior approval of the School Board. The Superintendent or designee shall analyze the following factors to determine whether to approve a field trip: educational value, student safety, parent concerns, heightened security alerts, and liability concerns. On all field trips, a bus fee set by the Superintendent or designee may be charged to help defray the transportation costs.

Parents/guardians of students: (1) shall be given the opportunity to consent to their child's participation in any field trip, and (2) are responsible for all entrance fees, food, lodging, or other costs, except that the District will pay such costs for students who qualify for a fee waiver under Board policy 4:140, *Waiver of Student Fees*. All non-participating students shall be provided an alternative experience. Any field trip may be cancelled without notice due to an unforeseen event or condition.

Privately arranged trips, including those led by District staff members, shall not be represented as or construed to be sponsored by the District or school. The District does not provide liability protection for privately arranged trips and is not responsible for any damages arising from them.

LEGAL REF.: 105 ILCS 5/29-3.1.

CROSS REF.: 4:140 (Waiver of Student Fees), 6:10 (Educational Philosophy and Objectives), 7:10 (Equal Educational Opportunities), 7:270 (Administering Medicines to Students)

ADOPTED:

Instruction

Community Resource Persons and Volunteers

The School Board encourages the use of resource persons and volunteers to: (1) increase students' educational attainment; (2) provide enrichment experiences for students; (3) increase the effective utilization of staff time and skills; (4) give more individual attention to students; and (5) promote greater community involvement.

Resource persons and volunteers may be used:

1. For non-teaching duties not requiring instructional judgment or evaluation of students;
2. For supervising study halls, long distance teaching reception areas used incident to instructional programs transmitted by electronic media (such as computers, video, and audio), detention and discipline areas, and school-sponsored extracurricular activities;
3. To assist with academic programs under a certificated teacher's immediate supervision;
4. To assist in times of violence or other traumatic incidents within the District by providing crisis intervention services to lessen the effects of emotional trauma on staff, students, and the community, provided the volunteer meets the qualifications established by the Ill. School Crisis Assistance Team Steering Committee;
5. As a guest lecturer or resource person under a certificated teacher's direction and with the administration's approval; or
6. As supervisors, chaperones, or sponsors for non-academic school activities.

The Superintendent shall follow Board policy 4:175, *Convicted Child Sex Offender; Screening; Notifications*, to establish procedures for securing and screening resource persons and volunteers. A person who is a *sex offender*, as defined by the Sex Offender Registration Act, or a *violent offender against youth*, as defined in the Murderer and Violent Offender Against Youth Registration Act, is prohibited from being a resource person or volunteer. All volunteer coaches must comply with the requirement to report hazing in policy 5:90, *Abused and Neglected Child Reporting*.

LEGAL REF.: 105 ILCS 5/10-22.34, 5/10-22.34a, and 5/10-22.34b.
 720 ILCS 5/12C-50.1, Failure to Report Hazing.
 730 ILCS 150/1 *et seq.*, Sex Offender Registration Act.
 730 ILCS 152/101 *et seq.*, Sex Offender Community Notification Law.
 730 ILCS 154/75 *et seq.*, Murderer and Violent Offender Against Youth Community Notification Law.
 730 ILCS 154/101 *et seq.*, Murderer and Violent Offender Against Youth Registration Act.

CROSS REF.: 4:170 (Safety), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting), 5:280 (Duties and Qualifications), 8:30 (Visitors to and Conduct on School Property), 8:95 (Parental Involvement)

ADOPTED:

Instruction

Assemblies and Ceremonies

Assemblies must be approved by the Superintendent or designee and be consistent with the District's educational objectives.

The District shall not endorse or otherwise promote invocations, benedictions, and group prayers at any school assembly, ceremony, or other school-sponsored activity.

LEGAL REF.: Lee v. Weisman, 112 S.Ct. 2649 (1992).
Santa Fe Independent School District v. Doe, 120 S.Ct. 2266 (2000).
Jones v. Clear Creek Independent School District, 977 F.2d 963 (5th Cir., 1992),
reh'g denied, 983 F.2d 234 (5th Cir., 1992) and *cert. denied*, 113 S.Ct. 2950
(1993).

CROSS REF.: 6:70 (Teaching About Religion), 6:80 (Teaching About Controversial Issues)

ADOPTED:

Instruction

Complaints About Curriculum, Instructional Materials, and Programs

Persons with suggestions or complaints about curriculum, instructional materials, and programs should complete a curriculum objection form and/or use the Uniform Grievance Procedure. A parent/guardian may request that his/her child be exempt from using a particular instructional material or program by completing a curriculum objection form.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 8:110 (Public Suggestions and Concerns)

ADOPTED:

Pending Adoption

Instruction

Guidance and Counseling Program

The School District provides a guidance and counseling program for students. The Superintendent or designee shall direct the District's guidance and counseling program. School counseling services, as described by State law, may be performed by a qualified guidance specialist or any certificated staff member.

The guidance program will assist students to identify career options consistent with their abilities, interests, and personal values. Students shall be encouraged to seek the help of counselors to develop specific curriculum goals that conform to the student's career objectives. High school juniors and seniors will have the opportunity to receive career-oriented information. Representatives from colleges and universities, occupational training institutions and career-oriented recruiters, including the military, may be given access to the school campus in order to provide students and parents/guardians with information.

LEGAL REF.: 105 ILCS 5/10-22.24a and 5/10-22.24b.
23 Ill.Admin.Code §1.420(q).

CROSS REF.: 6:50 (School Wellness), 6:65 (Student Social and Emotional Development), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:120 (Education of Children with Disabilities), 6:130 (Program for the Gifted), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:250 (Student Support Services), 7:290 (Suicide and Depression Awareness and Prevention)

ADOPTED:

Instruction

Grading and Promotion

The Superintendent or designee shall establish a system of grading and reporting academic achievement to students and their parents/guardians. The system shall also determine when promotion and graduation requirements are met. The decision to promote a student to the next grade level shall be based on successful completion of the curriculum, attendance, and performance on the Illinois *Partnership for Assessment of Readiness for College and Careers* (PARCC) and/or other assessments. A student shall not be promoted based upon age or any other social reason not related to academic performance. The administration shall determine remedial assistance for a student who is not promoted.

Every teacher shall maintain an evaluation record for each student in the teacher's classroom. A District administrator cannot change the final grade assigned by the teacher without notifying the teacher. Reasons for changing a student's final grade include:

- A miscalculation of test scores,
- A technical error in assigning a particular grade or score,
- The teacher agrees to allow the student to do extra work that may impact the grade,
- An inappropriate grading system used to determine the grade, or
- An inappropriate grade based on an appropriate grading system.

Should a grade change be made, the administrator making the change must sign the changed record.

LEGAL REF.: 105 ILCS 5/2-3.64a-5, 5/10-20.9a, 5/10-21.8, and 5/27-27.

CROSS REF.: 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:300 (Graduation Requirements), 6:340 (Student Testing and Assessment Program), 7:50 (School Admissions and Student Transfers To and From Non-District Schools)

ADOPTED:

Instruction

Homework

Homework is part of the District's instructional program and has the overarching goal of increasing student achievement. Homework is assigned to further a student's educational development and is an application or adaptation of a classroom experience. The Superintendent shall provide guidance to ensure that homework:

1. Is used to reinforce and apply previously covered concepts, principles, and skills;
2. Is not assigned for disciplinary purposes;
3. Serves as a communication link between the school and parents/guardians;
4. Encourages independent thought, self-direction, and self-discipline; and
5. Is of appropriate frequency and length, and does not become excessive, according to the teacher's best professional judgment.

Assignments

Homework provides the teacher with the opportunity to increase the time-on-task for students. All teachers shall give homework assignments on a regular basis in keeping with the academic requirements of the course being taught.

Teachers shall evaluate the homework of every student assigned to their classes, being careful to maintain objective data to support professional judgments and grades. Evaluation should be regular and consistent. All homework should be evaluated in writing and should be returned within one week of the time it is received.

In most cases, students should be permitted to take the assignments home to allow for parental involvement. It is recognized, however, that there are cases where it is appropriate for the teacher to retain the assignment in the classroom.

ADOPTED:

Instruction

Graduation Requirements

To graduate from high school, unless otherwise exempted, each student is responsible for:

1. Completing all District graduation requirements that are in addition to the State requirements.
2. Completing all courses as provided in the School Code, 105 ILCS 5/27-22.
3. Completing all minimum requirements for graduation as specified by Illinois State Board of Education rule, 23 Ill.Admin.Code §1.440.
4. Passing an examination on patriotism and principles of representative government, proper use of the flag, methods of voting, and the Pledge of Allegiance.
5. Participating in State assessments that are required for graduation by the School Code, 105 ILCS 5/2-3.64a-5(c).
6. Beginning with the 2020-2021 school year, filing one of the following: (1) a Free Application for Federal Student Aid (FAFSA) with the U.S. Dept. of Education, (2) an application for State financial aid, or (3) an Ill. State Board of Education (ISBE) waiver form indicating that the student understands what these aid opportunities are and has chosen not to file an application. If the student is not at least 18 years of age or legally emancipated, the student's parent/guardian must file one of these documents on the student's behalf.

A student is exempt from this requirement if: (1) the student is unable to file a financial aid application or an ISBE waiver due to extenuating circumstances, (2) the Building Principal attests the District made a good faith effort to assist the student or the student's parent/guardian with filing a financial aid application or an ISBE waiver form, and (3) the student has met all other graduation requirements.

The Superintendent or designee is responsible for:

1. Maintaining a description of all course offerings that comply with the above graduation requirements.
2. Notifying students and their parents/guardians of graduation requirements.
3. Developing the criteria for #4 above.
4. Complying with State law requirements for students who transfer during their senior year because their parent(s)/guardian(s) are on active military duty. This includes making reasonable adjustments to ensure graduation if possible, or efforts to ensure that the original (transferor) school district issues the student a diploma.
5. Taking all other actions needed or necessary to implement this policy.

Early Graduation

The Superintendent or designee shall implement procedures for students to graduate early, provided they finish seven semesters of high school and meet all graduation requirements.

Certificate of Completion

A student with a disability who has an Individualized Education Program prescribing special education, transition planning, transition services, or related services beyond the student's four years

of high school, qualifies for a certificate of completion after the student has completed four years of high school. The student is encouraged to participate in the graduation ceremony of his or her high school graduation class. The Superintendent or designee shall provide timely written notice of this requirement to children with disabilities and their parents/guardians.

Service Member Diploma

The District will award a diploma to a service member who was killed in action while performing active military duty with the U.S. Armed Forces or an honorably discharged veteran of World War II, the Korean Conflict, or the Vietnam Conflict, provided that he or she (1) resided within an area currently within the District at the time he or she left high school, (2) left high school before graduating in order to serve in the U.S. Armed Forces, and (3) has not received a high school diploma.

LEGAL REF.: 105 ILCS 5/2-3.64a-5, 5/22-27, 5/27-3, 5/27-22, and 5/27-22.10.
105 ILCS 70/, Educational Opportunity for Military Children Act.
23 Ill.Admin.Code §1.440.

CROSS REF.: 6:30 (Organization of Instruction), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 6:315 (High School Credit for Students in Grade 7 or 8), 6:320 (High School Credit for Proficiency), 7:50 (School Admissions and Student Transfers To and From Non-District Schools)

ADOPTED:

Instruction

High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students

Credit for Non-District Experiences

A student may receive high school credit for successfully completing any of the listed courses or experiences even when it is not offered in or sponsored by the District:

1. Distance learning course, including a correspondence, virtual, or online course
2. Courses in an accredited foreign exchange program
3. Summer school or community college courses
4. College or high school courses offering dual credit at both the college and high school level
5. Foreign language courses taken in an ethnic school program approved by the Illinois State Board of Education
6. Work-related training at manufacturing facilities or agencies in a Tech Prep Program
7. Credit earned in a Vocational Academy

The student must seek approval from the Superintendent or designee to receive graduation credit for any non-District course or experience. The Superintendent or designee shall determine the amount of credit and whether a proficiency examination is required before the credit is awarded. As approval is not guaranteed, students should seek conditional approval of the experience before participating in a non-District course or experience. The student assumes responsibility for any fee, tuition, supply, or other expense. The student seeking credit is responsible for (1) providing documents or transcripts that demonstrate successful completion of the experience, and (2) taking a proficiency examination, if requested. The Superintendent or designee shall determine which, if any, non-District courses or experiences, will count toward a student's grade point average, class rank, and eligibility for athletic and extracurricular activities. This section does not govern the transfer of credits for students transferring into the District.

Substitutions for Required Courses

Vocational or technical education; registered apprenticeship program. A student in grades 9-12 may satisfy one or more high school courses (including physical education) or graduation requirements by successfully completing related vocational or technical education courses or a registered apprenticeship program if:

1. The Building Principal approves the substitution and the vocational or technical education course is completely described in curriculum material along with its relationship to the required course; and
2. The student's parent/guardian requests and approves the substitution in writing on forms provided by the District.

Advanced placement computer science. The advanced placement computer science course is equivalent to a high school mathematics course. A student in grades 9-12 may substitute the advanced placement computer science course for one year of mathematics, in accordance with Section 27-22 of

the School Code. The transcript of a student who completes the advanced placement computer science course will state that it qualifies as a mathematics-based, quantitative course.

Substitutions for physical education. A student in grades 9-12, unless otherwise stated, may submit a written request to the Building Principal to be excused from physical education courses for the reasons stated below. The Superintendent or designee shall maintain records showing that the criteria set forth in this policy were applied to the student's individual circumstances, as appropriate.

1. Ongoing participation in a marching band program for credit;
2. Ongoing participation in an interscholastic or extracurricular athletic program;
3. Enrollment in academic classes that are required for admission to an institution of higher learning (student must be in the 11th or 12th grade); or
4. Enrollment in academic classes that are required for graduation from high school, provided that failure to take such classes will result in the student being unable to graduate (student must be in the 11th or 12th grade).

A student who is eligible for special education may be excused from physical education courses pursuant to 7:260, *Exemption from Physical Education*.

Volunteer service credit. A student participating in the District's Volunteer Service Credit Program, if any, may earn credit toward graduation for the performance of community service. The amount of credit given for program participation shall not exceed that given for completion of one semester of language arts, math, science, or social studies.

Re-Entering Students

Individuals younger than 21 years of age may re-enter high school to acquire a high school diploma or an equivalency certificate, subject to the limitations in Board policy 7:50, *School Admissions and Student Transfers To and From Non-District Schools*. Re-entering students may obtain credit through the successful completion of the following (not all of these may be available at any one time):

1. District courses
2. Non-District experiences described in this policy
3. Classes in a program established under Section 10-22.20 of the School Code, in accordance with the standards established by the Illinois Community College Board
4. Proficiency testing, correspondence courses, life experiences, and other nonformal educational endeavors
5. Military service, provided the individual making the request has a recommendation from the American Council on Education

The provisions in the section **Credit for Non-District Experiences**, above, apply to the receipt of credit for any non-District course.

LEGAL REF.: 105 ILCS 5/2-3.44, 5/2-3.108, 5/2-3.115, 5/2-3.142, 5/10-22.43a, 5/27-6, 5/27-22.3, and 5/27-22.05.
110 ILCS 27/, Dual Credit Quality Act.
23 Ill.Admin.Code §§1.425(e), 1.440(f), and 1.470(c).

CROSS REF.: 6:180 (Extended Instructional Programs), 6:300 (Graduation Requirements), 6:315 (High School Credit for Students in Grade 7 or 8), 6:320 (High School Credit for Proficiency), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:260 (Exemption from Physical Education)

ADOPTED:

Pending Adoption

Instruction

High School Credit for Students in Grade 7 or 8

The Superintendent or designee may investigate, coordinate, and implement a program for students in grades 7 and 8 to enroll in a course required for a high school diploma.

If a program is available, students in grades 7 and 8 may enroll in a course required for a high school diploma when the course is offered by the high school that the elementary student would attend when the student participates in the course at the high school and the elementary student's enrollment in the course would not prevent a high school student from being able to enroll.

A student who successfully completes a course required for a high school diploma while in grades 7 and 8 shall receive academic credit for the course. That academic credit shall satisfy the requirements of Section 27-22 of the School Code for purposes of receiving a high school diploma, unless evidence about the course's rigor and content show that the course did not address the relevant Illinois learning standard at the level appropriate for the high school grade during which the course is usually taken. The student's grade in the course shall also be included in the student's grade point average.

LEGAL REF.: 105 ILCS 5/10-22.43 and 5/27-22.10.
23 Ill.Admin.Code §1.460.

CROSS REF.: 6:300 (Graduation Requirements), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 6:320 (High School Credit for Proficiency)

ADOPTED:

Instruction

High School Credit for Proficiency

Proficiency Credits

Subject to the limitations in this policy and State law, the Superintendent or designee is authorized to establish and approve a program for granting credit for proficiency with the goal of allowing a student who would not benefit from a course because the student is proficient in the subject area to receive credit without having to take the course. A student who demonstrates competency under this program will receive course credit for the applicable course and be excused from any requirement to take the course as a graduation prerequisite. No letter grade will be given for purposes of the student's cumulative grade point average. The Superintendent or designee shall notify students of the availability of and requirements for receiving proficiency credit.

Proficiency credit will be offered in the following subject areas:

Foreign language - A student is eligible to receive one year of foreign language credit if the student has graduated from an accredited elementary school and can demonstrate proficiency, according to this District's academic criteria, in a language other than English. A student who demonstrates proficiency in American Sign Language is deemed proficient in a foreign language and will receive one year of foreign language credit. A student who studied a foreign language in an approved ethnic school program is eligible to receive appropriate credit according to the level of proficiency reached; the student may be required to take a proficiency examination.

Other proficiency testing - The program for granting credit for proficiency may allow, as the Superintendent deems appropriate, course credit to be awarded on the basis of a local examination to a student who has achieved the necessary proficiency through independent study or work taken in or through another institution. Proficiency testing may also be used to determine eligible credit for other subjects whenever students enter from non-graded schools, non-recognized or non-accredited schools, or were in a home-schooling program.

LEGAL REF.: 105 ILCS 5/10-22.43, 5/10-22.43a, 5/27-22, and 5/27-24.3.
23 Ill.Admin.Code §1.460.

CROSS REF.: 6:300 (Graduation Requirements), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 6:315 (High School Credit for Students in Grade 7 or 8)

ADOPTED:

Instruction

Achievement and Awards

Grade Point Average, Class Rank, and Class Honor Roll

The Superintendent shall maintain a uniform process for secondary schools to calculate, on at least a yearly basis, each student's grade point average and class rank, as well as an honor roll for each class.

Awards and Honors

The Superintendent shall maintain a uniform process for presenting awards and honors for outstanding scholarship, achievement, and/or distinguished service in school activities in such a way as to minimize bias and promote fairness. The Superintendent shall supervise the selection of the recipient(s).

In addition to other awards, the Superintendent shall maintain a uniform process for identifying a high school senior as a valedictorian and one as a salutatorian.

All donations for awards, honors, and scholarships must receive the School Board's prior approval.

ADOPTED:

Instruction

Student Testing and Assessment Program

The District student assessment program provides information for determining individual student achievement and instructional needs, curriculum and instruction effectiveness, and school performance measured against District student learning objectives and statewide norms.

The Superintendent or designee shall manage the student assessment program that, at a minimum:

1. Administers the State assessment system to all students and/or any other appropriate assessment methods and instruments, including norm and criterion-referenced achievement tests, aptitude tests, proficiency tests, and teacher-developed tests.
2. Informs students of the timelines and procedures applicable to their participation in every State assessment.
3. Provides each student's parents/guardians with the results or scores of each State assessment and an evaluation of the student's progress. See policy 6:280, *Grading and Promotion*.
4. Utilizes professional testing practices.

Overall student assessment data on tests required by State law will be aggregated by the District and reported, along with other information, on the District's annual report card. All reliable assessments administered by the District and scored by entities outside of the District must be (1) reported to ISBE on its form by the 30th day of each school year, and (2) made publicly available to parents/guardians of students. Board policy 7:340, *Student Records*, and its implementing procedures govern recordkeeping and access issues.

LEGAL REF.: 20 U.S.C. §1232g, Family Educational Rights and Privacy Act.
105 ILCS 10/, Illinois School Student Records Act.
105 ILCS 5/2-3.63, 5/2-3.64a-5, 5/10-17a, 5/22-82, and 5/27-1.

CROSS REF.: 6:15 (School Accountability), 6:280 (Grading and Promotion), 7:340 (Student Records)

ADOPTED:

MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
SCHOOL BOARD POLICY MANUAL
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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

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- 7:340 Student Records

Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

Students

Equal Educational Opportunities

Equal educational and extracurricular opportunities shall be available for all students without regard to color, race, nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, actual or potential marital or parental status, including pregnancy. Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under School Board policy 8:20, *Community Use of School Facilities*. Any student may file a discrimination grievance by using Board policy 2:260, *Uniform Grievance Procedure*.

Sex Equity

No student shall, based on sex, sexual orientation, or gender identity be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and extracurricular programs and activities.

Any student may file a sex equity complaint by using Board policy 2:260, *Uniform Grievance Procedure*. A student may appeal the Board's resolution of the complaint to the Regional Superintendent (pursuant to 105 ILCS 5/3-10) and, thereafter, to the State Superintendent of Education (pursuant to 105 ILCS 5/2-3.8).

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator. The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and grievance procedure.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972, implemented by 34 C.F.R. Part 106.
29 U.S.C. §791 et seq., Rehabilitation Act of 1973.
42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.
Good News Club v. Milford Central Sch., 533 U.S. 98 (2001).
Ill. Constitution, Art. I, §18.
105 ILCS 5/3.25b, 5/3.25d(b), 5/10-20.12, 5/10-20.60 (P.A.s 100-29 and 100-163, final citations pending), 5/10-22.5, and 5/27-1.
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
775 ILCS 35/5, Religious Freedom Restoration Act.
23 Ill.Admin.Code §1.240 and Part 200.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:130 (Student Rights and Responsibilities), 7:160 (Student Appearance), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services), 7:330 (Student Use of Buildings - Equal Access), 7:340 (Student Records), 8:20 (Community Use of School Facilities)

ADOPTED:

Students

Exhibit - Equal Educational Opportunities Within the School Community

The School District welcomes diversity in its schools. Policy 7:10, *Equal Educational Opportunities* cites the many civil rights laws that guarantee equal education opportunities to all students. In addition, the policies below address the equal educational opportunities, health, safety, and general welfare of students within the District. These policies are not a complete list, and depending on the factual context, another policy not specifically listed may apply:

1. 2:260, *Uniform Grievance Procedure*, contains the process for an individual to seek resolution of a complaint. A student may use this policy to complain about bullying. The District Complaint Manager shall address the complaint promptly and equitably.
2. 6:65, *Student Social and Emotional Development*, requires that social and emotional learning be incorporated into the District's curriculum and other educational programs.
3. 7:10, *Equal Educational Opportunities*, requires that equal educational and extracurricular opportunities be available to all students without regard to, among other protected statuses, sex, sexual orientation, and gender identity.
4. 7:20, *Harassment of Students Prohibited*, prohibits any person from harassing, intimidating, or bullying a student based on an actual or perceived characteristic that is identified in the policy including, among other protected statuses, sex, sexual orientation, and gender identity.
5. 7:130, *Student Rights and Responsibilities*, recognizes that all students are entitled to rights protected by the U.S. and Illinois Constitutions and laws for persons of their age and maturity in a school setting.
6. 7:160, *Student Appearance*, prohibits students from dressing or grooming in such a way as to disrupt the educational process, interfere with a positive teaching/learning climate, or compromise reasonable standards of health, safety, and decency.
7. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, contains the comprehensive structure for the District's bullying prevention program.
8. 7:250, *Student Support Services*, directs the Superintendent to develop protocols for responding to students' social, emotional, or mental health needs that impact learning.
9. 7:330, *Student Use of Buildings - Equal Access*, grants student-initiated groups or clubs the free use of school premises for their meetings, under specified conditions.
10. 7:340, *Student Records*, contains the comprehensive structure for managing school student records, keeping them confidential, and providing access as allowed or required.

DATED:

Students

Student and Family Privacy Rights

Surveys

All surveys requesting personal information from students, as well as any other instrument used to collect personal information from students, must advance or relate to the District's educational objectives as identified in School Board policy 6:10, *Educational Philosophy and Objectives*, or assist students' career choices. This applies to all surveys, regardless of whether the student answering the questions can be identified and regardless of who created the survey.

Surveys Created by a Third Party

Before a school official or staff member administers or distributes a survey or evaluation created by a third party to a student, the student's parent(s)/guardian(s) may inspect the survey or evaluation, upon their request and within a reasonable time of their request.

This section applies to every survey: (1) that is created by a person or entity other than a District official, staff member, or student, (2) regardless of whether the student answering the questions can be identified, and (3) regardless of the subject matter of the questions.

Survey Requesting Personal Information

School officials and staff members shall not request, nor disclose, the identity of any student who completes any survey or evaluation (created by any person or entity, including the District) containing one or more of the following items:

1. Political affiliations or beliefs of the student or the student's parent/guardian.
2. Mental or psychological problems of the student or the student's family.
3. Behavior or attitudes about sex.
4. Illegal, anti-social, self-incriminating, or demeaning behavior.
5. Critical appraisals of other individuals with whom students have close family relationships.
6. Legally recognized privileged or analogous relationships, such as those with lawyers, physicians, and ministers.
7. Religious practices, affiliations, or beliefs of the student or the student's parent/guardian.
8. Income other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program.

The student's parent(s)/guardian(s) may:

1. Inspect the survey or evaluation upon, and within a reasonable time of, their request, and/or
2. Refuse to allow their child to participate in the activity described above. The school shall not penalize any student whose parent(s)/guardian(s) exercised this option.

Instructional Material

A student's parent(s)/guardian(s) may inspect, upon their request, any instructional material used as part of their child's educational curriculum within a reasonable time of their request.

The term “instructional material” means instructional content that is provided to a student, regardless of its format, printed or representational materials, audio-visual materials, and materials in electronic or digital formats (such as materials accessible through the Internet). The term does not include academic tests or academic assessments.

Physical Exams or Screenings

No school official or staff member shall subject a student to a non-emergency, invasive physical examination or screening as a condition of school attendance. The term *invasive physical examination* means any medical examination that involves the exposure of private body parts, or any act during such examination that includes incision, insertion, or injection into the body, but does not include a hearing, vision, or scoliosis screening.

The above paragraph does not apply to any physical examination or screening that:

1. Is permitted or required by an applicable State law, including physical examinations or screenings that are permitted without parental notification.
2. Is administered to a student in accordance with the Individuals with Disabilities Education Act (20 U.S.C. §1400 *et seq.*).
3. Is otherwise authorized by Board policy.

Selling or Marketing Students’ Personal Information Is Prohibited

No school official or staff member shall market or sell personal information concerning students (or otherwise provide that information to others for that purpose). The term *personal information* means individually identifiable information including: (1) a student or parent’s first and last name, (2) a home or other physical address (including street name and the name of the city or town), (3) a telephone number, (4) a Social Security identification number or (5) driver’s license number or State identification card.

The above paragraph does not apply: (1) if the student’s parent(s)/guardian(s) have consented; or (2) to the collection, disclosure or, use of personal information collected from students for the exclusive purpose of developing, evaluating or providing educational products or services for, or to, students or educational institutions, such as the following:

1. College or other postsecondary education recruitment, or military recruitment.
2. Book clubs, magazines, and programs providing access to low-cost literary products.
3. Curriculum and instructional materials used by elementary schools and secondary schools.
4. Tests and assessments to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students (or to generate other statistically useful data for the purpose of securing such tests and assessments) and the subsequent analysis and public release of the aggregate data from such tests and assessments.
5. The sale by students of products or services to raise funds for school-related or education-related activities.
6. Student recognition programs.

Under no circumstances may a school official or staff member provide a student’s *personal information* to a business organization or financial institution that issues credit or debit cards.

Notification of Rights and Procedures

The Superintendent or designee shall notify students’ parents/guardians of:

1. This policy as well as its availability upon request from the general administration office.
2. How to opt their child out of participation in activities as provided in this policy.
3. The approximate dates during the school year when a survey requesting personal information, as described above, is scheduled or expected to be scheduled.
4. How to request access to any survey or other material described in this policy.

This notification shall be given parents/guardians at least annually, at the beginning of the school year, and within a reasonable period after any substantive change in this policy.

The rights provided to parents/guardians in this policy transfer to the student when the student turns 18 years old, or is an emancipated minor.

LEGAL REF.: 20 U.S.C. §1232h, Protection of Pupil Rights Act.
325 ILCS 17/, Children's Privacy Protection and Parental Empowerment Act.
105 ILCS 5/10-20.38.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 6:210 (Instructional Materials), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:130 (Student Rights and Responsibilities)

ADOPTED:

Students

Harassment of Students Prohibited

Bullying, Intimidation, and Harassment Prohibited

No person, including a District employee or agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Sexual Harassment Prohibited

Sexual harassment of students is prohibited. Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and/or engages in other verbal or physical conduct, including sexual violence, of a sexual or sex-based nature, imposed on the basis of sex, that:

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. Has the purpose or effect of:
 - a. Substantially interfering with a student's educational environment;
 - b. Creating an intimidating, hostile, or offensive educational environment;
 - c. Depriving a student of educational aid, benefits, services, or treatment; or
 - d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms *intimidating*, *hostile*, and *offensive* include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities. The term *sexual violence* includes a number of different acts. Examples of sexual violence include, but are not limited to, rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Making a Complaint

Students are encouraged to report claims or incidences of bullying, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant

Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. A student may choose to report to a person of the student's same sex.

An allegation that a student was a victim of any prohibited conduct perpetrated by school personnel, including a school vendor or volunteer, shall be processed and reviewed according to policy 5:90, *Abused and Neglected Child Reporting*, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Nondiscrimination Coordinator:

John Troy, Asst. Superintendent
Name
26655 W Eames St Channahon, IL 60410
Address
jtroy@mchs.net
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The Superintendent shall use reasonable measures to inform staff members and students of this policy by including:

1. For students, age-appropriate information about the contents of this policy in the District's student handbook(s), on the District's website, and, if applicable, in any other areas where policies, rules, and standards of conduct are otherwise posted in each school.
2. For staff members, this policy in the appropriate employee handbook(s), if applicable, and/or in any other areas where policies, rules, and standards of conduct are otherwise made available to staff.

Investigation Process

Supervisors, Building Principals, or administrators who receive a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. A supervisor or administrator who fails to promptly comply may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational environment that is productive, respectful, and free of unlawful discrimination, including harassment.

The District shall investigate alleged harassment of students when the Nondiscrimination Coordinator or a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.

Alleged Incidents of Sexual Abuse

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A(b), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to policy 5:90, *Abused and Neglected Child Reporting*, in addition to any response required by this policy.

Enforcement

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972.
34 C.F.R. Part 106.
105 ILCS 5/10-20.12, 10-22.5, 5/27-1, and 5/27-23.7.
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
23 Ill.Admin.Code §1.240 and Part 200.
Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).
Franklin v. Gwinnett Co. Public Schs., 503 U.S. 60 (1992).
Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).
West v. Derby Unified Sch. Dist. No. 260, 206 F.3d 1358 (10th Cir. 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities)

ADOPTED:

Students

Student Assignment

The Superintendent or designee shall assign students to classes. Homeless children shall be assigned according to Board policy 6:140, *Education of Homeless Children*.

LEGAL REF.: 105 ILCS 5/10-21.3, 5/10-21.3a, and 5/10-22.5.

CROSS REF.: 4:170 (Safety), 6:30 (Organization of Instruction), 6:140 (Education of Homeless Children)

ADOPTED:

Pending Adoption

Students

Nonpublic School Students, Including Parochial and Home-Schooled Students

Part-Time Attendance

The District accepts nonpublic school students, including parochial and home-schooled students, who live within the District for part-time attendance in the District's regular education program on a space-available basis. Requests for part-time attendance must be submitted to the Building Principal. All requests for attendance in the following school year must be submitted before May 1.

A student accepted for partial enrollment must comply with all discipline and attendance requirements established by the school. He or she may participate in any co-curricular activity associated with a District class in which he or she is enrolled. The parent(s)/guardian(s) of a student accepted for partial enrollment must pay all fees, pro-rated on the basis of a percentage of full-time fees. Transportation to and/or from school is provided on regular bus routes to or from a point on the route nearest or most easily accessible to the nonpublic school or student's home. This transportation shall be on the same basis as the District provides transportation for its full-time students. Transportation on other than established bus routes is the responsibility of the parent(s)/guardian(s).

Students with a Disability

The District accepts for part-time attendance those children for whom it has been determined that special education services are needed, are enrolled in nonpublic schools, and otherwise qualify for enrollment in the District. Requests must be submitted by the student's parent/guardian. Special educational services shall be provided to such students as soon as possible after identification, evaluation, and placement procedures provided by State law, but no later than the beginning of the next school semester following the completion of such procedures. Transportation for such students shall be provided only if required in the child's Individualized Educational Program on the basis of the child's disabling condition or as the special education program location may require.

Extracurricular Activities, Including Interscholastic Competition

A nonpublic school student is eligible to participate in: (1) interscholastic competition, provided his or her participation adheres to the regulations established by any association in which the School District maintains a membership, and (2) non-athletic extracurricular activities, provided the student attends a District school for at least one-half of the regular school day, excluding lunch. A nonpublic student who participates in an extracurricular activity is subject to all policies, regulations, and rules that are applicable to other participants in the activity.

Assignment When Enrolling Full-Time in a District School

Grade placement by, and academic credits earned at, a nonpublic school will be accepted if the school has a Certificate of Nonpublic School Recognition from the Illinois State Board of Education, or, if outside Illinois, if the school is accredited by the state agency governing education.

A student who, after receiving instruction in a non-recognized or non-accredited school, enrolls in the District will: (1) be assigned to a grade level according to academic proficiency, and/or (2) have academic credits recognized by the District if the student demonstrates appropriate academic proficiency to the school administration. Any portion of a student's transcript relating to such instruction will not be considered for placement on the honor roll or computation in class rank.

Notwithstanding the above, recognition of grade placement and academic credits awarded by a nonpublic school is at the sole discretion of the District. All school and class assignments will be made according to School Board policy 7:30, *Student Assignment*, as well as administrative procedures implementing this policy.

LEGAL REF.: 105 ILCS 5/10-20.24 and 5/14-6.01.

CROSS REF.: 4:110 (Transportation), 6:170 (Title I Programs), 6:190 (Extracurricular and Co-Curricular Activities), 6:320 (High School Credit for Proficiency), 7:30 (Student Assignment), 7:300 (Extracurricular Athletics)

ADOPTED:

Pending Adoption

Students

School Admissions and Student Transfers To and From Non-District Schools

Admission Procedure

All students must register for school each year on the dates and at the place designated by the Superintendent. Parents/guardians of students enrolling in the District for the first time must present:

1. A certified copy of the student's birth certificate. If a birth certificate is not presented, the Superintendent or designee shall notify in writing the person enrolling the student that within 30 days he or she must provide a certified copy of the student's birth certificate. A student will be enrolled without a birth certificate. When a certified copy of the birth certificate is presented, the school shall promptly make a copy for its records, place the copy in the student's permanent record, and return the certified copy to the person enrolling the child. If a person enrolling a student fails to provide a certified copy of the student's birth certificate, the Superintendent or designee shall immediately notify the local law enforcement agency, and shall also notify the person enrolling the student in writing that, unless he or she complies within ten days, the case will be referred to the local law enforcement authority for investigation. If compliance is not obtained within that ten-day period, the Superintendent or designee shall so refer the case. The Superintendent or designee shall immediately report to the local law enforcement authority any material received pursuant to this paragraph that appears inaccurate or suspicious in form or content.
2. Proof of residence, as required by Board policy 7:60, *Residence*.
3. Proof of disease immunization or detection and the required physical examination, as required by State law and Board policy 7:100, *Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students*.

The individual enrolling a student shall be given the opportunity to voluntarily state whether the student has a parent or guardian who is a member of a branch of the U. S. Armed Forces and who is either deployed to active duty or expects to be deployed to active duty during the school year. Students who are children of active duty military personnel transferring will be allowed to enter: (a) the same grade level in which they studied at the school from which they transferred, if the transfer occurs during the District's school year, or (b) the grade level following the last grade completed.

Homeless Children

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce records normally required for enrollment. Board policy 6:140, *Education of Homeless Children*, and its implementing administrative procedure, govern the enrollment of homeless children.

Foster Care Students

The Superintendent will appoint at least one employee to act as a liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Ill. Dept. of Children and Family Services when enrolling in or changing schools.

Student Transfers To and From Non-District Schools

A student may transfer into or out of the District according to State law and procedures developed by the Superintendent or designee. A student seeking to transfer into the District must serve the entire term of any suspension or expulsion, imposed for any reason by any public or private school, in this or any other state, before being admitted into the School District.

Foreign Students

The District accepts foreign exchange students with a J-1 visa and who reside within the District as participants in an exchange program sponsored by organizations screened by administration. Exchange students on a J-1 visa are not required to pay tuition.

Privately sponsored exchange students on an F-1 visa may be enrolled if an adult resident of the District has temporary guardianship, and the student lives in the home of that guardian. Exchange students on an F-1 visa are required to pay tuition at the established District rate. F-1 visa student admission is limited to high schools, and attendance may not exceed 12 months.

The Board may limit the number of exchange students admitted in any given year. Exchange students must comply with District immunization requirements. Once admitted, exchange students become subject to all District policies and regulations governing students.

Re-enrollment

Re-enrollment shall be denied to any individual 19 years of age or above who has dropped out of school and who could not earn sufficient credits during the normal school year(s) to graduate before his or her 21st birthday. However, at the Superintendent's or designee's discretion and depending on program availability, the individual may be enrolled in a graduation incentives program established under 105 ILCS 5/26-16 or an alternative learning opportunities program established under 105 ILCS 5/13B-1 (see 6:110, *Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program*). Before being denied re-enrollment, the District will offer the individual due process as required in cases of expulsion under policy 7:210, *Expulsion Procedures*. A person denied re-enrollment will be offered counseling and be directed to alternative educational programs, including adult education programs that lead to graduation or receipt of a GED diploma. This section does not apply to students eligible for special education under the Individuals with Disabilities Education Improvement Act or accommodation plans under the Rehabilitation Act, Section 504.

LEGAL REF.: 8 U.S.C. §1101, Illegal Immigrant and Immigrant Responsibility Act of 1996.
20 U.S.C. §1232, Family Educational Rights and Privacy Act.
20 U.S.C. §1400 et seq., Individuals With Disabilities Education Improvement Act.
29 U.S.C. §794, Rehabilitation Act of 1973, Section 504.
42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.
105 ILCS 5/2-3.13a, 5/10-20.12, 5/10-22.5a, 5/14-1.02, 5/14-1.03a, 5/26-1, 5/26-2,
5/27-8.1,
105 ILCS 10/8.1, Ill. School Student Records Act.
105 ILCS 45/, Education for Homeless Children Act.
105 ILCS 70/, Educational Opportunity for Military Children Act.
325 ILCS 50/, Missing Children Records Act.
325 ILCS 55/, Missing Children Registration Law.
410 ILCS 315/2e, Communicable Disease Prevention Act.
20 Ill.Admin.Code Part 1290, Missing Person Birth Records and School
Registration.
23 Ill.Admin.Code Part 226, Special Education.
23 Ill.Admin.Code Part 375, Student Records.

CROSS REF.: 4:110 (Transportation), 6:30 (Organization of Instruction), 6:110 (Programs for
Students At Risk of Academic Failure and/or Dropping out of School and
Graduation Incentives Program), 6:135 (Accelerated Placement Program), 6:140
(Education of Homeless Children), 6:300 (Graduation Requirements), 6:310
(High School Credit for Non-District Experiences; Course Substitutions; Re-
Entering Students), 7:60 (Residence), 7:70 (Attendance and Truancy), 7:100
(Health, Eye, and Dental Examinations; Immunizations; and Exclusion of
Students), 7:340 (Student Records)

ADOPTED:

Students

Residence

Resident Students

Only students who are residents of the District may attend a District school without a tuition charge, except as otherwise provided below or in State law. A student's residence is the same as the person who has legal custody of the student.

A person asserting legal custody over a student, who is not the child's natural or adoptive parent, shall complete a signed statement, stating: (a) that he or she has assumed and exercises legal responsibility for the child, (b) the reason the child lives with him or her, other than to receive an education in the District, and (c) that he or she exercises full control over the child regarding daily educational and medical decisions in case of emergency. If the District knows the current address of the child's natural or adoptive parent, the District shall request in writing that the person complete a signed statement or Power of Attorney stating: (a) the role and responsibility of the person with whom their child is living, and (b) that the person with whom the child is living has full control over the child regarding daily educational and medical decisions in case of emergency.

A student whose family moves out of the District during the school year will be permitted to attend school for the remainder of the year without payment of tuition.

When a student's change of residence is due to the military service obligation of the student's legal custodian, the student's residence is deemed to be unchanged for the duration of the custodian's military service obligation if the student's custodian made a written request. The District, however, is not responsible for the student's transportation to or from school.

If, at the time of enrollment, a dependent child of military personnel is housed in temporary housing located outside of the District, but will be living within the District within 60 days after the time of initial enrollment, the child is allowed to enroll, subject to the requirements of State law, and must not be charged tuition.

Requests for Nonresident Student Admission

Nonresident students may attend District schools upon the approval of a request submitted by the student's parent(s)/guardian(s) for nonresident admission. The Superintendent may approve the request subject to the following:

1. The student will attend on a year-to-year basis. Approval for any one year is not authorization to attend a following year.
2. The student will be accepted only if there is sufficient room.
3. The student's parent(s)/guardian(s) will be charged the maximum amount of tuition as allowed by State law.
4. The student's parent(s)/guardian(s) will be responsible for transporting the student to and from school.

Admission of Nonresident Students Pursuant to an Agreement or Order

Nonresident students may attend District schools tuition-free pursuant to:

1. A written agreement with an adjacent school district to provide for tuition-free attendance by a student of that district, provided both the Superintendent or designee and the adjacent district determine that the student's health and safety will be served by such attendance.

2. A written agreement with cultural exchange organizations and institutions supported by charity to provide for tuition-free attendance by foreign exchange students and nonresident pupils of charitable institutions.
3. According to an intergovernmental agreement.
4. Whenever any State or federal law or a court order mandates the acceptance of a nonresident student.

Homeless Children

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce records normally required to establish residency. School Board policy 6:140, *Education of Homeless Children*, and its implementing administrative procedure, govern the enrollment of homeless children.

Challenging a Student's Residence Status

If the Superintendent or designee determines that a student attending school on a tuition-free basis is a nonresident of the District for whom tuition is required to be charged, he or she on behalf of the School Board shall notify the person who enrolled the student of the tuition amount that is due. The notice shall detail the specific reasons why the Board believes that the student is a nonresident of the District and shall be given by certified mail, return receipt requested. The person who enrolled the student may challenge this determination and request a hearing as provided by the School Code, 105 ILCS 5/10-20.12b.

LEGAL REF.: McKinney-Vento Homeless Assistance Act, 42 U.S.C. §11431 et seq.
105 ILCS 5/10-20.12a, 5/10-20.12b, and 5/10-22.5.
105 ILCS 45/ and 70/.
23 Ill.Admin.Code §1.240.
Israel S. by Owens v. Board of Educ. of Oak Park and River Forest High School
Dist. 200, 601 N.E.2d 1264 (Ill.App.1, 1992).
Joel R. v. Board of Education of Manheim School District 83, 686 N.E.2d 650
(Ill.App.1, 1997).
Kraut v. Rachford, 366 N.E.2d 497 (Ill.App.1, 1977).

CROSS REF.: 6:140 (Education of Homeless Children), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:70 (Attendance and Truancy)

ADOPTED:

Students

Attendance and Truancy

Compulsory School Attendance

This policy applies to individuals who have custody or control of a child: (a) between the ages of six (on or before September 1) and 17 years (unless the child has graduated from high school), or (b) who is enrolled in any of grades, 9 through 12, in the public school regardless of age.

Subject to specific requirements in State law, the following children are not required to attend public school: (1) any child attending a private school (including a home school) or parochial school, (2) any child who is physically or mentally unable to attend school (including a pregnant student suffering medical complications as certified by her physician), (3) any child lawfully and necessarily employed, (4) any child over 12 and under 14 years of age while in confirmation classes, (5) any child absent because his or her religion forbids secular activity on a particular day, and (6) any child 16 years of age or older who is employed and is enrolled in a graduation incentives program.

The parent/guardian of a student who is enrolled must authorize all absences from school and notify the school in advance or at the time of the student's absence. A valid cause for absence includes illness, observance of a religious holiday, death in the immediate family, family emergency, other situations beyond the control of the student, other circumstances that cause reasonable concern to the parent/guardian for the student's safety or health, or other reason as approved by the Superintendent or designee.

Absenteeism and Truancy Program

The Superintendent or designee shall manage an absenteeism and truancy program in accordance with the School Code and School Board policy. The program shall include but not be limited to:

1. A protocol for excusing a student from attendance who is necessarily and lawfully employed. The Superintendent or designee is authorized to determine when the student's absence is justified.
2. A protocol for excusing a student in grades 9 through 12 from attendance to sound *Taps* at a military honors funeral held in Illinois for a deceased veteran.
3. A protocol for excusing a student from attendance on a particular day(s) or at a particular time of day when his/her parent/guardian is an active duty member of the uniformed services and has been called to duty for, is on leave from, or has immediately returned from deployment to a combat zone or combat-support postings.
4. A process to identify and track students who are truants, chronic or habitual truants, or truant minors as defined in the School Code, Section 26-2a.
5. A description of diagnostic procedures for identifying the cause(s) of a student's unexcused absenteeism, including interviews with the student, his or her parent(s)/guardian(s), and staff members or other people who may have information about the reasons for the student's attendance problem.
6. The identification of supportive services that may be offered to truant, chronically truant, or chronically absent students, including parent-teacher conferences, student and/or family counseling, or information about community agency services. See Board policy 6:110,

Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program.

7. Reasonable efforts to provide ongoing professional development to teachers, administrators, Board members, school resource officers, and staff on the appropriate and available supportive services for the promotion of student attendance and engagement.
8. A process to request the assistance and resources of outside agencies, such as, the juvenile officer of the local police department or the truant office of the appropriate Regional Office of Education, if truancy continues after supportive services have been offered.
9. A protocol for cooperating with non-District agencies including County or municipal authorities, the Regional Superintendent, truant officers, the Community Truancy Review Board, and a comprehensive community based youth service agency. Any disclosure of school student records must be consistent with Board policy 7:340, *Student Records*, as well as State and federal law concerning school student records.
10. An acknowledgement that no punitive action, including out-of-school suspensions, expulsions, or court action, shall be taken against a truant minor for his or her truancy unless available supportive services and other school resources have been provided to the student.
11. The criteria to determine whether a student's non-attendance is due to extraordinary circumstances shall include economic or medical necessity or family hardship and such other criteria that the Superintendent believes qualifies.
12. A process for a 17 year old resident to participate in the District's various programs and resources for truants. The student must provide documentation of his/her dropout status for the previous 6 months. A request from an individual 19 years of age or older to re-enroll after having dropped out of school is handled according to provisions in 7:50, *Students School Admissions and Student Transfers To and From Non-District Schools*.
13. A process for the temporary exclusion of a student 17 years of age or older for failing to meet minimum attendance standards according to provisions in State law. A parent/guardian has the right to appeal a decision to exclude a student.

LEGAL REF.: 105 ILCS 5/26-1 through 16.
705 ILCS 405/3-33.5, Juvenile Court Act of 1987.
23 Ill.Admin.Code §§1.242 and 1.290.

CROSS REF.: 5:100 (Staff Development Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:150 (Home and Hospital Instruction), 7:10 (Equal Educational Opportunities), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:80 (Release Time for Religious Instruction/Observance), 7:190 (Student Behavior), 7:340 (Student Records)

ADOPTED:

Students

Release Time for Religious Instruction/Observance

A student shall be released from school, as an excused absence, to observe a religious holiday or for religious instruction. The student's parent/guardian must give written notice to the Building Principal at least five calendar days before the student's anticipated absence(s). This notice shall satisfy the District's requirement for a written excuse when the student returns to school.

The Superintendent shall develop and distribute to teachers appropriate procedures regarding student absences for religious reasons and include a list of religious holidays on which a student shall be excused from school attendance, how teachers are notified of a student's impending absence, and the State law requirement that teachers provide the student with an equivalent opportunity to make up any examination, study, or work requirement.

LEGAL REF.: Religious Freedom Restoration Act, 775 ILCS 35/
105 ILCS 5/26-1 and 5/26-2b.

CROSS REF.: 7:70 (Attendance and Truancy)

ADOPTED:

Students

Release During School Hours

For safety and security reasons, a prior written or oral consent of a student's custodial parent/guardian is required before a student is released during school hours: (1) at any time before the regular dismissal time or at any time before school is otherwise officially closed, and/or (2) to any person other than a custodial parent/guardian.

Early Dismissal Announcement

The Superintendent or designee shall make reasonable efforts to issue an announcement whenever it is necessary to close school early due to inclement weather or other reason.

CROSS REF.: 4:170 (Safety)

ADOPTED:

Pending Adoption

Students

Closed Campus

Students are to remain in their assigned buildings and on the school's grounds continuously from the time of reporting to the time of departure for the day, unless permission to leave is granted by the Building Principal or a designee or is otherwise excused.

CROSS REF.: 7:90 (Release During School Hours)

ADOPTED:

Pending Adoption

Students

Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students

Required Health Examinations and Immunizations

A student's parent(s)/guardian(s) shall present proof that the student received a health examination, with proof of the immunizations against, and screenings for, preventable communicable diseases, as required by the Illinois Department of Public Health (IDPH), within one year prior to:

1. Entering the ninth grade; and
2. Enrolling in an Illinois school, regardless of the student's grade (including nursery school, special education, Head Start programs operated by elementary or secondary schools, and students transferring into Illinois from out-of-state or out-of-country).

Proof of immunization against meningococcal disease is required for students in grade 12.

As required by State law:

1. Health examinations must be performed by a physician licensed to practice medicine in all of its branches, an advanced practice nurse who has a written collaborative agreement with a collaborating physician authorizing the advanced practice nurse to perform health examinations, or a physician assistant who has been delegated the performance of health examinations by a supervising physician.
2. A diabetes screening is a required part of each health examination; diabetes testing is not required.
3. Beginning with the 2017-2018 school year, an age-appropriate developmental screening and an age-appropriate social and emotional screening are required parts of each health examination. A student will not be excluded from school due to his or her parent/guardian's failure to obtain a developmental screening or a social and emotional screening.
4. The District will provide informational materials regarding influenza, influenza vaccinations, meningococcal disease, and meningococcal vaccinations developed, provided, or approved by the IDPH when it provides information on immunizations, infectious diseases, medications, or other school health issues to students' parent(s)/guardian(s).

Unless an exemption or extension applies, the failure to comply with the above requirements by October 15 of the current school year will result in the student's exclusion from school until the required health forms are presented to the District. New students who register after October 15 of the current school year shall have 30 days following registration to comply with the health examination and immunization regulations. If a medical reason prevents a student from receiving a required immunization by October 15, the student must present, by October 15, an immunization schedule and a statement of the medical reasons causing the delay. The schedule and statement of medical reasons must be signed by the physician, advanced practice nurse, physician assistant, or local health department responsible for administering the immunizations.

A student transferring from out-of-state who does not have the required proof of immunizations by October 15 may attend classes only if he or she has proof that an appointment for the required vaccinations is scheduled with a party authorized to submit proof of the required vaccinations. If the required proof of vaccination is not submitted within 30 days after the student is permitted to attend classes, the student may no longer attend classes until proof of the vaccinations is properly submitted.

Eye Examination

Parent(s)/guardian(s) are encouraged to have their children undergo an eye examination whenever health examinations are required.

Parent(s)/guardian(s) of students entering an Illinois school for the first time shall present proof before October 15 of the current school year that the student received an eye examination within one year prior to entry of the school. A physician licensed to practice medicine in all of its branches or a licensed optometrist must perform the required eye examination.

If a student fails to present proof by October 15, the school may hold the student's report card until the student presents proof: (1) of a completed eye examination, or (2) that an eye examination will take place within 60 days after October 15. The Superintendent or designee shall ensure that parent(s)/guardian(s) are notified of this eye examination requirement in compliance with the rules of the IDPH. Schools shall not exclude a student from attending school due to failure to obtain an eye examination.

Dental Examination

All children in kindergarten and the second, sixth, and ninth grades must present proof of having been examined by a licensed dentist before May 15 of the current school year in accordance with rules adopted by the IDPH.

If a child in the second, sixth, or ninth grade fails to present proof by May 15, the school may hold the child's report card until the child presents proof: (1) of a completed dental examination, or (2) that a dental examination will take place within 60 days after May 15. The Superintendent or designee shall ensure that parent(s)/guardian(s) are notified of this dental examination requirement at least 60 days before May 15 of each school year.

Exemptions

In accordance with rules adopted by the IDPH, a student will be exempted from this policy's requirements for:

1. Religious grounds, if the student's parent(s)/guardian(s) present the IDPH's Certificate of Religious Exemption form to the Superintendent or designee. When a Certificate of Religious Exemption form is presented, the Superintendent or designee shall immediately inform the parent(s)/guardian(s) of exclusion procedures pursuant to Board policy 7:280, *Communicable and Chronic Infectious Disease* and State rules if there is an outbreak of one or more diseases from which the student is not protected.
2. Health examination or immunization requirements on medical grounds, if the examining physician, advanced registered practice nurse, or physician assistant provides written verification.
3. Eye examination requirement, if the student's parent(s)/guardian(s) show an undue burden or lack of access to a physician licensed to practice medicine in all of its branches who provides eye examinations or a licensed optometrist.
4. Dental examination requirement, if the student's parent(s)/guardian(s) show an undue burden or a lack of access to a dentist.

Homeless Child

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce immunization and health records normally required for enrollment. School Board policy 6:140, *Education of Homeless Children*, governs the enrollment of homeless children.

LEGAL REF.: 42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act
105 ILCS 5/27-8.1 and 45/1-20.
410 ILCS 45/7.1 and 315/2e.
23 Ill.Admin.Code §1.530.
77 Ill.Admin.Code Part 665.
77 Ill.Admin.Code Part 690.

CROSS REF.: 6:30 (Organization of Instruction), 6:140 (Education of Homeless Children),
6:180 (Extended Instructional Programs), 7:50 (School Admissions and Student
Transfers To and From Non-District Schools), 7:280 (Communicable and
Chronic Infectious Disease)

ADOPTED:

Students

Student Rights and Responsibilities

All students are entitled to enjoy the rights protected by the U.S. and Illinois Constitutions and laws for persons of their age and maturity in a school setting. Students should exercise these rights reasonably and avoid violating the rights of others. Students who violate the rights of others or violate District policies or rules will be subject to disciplinary measures.

Students may, during the school day, during noninstructional time, voluntarily engage in individually or collectively initiated, non-disruptive prayer or religious-based meetings that, consistent with the Free Exercise and Establishment Clauses of the U.S. and Illinois Constitutions, are not sponsored, promoted, or endorsed in any manner by the school or any school employee. *Noninstructional time* means time set aside by a school before actual classroom instruction begins or after actual classroom instruction ends.

LEGAL REF.: 20 U.S.C. §7904.
105 ILCS 20/5.
Tinker v. Des Moines Independent School District, 89 S.Ct. 733 (1969).

CROSS REF.: 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:190 (Student Behavior), 7:330 (Student Use of Buildings - Equal Access)

ADOPTED:

Students

Search and Seizure

In order to maintain order and security in the schools, school authorities are authorized to conduct reasonable searches of school property and equipment, as well as of students and their personal effects. "School authorities" includes school liaison police officers.

School Property and Equipment as well as Personal Effects Left There by Students

School authorities may inspect and search school property and equipment owned or controlled by the school (such as, lockers, desks, and parking lots), as well as personal effects left there by a student, without notice to or the consent of the student. Students have no reasonable expectation of privacy in these places or areas or in their personal effects left there.

This paragraph applies to student vehicles parked on school property. In addition, Building Principals shall require each high school student, in return for the privilege of parking on school property, to consent in writing to school searches of his or her vehicle, and personal effects therein, without notice and without suspicion of wrongdoing.

The Superintendent may request the assistance of law enforcement officials to conduct inspections and searches of lockers, desks, parking lots, and other school property and equipment for illegal drugs, weapons, or other illegal or dangerous substances or materials, including searches conducted through the use of specially trained dogs.

Students

School authorities may search a student and/or the student's personal effects in the student's possession (such as, purses, wallets, knapsacks, book bags, lunch boxes, etc.) when there is a reasonable ground for suspecting that the search will produce evidence the particular student has violated or is violating either the law or the District's student conduct rules. The search itself must be conducted in a manner that is reasonably related to its objective and not excessively intrusive in light of the student's age and sex, and the nature of the infraction.

When feasible, the search should be conducted as follows:

1. Outside the view of others, including students,
2. In the presence of a school administrator or adult witness, and
3. By a certificated employee or liaison police officer of the same sex as the student.

Immediately following a search, a written report shall be made by the school authority who conducted the search, and given to the Superintendent.

Seizure of Property

If a search produces evidence that the student has violated or is violating either the law or the District's policies or rules, such evidence may be seized and impounded by school authorities, and disciplinary action may be taken. When appropriate, such evidence may be transferred to law enforcement authorities.

Notification Regarding Student Accounts or Profiles on Social Networking Websites

The Superintendent or designee shall notify students and their parents/guardians of each of the following in accordance with the Right to Privacy in the School Setting Act, 105 ILCS 75/:

1. School officials may not request or require a student or his or her parent/guardian to provide a password or other related account information to gain access to the student's account or profile on a social networking website.
2. School officials may conduct an investigation or require a student to cooperate in an investigation if there is specific information about activity on the student's account on a social networking website that violates a school disciplinary rule or policy. In the course of an investigation, the student may be required to share the content that is reported in order to allow school officials to make a factual determination.

LEGAL REF.: 105 ILCS 5/10-20.14, 5/10-22.6, and 5/10-22.10a.
Right to Privacy in the School Setting Act, 105 ILCS 75/.
Cornfield v. Consolidated High School Dist. No. 230, 991 F.2d 1316 (7th Cir., 1993).
People v. Dilworth, 661 N.E.2d 310 (Ill., 1996), *cert. denied*, 116 S.Ct. 1692 (1996).
People v. Pruitt, 662 N.E. 2d 540 (Ill.App.1, 1996), *app. denied*, 667 N.E. 2d 1061 (Ill.App.1, 1996).
T.L.O. v. New Jersey, 105 S.Ct. 733 (1985).
Vernonia School Dist. 47J v. Acton, 115 S.Ct. 2386 (1995).
Safford Unified School Dist. No. 1 v. Redding, 129 S. Ct. 2633 (2009).

CROSS REF.: 7:130 (Student Rights and Responsibilities), 7:150 (Agency and Police Interviews), 7:190 (Student Behavior)

ADOPTED:

Students

Agency and Police Interviews

The Superintendent shall develop procedures to manage requests by agency officials or police officers to interview students at school. Procedures will:

1. Recognize individual student rights and privacy,
2. Recognize the potential impact an interview may have on an individual student,
3. Minimize potential disruption,
4. Foster a cooperative relationship with public agencies and law enforcement, and
5. Comply with State law including, but not limited to, ensuring that before a law enforcement officer, school resource officer, or other school security person detains and questions on school grounds a student under 18 years of age who is suspected of committing a criminal act, the Superintendent or designee will:
 - a. Notify or attempt to notify the student's parent/guardian and document the time and manner in writing;
 - b. Make reasonable efforts to ensure the student's parent/guardian is present during questioning or, if they are not present, ensure that school employees (including, but not limited to, a school social worker, psychologist, nurse, guidance counselor, or any other mental health professional) are present during the questioning; and
 - c. If practicable, make reasonable efforts to ensure a trained law enforcement officer to promote safe interactions and communications with the student is present during questioning.

LEGAL REF.: 105 ILCS 5/10-20.64, 5/22-85 (final citation pending)
 55 ILCS 80/, Children's Advocacy Center Act.
 325 ILCS 5/, Abused and Neglected Child Reporting Act.
 720 ILCS 5/31-1 et seq., Interference with Public Officers Act.
 725 ILCS 120/, Rights of Crime Victims and Witnesses Act.

CROSS REF.: 5:90 (Abused and Neglected Child Reporting), 7:130 (Student Rights and Responsibilities), 7:140 (Search and Seizure), 7:190 (Student Behavior)

ADOPTED:

Students

Student Appearance

A student's appearance, including dress and grooming, must not disrupt the educational process, interfere with the maintenance of a positive teaching/learning climate, or compromise reasonable standards of health, safety, and decency. Procedures for handling students who dress or groom inappropriately will be developed by the Superintendent and included in the *Student Handbook(s)*.

LEGAL REF.: 105 ILCS 5/10-22.25b.
Tinker v. Des Moines Independent School Dist., 89 S.Ct. 733 (1969).

CROSS REF.: 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior)

ADOPTED:

Students

Vandalism

The School Board will seek restitution from students and their parents/guardians for vandalism or other student acts that cause damage to school property.

LEGAL REF.: 740 ILCS 115/.

CROSS REF.: 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior)

ADOPTED:

Pending Adoption

Students

Prevention of and Response to Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors and providing all students equal access to a safe, non-hostile learning environment are important District goals.

Bullying on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic is prohibited in each of the following situations:

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by the School District or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This paragraph (item #4) applies only when a school administrator or teacher receives a report that bullying through this means has occurred; it does not require staff members to monitor any nonschool-related activity, function, or program.

Definitions from 105 ILCS 5/27-23.7

Bullying includes *cyberbullying* and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the student or students in reasonable fear of harm to the student's or students' person or property;
2. Causing a substantially detrimental effect on the student's or students' physical or mental health;
3. Substantially interfering with the student's or students' academic performance; or
4. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Cyberbullying means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail,

Internet communications, instant messages, or facsimile communications. *Cyberbullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyberbullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

Restorative measures means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, and (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school.

School personnel means persons employed by, on contract with, or who volunteer in a school district, including without limitation school and school district administrators, teachers, school guidance counselors, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers, school resource officers, and security guards.

Bullying Prevention and Response Plan

The Superintendent or designee shall develop and maintain a bullying prevention and response plan that advances the District's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the requirements listed below; each numbered requirement, 1-12, corresponds with the same number in the list of required policy components in 105 ILCS 5/27-23.7(b) 1-12.

1. The District uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted at www.mchs.net under Students & Parents/Anonymous Tip Center.

Nondiscrimination Coordinator:

John Troy, Asst. Superintendent
Name
26655 W Eames St Channahon, IL 60410
Address
jtroy@mchs.net
Email
(815) 521- 4294
Telephone

Complaint Managers:

Dr. Janel Grzetich
Name
26655 W Eames St Channahon, IL 60410
Address
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Telephone

Joe Pacetti
Name
26655 W Eames St Channahon, IL 60410
Address
jpacetti@mchs.net
Email
(815) 467-2140
Telephone

4. Consistent with federal and State laws and rules governing student privacy rights, the Superintendent or designee shall promptly inform the parent(s)/guardian(s) of every student involved in an alleged incident of bullying and discuss, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.
5. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:
 - a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of a bullying incident was received and taking into consideration additional relevant information received during the course of the investigation about the reported bullying incident.
 - b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
 - c. Notifying the Building Principal or school administrator or designee of the reported incident of bullying as soon as possible after the report is received.
 - d. Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Building Principal or school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

The Superintendent or designee shall investigate whether a reported incident of bullying is within the permissible scope of the District’s jurisdiction and shall require that the District

provide the victim with information regarding services that are available within the District and community, such as counseling, support services, and other programs.

6. The Superintendent or designee shall use interventions to address bullying, that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. A student's act of reprisal or retaliation will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing knowingly false information will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan must be based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. The Superintendent or designee shall assist the Board with its evaluation and assessment of this policy's outcomes and effectiveness. This process shall include, without limitation:
 - a. The frequency of victimization;
 - b. Student, staff, and family observations of safety at a school;
 - c. Identification of areas of a school where bullying occurs;
 - d. The types of bullying utilized; and
 - e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. The Superintendent or designee must post the information developed as a result of the policy evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students.

12. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:
 - a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
 - b. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
 - c. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.

- d. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
- e. 7:20, *Harassment of Students Prohibited*. This policy prohibits *any* person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
- f. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
- g. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
- h. 7:315, *Restrictions on Publications; High Schools*. This policy prohibits students from and provides consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

LEGAL REF.: 405 ILCS 49/, Children's Mental Health Act.
105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
23 Ill.Admin.Code §1.240 and §1.280.

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 4:170 (Safety), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:285 (Food Allergy Management Program), 7:315 (Restrictions on Publications; High Schools)

ADOPTED:

Students

Teen Dating Violence Prohibited

Engaging in teen dating violence that takes place at school, on school property, at school-sponsored activities, or in vehicles used for school-provided transportation is prohibited. For purposes of this policy, the term *teen dating violence* occurs whenever a student who is 13 to 19 years of age uses or threatens to use physical, mental, or emotional abuse to control an individual in the dating relationship; or uses or threatens to use sexual violence in the dating relationship.

The Superintendent or designee shall develop and maintain a program to respond to incidents of teen dating violence that:

1. Fully implements and enforces each of the following Board policies:
 - a. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on the student's actual or perceived characteristics of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).
 - b. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.
2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals:
 - a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence.
 - b. The Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*.
3. Incorporates age-appropriate instruction in grades 9 through 12, in accordance with the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
4. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
5. Notifies students and parents/guardians of this policy.

Incorporated
by Reference: 7:180-AP1, (Prevention, Identification, Investigation, and Response to Bullying)

LEGAL REF.: 105 ILCS 110/3.10.

CROSS REF.: 2:240 (Board Policy Development), 5:100 (Staff Development Program), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities)

ADOPTED:

Pending Adoption

Students

Student Behavior

The goals and objectives of this policy are to provide effective discipline practices that: (1) ensure the safety and dignity of students and staff; (2) maintain a positive, weapons-free, and drug-free learning environment; (3) keep school property and the property of others secure; (4) address the causes of a student's misbehavior and provide opportunities for all individuals involved in an incident to participate in its resolution; and (5) teach students positive behavioral skills to become independent, self-disciplined citizens in the school community and society.

When and Where Conduct Rules Apply

A student is subject to disciplinary action for engaging in *prohibited student conduct*, as described in the section with that name below, whenever the student's conduct is reasonably related to school or school activities, including, but not limited to:

1. On, or within sight of, school grounds before, during, or after school hours or at any time;
2. Off school grounds at a school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school;
3. Traveling to or from school or a school activity, function, or event; or
4. Anywhere, if the conduct interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including, but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

Prohibited Student Conduct

The school administration is authorized to discipline students for gross disobedience or misconduct, including but not limited to:

1. Using, possessing, distributing, purchasing, or selling tobacco or nicotine materials, including without limitation, electronic cigarettes.
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who are under the influence of an alcoholic beverage are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, selling, or offering for sale:
 - a. Any illegal drug or controlled substance, or cannabis (including marijuana, hashish, and medical cannabis unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*).
 - b. Any anabolic steroid unless it is being administered in accordance with a physician's or licensed practitioner's prescription.
 - c. Any performance-enhancing substance on the Illinois High School Association's most current banned substance list unless administered in accordance with a physician's or licensed practitioner's prescription.
 - d. Any prescription drug when not prescribed for the student by a physician or licensed practitioner, or when used in a manner inconsistent with the prescription or prescribing

physician's or licensed practitioner's instructions. The use or possession of medical cannabis, even by a student for whom medical cannabis has been prescribed, is prohibited unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*.

- e. Any inhalant, regardless of whether it contains an illegal drug or controlled substance: (a) that a student believes is, or represents to be capable of, causing intoxication, hallucination, excitement, or dulling of the brain or nervous system; or (b) about which the student engaged in behavior that would lead a reasonable person to believe that the student intended the inhalant to cause intoxication, hallucination, excitement, or dulling of the brain or nervous system. The prohibition in this section does not apply to a student's use of asthma or other legally prescribed inhalant medications.
- f. Any substance inhaled, injected, smoked, consumed, or otherwise ingested or absorbed with the intention of causing a physiological or psychological change in the body, including without limitation, pure caffeine in tablet or powdered form.
- g. Look-alike or counterfeit drugs, including a substance that is not prohibited by this policy, but one: (a) that a student believes to be, or represents to be, an illegal drug, controlled substance, or other substance that is prohibited by this policy; or (b) about which a student engaged in behavior that would lead a reasonable person to believe that the student expressly or impliedly represented to be an illegal drug, controlled substance, or other substance that is prohibited by this policy.
- h. Drug paraphernalia, including devices that are or can be used to: (a) ingest, inhale, or inject cannabis or controlled substances into the body; and (b) grow, process, store, or conceal cannabis or controlled substances.

Students who are under the influence of any prohibited substance are not permitted to attend school or school functions and are treated as though they had the prohibited substance, as applicable, in their possession.

- 4. Using, possessing, controlling, or transferring a *weapon* as that term is defined in the Weapons section of this policy, or violating the Weapons section of this policy.
- 5. Using or possessing an electronic paging device. Using a cellular telephone, video recording device, personal digital assistant (PDA), or other electronic device in any manner that disrupts the educational environment or violates the rights of others, including using the device to take photographs in locker rooms or bathrooms, cheat, or otherwise violate student conduct rules. Prohibited conduct specifically includes, without limitation, creating, sending, sharing, viewing, receiving, or possessing an indecent visual depiction of oneself or another person through the use of a computer, electronic communication device, or cellular phone. Unless otherwise banned under this policy or by the Building Principal, all electronic devices must be kept powered-off and out-of-sight during the regular school day unless: (a) the supervising teacher grants permission; (b) use of the device is provided in a student's individualized education program (IEP); (c) it is used during the student's lunch period, or (d) it is needed in an emergency that threatens the safety of students, staff, or other individuals.
- 6. Using or possessing a laser pointer unless under a staff member's direct supervision and in the context of instruction.
- 7. Disobeying rules of student conduct or directives from staff members or school officials. Examples of disobeying staff directives include refusing a District staff member's request to stop, present school identification, or submit to a search.

8. Engaging in academic dishonesty, including cheating, intentionally plagiarizing, wrongfully giving or receiving help during an academic examination, altering report cards, and wrongfully obtaining test copies or scores.
9. Engaging in hazing or any kind of bullying or aggressive behavior that does physical or psychological harm to a staff person or another student, or urging other students to engage in such conduct. Prohibited conduct specifically includes, without limitation, any use of violence, intimidation, force, noise, coercion, threats, stalking, harassment, sexual harassment, public humiliation, theft or destruction of property, retaliation, hazing, bullying, bullying using a school computer or a school computer network, or other comparable conduct.
10. Engaging in any sexual activity, including without limitation, offensive touching, sexual harassment, indecent exposure (including mooning), and sexual assault. This does not include the non-disruptive: (a) expression of gender or sexual orientation or preference, or (b) display of affection during non-instructional time.
11. Teen dating violence, as described in Board policy 7:185, *Teen Dating Violence Prohibited*.
12. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
13. Entering school property or a school facility without proper authorization.
14. In the absence of a reasonable belief that an emergency exists, calling emergency responders (such as calling 911); signaling or setting off alarms or signals indicating the presence of an emergency; or indicating the presence of a bomb or explosive device on school grounds, school bus, or at any school activity.
15. Being absent without a recognized excuse; State law and School Board policy regarding truancy control will be used with chronic and habitual truants.
16. Being involved with any public school fraternity, sorority, or secret society, by: (a) being a member; (b) promising to join; (c) pledging to become a member; or (d) soliciting any other person to join, promise to join, or be pledged to become a member.
17. Being involved in gangs or gang-related activities, including displaying gang symbols or paraphernalia.
18. Violating any criminal law, including but not limited to, assault, battery, arson, theft, gambling, eavesdropping, vandalism, and hazing.
19. Making an explicit threat on an Internet website against a school employee, a student, or any school-related personnel if the Internet website through which the threat was made is a site that was accessible within the school at the time the threat was made or was available to third parties who worked or studied within the school grounds at the time the threat was made, and the threat could be reasonably interpreted as threatening to the safety and security of the threatened individual because of his or her duties or employment status or status as a student inside the school.
20. Operating an unmanned aircraft system (UAS) or drone for any purpose on school grounds or at any school event unless granted permission by the Superintendent or designee.
21. Engaging in any activity, on or off campus, that interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

For purposes of this policy, the term *possession* includes having control, custody, or care, currently or in the past, of an object or substance, including situations in which the item is: (a) on the student's person; (b) contained in another item belonging to, or under the control of, the student, such as in the student's clothing, backpack, or automobile; (c) in a school's student locker, desk, or other school property; or (d) at any location on school property or at a school-sponsored event.

Efforts, including the use of positive interventions and supports, shall be made to deter students, while at school or a school-related event, from engaging in aggressive behavior that may reasonably produce physical or psychological harm to someone else. The Superintendent or designee shall ensure that the parent/guardian of a student who engages in aggressive behavior is notified of the incident. The failure to provide such notification does not limit the Board's authority to impose discipline, including suspension or expulsion, for such behavior.

No disciplinary action shall be taken against any student that is based totally or in part on the refusal of the student's parent/guardian to administer or consent to the administration of psychotropic or psychostimulant medication to the student.

Disciplinary Measures

School officials shall limit the number and duration of expulsions and out-of-school suspensions to the greatest extent practicable, and, where practicable and reasonable, shall consider forms of non-exclusionary discipline before using out-of-school suspensions or expulsions. School personnel shall not advise or encourage students to drop out voluntarily due to behavioral or academic difficulties. Potential disciplinary measures include, without limitation, any of the following:

1. Notifying parent(s)/guardian(s).
2. Disciplinary conference.
3. Withholding of privileges.
4. Temporary removal from the classroom.
5. Return of property or restitution for lost, stolen, or damaged property.
6. In-school suspension. The Building Principal or designee shall ensure that the student is properly supervised.
7. After-school study or Saturday study provided the student's parent/guardian has been notified. If transportation arrangements cannot be agreed upon, an alternative disciplinary measure must be used. The student must be supervised by the detaining teacher or the Building Principal or designee.
8. Community service with local public and nonprofit agencies that enhances community efforts to meet human, educational, environmental, or public safety needs. The District will not provide transportation. School administration shall use this option only as an alternative to another disciplinary measure, giving the student and/or parent/guardian the choice.
9. Seizure of contraband; confiscation and temporary retention of personal property that was used to violate this policy or school disciplinary rules.
10. Suspension of bus riding privileges in accordance with Board policy 7:220, *Bus Conduct*.
11. Out-of-school suspension from school and all school activities in accordance with Board policy 7:200, *Suspension Procedures*. A student who has been suspended may also be restricted from being on school grounds and at school activities.
12. Expulsion from school and all school activities for a definite time period not to exceed 2 calendar years in accordance with Board policy 7:210, *Expulsion Procedures*. A student who

has been expelled may also be restricted from being on school grounds and at school activities.

13. Transfer to an alternative program if the student is expelled or otherwise qualifies for the transfer under State law. The transfer shall be in the manner provided in Article 13A or 13B of the School Code.
14. Notifying juvenile authorities or other law enforcement whenever the conduct involves criminal activity, including but not limited to, illegal drugs (controlled substances), *look-alikes*, alcohol, or weapons or in other circumstances as authorized by the reciprocal reporting agreement between the District and local law enforcement agencies.

The above list of disciplinary measures is a range of options that will not always be applicable in every case. In some circumstances, it may not be possible to avoid suspending or expelling a student because behavioral interventions, other than a suspension and expulsion, will not be appropriate and available, and the only reasonable and practical way to resolve the threat and/or address the disruption is a suspension or expulsion.

Corporal punishment is prohibited. Corporal punishment is defined as slapping, paddling, or prolonged maintenance of students in physically painful positions, or intentional infliction of bodily harm. Corporal punishment does not include reasonable force as needed to maintain safety for students, staff, or other persons, or for the purpose of self-defense or defense of property.

Weapons

A student who is determined to have brought one of the following objects to school, any school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school shall be expelled for a period of at least one calendar year but not more than two calendar years:

1. A *firearm*, meaning any gun, rifle, shotgun, or weapon as defined by Section 921 of Title 18 of the United States Code (18 U.S.C. § 921), firearm as defined in Section 1.1 of the Firearm Owners Identification Card Act (430 ILCS 65/), or firearm as defined in Section 24-1 of the Criminal Code of 1961 (720 ILCS 5/24-1).
2. A knife, brass knuckles, or other knuckle weapon regardless of its composition, a billy club, or any other object if used or attempted to be used to cause bodily harm, including *look-alikes* of any *firearm* as defined above.

The expulsion requirement under either paragraph one or two above may be modified by the Superintendent, and the Superintendent's determination may be modified by the Board on a case-by-case basis. The Superintendent or designee may grant an exception to this policy, upon the prior request of an adult supervisor, for students in theatre, cooking, ROTC, martial arts, and similar programs, whether or not school-sponsored, provided the item is not equipped, nor intended, to do bodily harm.

This policy's prohibitions concerning weapons apply regardless of whether: (1) a student is licensed to carry a concealed firearm, or (2) the Board permits visitors, who are licensed to carry a concealed firearm, to store a firearm in a locked vehicle in a school parking area.

Re-Engagement of Returning Students

The Superintendent or designee shall maintain a process to facilitate the re-engagement of students who are returning from an out-of-school suspension, expulsion, or an alternative school setting. The goal of re-engagement shall be to support the student's ability to be successful in school following a period of exclusionary discipline and shall include the opportunity for students who have been suspended to complete or make up work for equivalent academic credit.

Required Notices

A school staff member shall immediately notify the office of the Building Principal in the event that he or she: (1) observes any person in possession of a firearm on or around school grounds; however, such action may be delayed if immediate notice would endanger students under his or her supervision, (2) observes or has reason to suspect that any person on school grounds is or was involved in a drug-related incident, or (3) observes a battery committed against any staff member. Upon receiving such a report, the Building Principal or designee shall immediately notify the local law enforcement agency, Ill. Dept. of State Police (ISP), and any involved student's parent/guardian. *School grounds* includes modes of transportation to school activities and any public way within 1000 feet of the school, as well as school property itself.

Delegation of Authority

Each teacher, and any other school personnel when students are under his or her charge, is authorized to impose any disciplinary measure, other than suspension, expulsion, corporal punishment, or in-school suspension, that is appropriate and in accordance with the policies and rules on student discipline. Teachers, other certificated [licensed] educational employees, and other persons providing a related service for or with respect to a student, may use reasonable force as needed to maintain safety for other students, school personnel, or other persons, or for the purpose of self-defense or defense of property. Teachers may temporarily remove students from a classroom for disruptive behavior.

The Superintendent, Building Principal, Assistant Building Principal, or Dean of Students is authorized to impose the same disciplinary measures as teachers and may suspend students guilty of gross disobedience or misconduct from school (including all school functions) and from riding the school bus, up to ten consecutive school days, provided the appropriate procedures are followed. The Board may suspend a student from riding the bus in excess of ten school days for safety reasons.

Student Handbook

The Superintendent, with input from the parent-teacher advisory committee, shall prepare disciplinary rules implementing the District's disciplinary policies. These disciplinary rules shall be presented annually to the Board for its review and approval.

A student handbook, including the District disciplinary policies and rules, shall be distributed to the students' parents/guardians within 15 days of the beginning of the school year or a student's enrollment.

LEGAL REF.: 20 U.S.C. §6081, Pro-Children Act of 1994.
20 U.S.C. §7961 et seq., Gun Free Schools Act.
105 ILCS 5/10-20.5b, 5/10-20.14, 5/10-20.28, 5/10-20.36, 5/10-21.7, 5/10-21.10,
5/10-22.6, 5/10-27.1A, 5/10-27.1B, 5/22-33, 5/24-24, 5/26-12, 5/27-23.7, 5/31-
3, and 110/3.10.
410 ILCS 130/, Compassionate Use of Medical Cannabis Pilot Program.
410 ILCS 647/, Powdered Caffeine Control and Education Act.
430 ILCS 66/, Firearm Concealed Carry Act.
23 Ill.Admin.Code §1.280.

CROSS REF.: 2:150 (Committees), 2:240 (Board Policy Development), 5:230 (Maintaining Student Discipline), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 7:70 (Attendance and Truancy), 7:130 (Student Rights and Responsibilities), 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:170 (Vandalism), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:270 (Administering Medicines to Students), 7:310 (Restrictions on Publications; Elementary Schools), 8:30 (Visitors to and Conduct on School Property)

ADOPTED:

Students

Suspension Procedures

In-School Suspension

The Superintendent or designee is authorized to maintain an in-school suspension program. The program shall include, at a minimum, each of the following:

1. Before assigning a student to in-school suspension, the charges will be explained and the student will be given an opportunity to respond to the charges.
2. Students are supervised by licensed school personnel.
3. Students are given the opportunity to complete classroom work during the in-school suspension for equivalent academic credit.

Out-of-School Suspension

The Superintendent or designee shall implement suspension procedures that provide, at a minimum, for each of the following:

1. A conference during which the charges will be explained and the student will be given an opportunity to respond to the charges before he or she may be suspended.
2. A pre-suspension conference is not required, and the student can be immediately suspended when the student's presence poses a continuing danger to persons or property or an ongoing threat of disruption to the educational process. In such cases, the notice and conference shall follow as soon as practicable.
3. An attempted phone call to the student's parent(s)/guardian(s).
4. A written notice of the suspension to the parent(s)/guardian(s) and the student, which shall:
 - a. Provide notice to the parent(s)/guardian(s) of their child's right to a review of the suspension;
 - b. Include information about an opportunity to make up work missed during the suspension for equivalent academic credit;
 - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to suspend;
 - d. Provide rationale or an explanation of how the chosen number of suspension days will address the threat or disruption posed by the student or his or her act of gross disobedience or misconduct; and
 - e. Depending upon the length of the out-of-school suspension, include the following applicable information:
 - i. For a suspension of 3 school days or less, an explanation that the student's continuing presence in school would either pose:
 - a) A threat to school safety, or
 - b) A disruption to other students' learning opportunities.
 - ii. For a suspension of 4 or more school days, an explanation:

- a) That other appropriate and available behavioral and disciplinary interventions have been exhausted,
 - b) As to whether school officials attempted other interventions or determined that no other interventions were available for the student, and
 - c) That the student's continuing presence in school would either:
 - i) Pose a threat to the safety of other students, staff, or members of the school community, or
 - ii) Substantially disrupt, impede, or interfere with the operation of the school.
- iii. For a suspension of 5 or more school days, the information listed in section 4.e.ii., above, along with documentation by the Superintendent or designee determining what, if any, appropriate and available support services will be provided to the student during the length of his or her suspension.
5. A summary of the notice, including the reason for the suspension and the suspension length, must be given to the Board by the Superintendent or designee.
 6. Upon request of the parent(s)/guardian(s), a review of the suspension shall be conducted by the Board or a hearing officer appointed by the Board. At the review, the student's parent(s)/guardian(s) may appear and discuss the suspension with the Board or its hearing officer and may be represented by counsel. Whenever there is evidence that mental illness may be the cause for the suspension, the Superintendent or designee shall invite a representative from the Department of Human Services to consult with the Board. After presentation of the evidence or receipt of the hearing officer's report, the Board shall take such action as it finds appropriate. If the suspension is upheld, the Board's written suspension decision shall specifically detail items (a) and (e) in number 4, above.

LEGAL REF.: 105 ILCS 5/10-22.6.
Goss v. Lopez, 95 S.Ct. 729 (1975).
Sieck v. Oak Park River-Forest High School, 807 F.Supp. 73 (N.D. Ill., E.D., 1992).

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:220 (Bus Conduct)

ADOPTED:

Students

Expulsion Procedures

The Superintendent or designee shall implement expulsion procedures that provide, at a minimum, for the following:

1. Before a student may be expelled, the student and his or her parent(s)/guardian(s) shall be provided a written request to appear at a hearing to determine whether the student should be expelled. The request shall be sent by registered or certified mail, return receipt requested. The request shall:
 - a. Include the time, date, and place for the hearing.
 - b. Briefly describe what will happen during the hearing.
 - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to recommend expulsion.
 - d. List the student's prior suspension(s).
 - e. State that the School Code allows the School Board to expel a student for a definite period of time not to exceed 2 calendar years, as determined on a case-by-case basis.
 - f. Ask that the student or parent(s)/guardian(s) or attorney inform the Superintendent or Board Attorney if the student will be represented by an attorney and, if so, the attorney's name and contact information.
2. Unless the student and parent(s)/guardian(s) indicate that they do not want a hearing or fail to appear at the designated time and place, the hearing will proceed. It shall be conducted by the Board or a hearing officer appointed by it. If a hearing officer is appointed, he or she shall report to the Board the evidence presented at the hearing and the Board shall take such final action as it finds appropriate. Whenever there is evidence that mental illness may be the cause for the recommended expulsion, the Superintendent or designee shall invite a representative from the Dept. of Human Services to consult with the Board.
3. During the expulsion hearing, the Board or hearing officer shall hear evidence concerning whether the student is guilty of the gross disobedience or misconduct as charged. School officials must provide: (1) testimony of any other interventions attempted and exhausted or of their determination that no other appropriate and available interventions were available for the student, and (2) evidence of the threat or disruption posed by the student. The student and his or her parent(s)/guardian(s) may be represented by counsel, offer evidence, present witnesses, cross-examine witnesses who testified, and otherwise present reasons why the student should not be expelled. After presentation of the evidence or receipt of the hearing officer's report, the Board shall decide the issue of guilt and take such action as it finds appropriate.
4. If the Board acts to expel the student, its written expulsion decision shall:
 - a. Detail the specific reason why removing the student from his or her learning environment is in the best interest of the school.
 - b. Provide a rationale for the specific duration of the recommended expulsion.

- c. Document how school officials determined that all behavioral and disciplinary interventions have been exhausted by specifying which interventions were attempted or whether school officials determined that no other appropriate and available interventions existed for the student.
 - d. Document how the student's continuing presence in school would (1) pose a threat to the safety of other students, staff, or members of the school community, or (2) substantially disrupt, impede, or interfere with the operation of the school.
5. Upon expulsion, the District may refer the student to appropriate and available support services.

LEGAL REF.: 105 ILCS 5/10-22.6(a).
Goss v. Lopez, 95 S.Ct. 729 (1975).

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:230 (Misconduct by Students with Disabilities)

ADOPTED:

Pending Adoption

Students

Bus Conduct

All students must follow the District's *School Bus Safety Rules*.

School Bus Suspensions

The Superintendent, or any designee as permitted in the School Code, is authorized to suspend a student from riding the school bus for up to 10 consecutive school days for engaging in gross disobedience or misconduct, including but not limited to, the following:

1. Prohibited student conduct as defined in School Board policy, 7:190, *Student Behavior*.
2. Willful injury or threat of injury to a bus driver or to another rider.
3. Willful and/or repeated defacement of the bus.
4. Repeated use of profanity.
5. Repeated willful disobedience of a directive from a bus driver or other supervisor.
6. Such other behavior as the Superintendent or designee deems to threaten the safe operation of the bus and/or its occupants.

If a student is suspended from riding the bus for gross disobedience or misconduct on a bus, the School Board may suspend the student from riding the school bus for a period in excess of 10 days for safety reasons. The District's regular suspension procedures shall be used to suspend a student's privilege to ride a school bus.

Academic Credit for Missed Classes During School Bus Suspension

A student suspended from riding the bus who does not have alternate transportation to school shall have the opportunity to complete or make up work for equivalent academic credit. It shall be the responsibility of the student's parent or guardian to notify the school that the student does not have alternate transportation.

Electronic Recordings on School Buses

Electronic visual and audio recordings may be used on school buses to monitor conduct and to promote and maintain a safe environment for students and employees when transportation is provided for any school related activity. Notice of electronic recordings shall be displayed on the exterior of the vehicle's entrance door and front interior bulkhead in compliance with State law and the rules of the Illinois Department of Transportation, Division of Traffic Safety.

Students are prohibited from tampering with electronic recording devices. Students who violate this policy shall be disciplined in accordance with the Board's discipline policy and shall reimburse the School District for any necessary repairs or replacement.

LEGAL REF.: Family Educational Rights and Privacy Act, 20 U.S.C. §1232g; 34 C.F.R. Part 99.
105 ILCS 5/10-20.14, 5/10-22.6, and 10/
720 ILCS 5/14-3(m).
23 Ill.Admin.Code Part 375, Student Records.

CROSS REF.: 4:110 (Transportation), 4:170 (Safety), 7:130 (Student Rights and Responsibilities), 7:170 (Vandalism), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:230 (Misconduct by Students with Disabilities), 7:340 (Student Records)

ADOPTED:

Pending Adoption

Students

Misconduct by Students with Disabilities

Behavioral Interventions

Behavioral interventions shall be used with students with disabilities to promote and strengthen desirable behaviors and reduce identified inappropriate behaviors. The School Board will establish and maintain a committee to develop, implement, and monitor procedures on the use of behavioral interventions for children with disabilities.

Discipline of Special Education Students

The District shall comply with the Individuals With Disabilities Education Improvement Act of 2004 and the Illinois State Board of Education's *Special Education* rules when disciplining special education students. No special education student shall be expelled if the student's particular act of gross disobedience or misconduct is a manifestation of his or her disability.

LEGAL REF.: Individuals With Disabilities Education Improvement Act of 2004, 20 U.S.C. §§1412, 1413, and 1415.
Gun-Free Schools Act, 20 U.S.C. §7151 et seq.
34 C.F.R. §§300.101, 300.530 - 300.536.
105 ILCS 5/10-22.6 and 5/14-8.05.
23 Ill.Admin.Code §226.400.
Honig v. Doe, 108 S.Ct. 592 (1988).

CROSS REF.: 2:150 (Committees), 6:120 (Education of Children with Disabilities), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct)

ADOPTED:

Students

Conduct Code for Participants in Extracurricular Activities

The Superintendent or designee, using input from coaches and sponsors of extracurricular activities, shall develop a conduct code for all participants in extracurricular activities consistent with School Board policy. The conduct code shall: (1) require participants in extracurricular activities to conduct themselves as good citizens and exemplars of their school at all times, including after school, on days when school is not in session, and whether on or off school property; (2) emphasize that hazing and bullying activities are strictly prohibited; and (3) notify participants that failure to abide by it could result in removal from the activity. The conduct code shall be reviewed by the Building Principal periodically at his or her discretion and presented to the Board.

Participants in extracurricular activities must abide by the conduct code for the activity and Board policy 7:190, *Student Behavior*. All coaches and sponsors of extracurricular activities shall annually review the conduct code with participants and provide participants with a copy. In addition, coaches and sponsors of interscholastic athletic programs shall provide instruction on steroid abuse prevention to students in grades 9 through 12 participating in these programs.

Performance Enhancing Drug Testing of High School Student Athletes

The Illinois High School Association (IHSA) prohibits participants in an athletic activity sponsored or sanctioned by IHSA from ingesting or otherwise using any performance enhancing substance on its banned substance list, without a written prescription and medical documentation provided by a licensed physician who evaluated the student-athlete for a legitimate medical condition. IHSA administers a performance-enhancing substance testing program. Under this program, student athletes are subject to random drug testing for the presence in their bodies of performance-enhancing substances on the IHSA's banned substance list. In addition to being penalized by IHSA, a student may be disciplined according to Board policy 7:190, *Student Behavior*.

LEGAL REF.: Board of Education of Independent School Dist. No. 92 v. Earls, 122 S.Ct. 2559 (2002).

Clements v. Board of Education of Decatur, 478 N.E.2d 1209 (Ill.App.4, 1985).

Kevin Jordan v. O'Fallon THSD 203, 706 N.E.2d 137 (Ill.App.5, 1999).

Todd v. Rush County Schools, 133 F.3d 984 (7th Cir., 1998).

Veronia School Dist. 475 v. Acton, 515 U.S. 646 (1995).

105 ILCS 5/24-24, 5/27-23.3, and 25/2.

CROSS REF.: 5:280 (Duties and Qualifications), 6:190 (Extracurricular and Co-Curricular Activities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:300 (Extracurricular Athletics)

ADOPTED:

Students

Student Support Services

The following student support services may be provided by the School District:

1. Health services supervised by a qualified school nurse. The Superintendent or designee may implement procedures to further a healthy school environment and prevent or reduce the spread of disease.
2. Educational and psychological testing services and the services of a school psychologist as needed. In all cases, written permission to administer a psychological examination must be obtained from a student's parent(s)/guardian(s). The results will be given to the parent(s)/guardian(s), with interpretation, as well as to the appropriate professional staff.
3. The services of a school social worker. A student's parent/guardian must consent to regular or continuing services from a social worker.
4. Guidance and school counseling services.
5. A liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Illinois Department of Children and Family Services when enrolling in or changing schools.

The Superintendent or designee shall develop protocols for responding to students with social, emotional, or mental health needs that impact learning ability. The District, however, assumes no liability for preventing, identifying, or treating such needs.

This policy shall be implemented in a manner consistent with State and federal laws, including the Individuals with Disabilities Education Act, 42 U.S.C. §12101 et seq.

LEGAL REF.: 405 ILCS 49/, Children's Mental Health Act of 2003.
740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.
105 ILCS 5/10-20.58.

CROSS REF.: 6:65 (Student Social and Emotional Development), 6:270 (Guidance and Counseling Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:280 (Communicable and Chronic Infectious Diseases), 7:340 (Student Records)

ADOPTED:

Students

Exemption from Physical Education

In order to be excused from participation in physical education, a student must present an appropriate excuse from his or her parent/guardian or from a person licensed under the Medical Practice Act. The excuse may be based on medical or religious prohibitions. An excuse because of medical reasons must include a signed statement from a person licensed under the Medical Practice Act that corroborates the medical reason for the request. An excuse based on religious reasons must include a signed statement from a member of the clergy that corroborates the religious reason for the request.

Special activities in physical education will be provided for a student whose physical or emotional condition, as determined by a person licensed under the Medical Practice Act, prevents his or her participation in the physical education course.

State law prohibits the Board from honoring parental excuses based upon a student's participation in athletic training, activities, or competitions conducted outside the auspices of the School District.

A student who is eligible for special education may be excused from physical education courses in either of the following situations:

1. He or she (a) is in grades 9-12, (b) his or her IEP requires that special education support and services be provided during physical education time, and (c) the parent/guardian agrees or the IEP team makes the determination; or
2. He or she (a) has an IEP, (b) is participating in an adaptive athletic program outside of the school setting, and (c) the parent/guardian documents the student's participation as required by the Superintendent or designee.

A student requiring adapted physical education must receive that service in accordance with his or her Individualized Educational Program/Plan (IEP).

A student in grades 9-12, unless otherwise stated, may submit a written request to the Building Principal to be excused from physical education courses for the reasons stated in 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*.

The Superintendent or designee shall maintain records showing that the criteria set forth in this policy were applied to the student's individual circumstances, as appropriate.

Students who have been excused from physical education shall return to the course as soon as practical. The following considerations will be used to determine when a student shall return to a physical education course:

1. The time of year when the student's participation ceases;
2. The student's class schedule; and
3. The student's future or planned additional participation in activities qualifying for substitutions for physical education as outlined in policy 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*.

LEGAL REF.: 105 ILCS 5/27-6.
225 ILCS 60/, Medical Practice Act.
23 Ill.Admin.Code §1.420(p) and §1.425(d), (e).

CROSS REF.: 6:60 (Curriculum Content), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students)

ADOPTED:

Pending Adoption

Students

Administering Medicines to Students

Students should not take medication during school hours or during school-related activities unless it is necessary for a student's health and well-being. When a student's licensed health care provider and parent/guardian believe that it is necessary for the student to take a medication during school hours or school-related activities, the parent/guardian must request that the school dispense the medication to the child and otherwise follow the District's procedures on dispensing medication.

No School District employee shall administer to any student, or supervise a student's self-administration of, any prescription or non-prescription medication until a completed and signed *School Medication Authorization Form (SMA Form)* is submitted by the student's parent/guardian. No student shall possess or consume any prescription or non-prescription medication on school grounds or at a school-related function other than as provided for in this policy and its implementing procedures.

Nothing in this policy shall prohibit any school employee from providing emergency assistance to students, including administering medication.

The Building Principal shall include this policy in the Student Handbook and shall provide a copy to the parents/guardians of students.

Self-Administration of Medication

A student may possess and self-administer an epinephrine injector, e.g., EpiPen®, and/or asthma medication prescribed for use at the student's discretion, provided the student's parent/guardian has completed and signed an *SMA Form*. The Superintendent or designee will ensure an Emergency Action Plan is developed for each self-administering student.

A student may self-administer medication required under a *qualifying plan*, provided the student's parent/guardian has completed and signed an *SMA Form*. A qualifying plan means: (1) an asthma action plan, (2) an Individual Health Care Action Plan, (3) an Ill. Food Allergy Emergency Action Plan and Treatment Authorization Form, (4) a plan pursuant to Section 504 of the federal Rehabilitation Act of 1973, or (5) a plan pursuant to the federal Individuals with Disabilities Education Act.

Students may possess and self-administer non-prescription medication under the following conditions: parents have filed the District 111 self-administration of medicine form, and 2) students possess no more than a single day's dosage, and 3) students are not permitted to share medications with others.

The District shall incur no liability, except for willful and wanton conduct, as a result of any injury arising from a student's self-administration of medication, including asthma medication or epinephrine injectors, or medication required under a qualifying plan. A student's parent/guardian must indemnify and hold harmless the District and its employees and agents, against any claims, except a claim based on willful and wanton conduct, arising out of a student's self-administration of an epinephrine injector, asthma medication, and/or a medication required under a qualifying plan.

School District Supply of Undesignated Epinephrine Injectors

The Superintendent or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated epinephrine injectors in the name of the District and provide or administer them as necessary according to State law. *Undesignated epinephrine injector* means an epinephrine injector

prescribed in the name of the District or one of its schools. A school nurse or trained personnel, as defined in State law, may administer an undesignated epinephrine injector to a person when they, in good faith, believe a person is having an anaphylactic reaction. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law.

Administration of Medical Cannabis

The Compassionate Use of Medical Cannabis Program Act allows a *medical cannabis infused product* to be administered to a student by one or more of the following individuals:

1. A parent/guardian of a student who is a minor who registers with the Ill. Dept. of Public Health (IDPH) as a *designated caregiver* to administer medical cannabis to their child. A designated caregiver may also be another individual other than the student's parent/guardian. Any designated caregiver must be at least 21 years old and is allowed to administer a *medical cannabis infused product* to a child who is a student on the premises of his or her school or on his or her school bus if:
 - a. Both the student and the designated caregiver possess valid registry identification cards issued by IDPH;
 - b. Copies of the registry identification cards are provided to the District;
 - c. That student's parent/guardian completed, signed, and submitted a *School Medication Authorization Form - Medical Cannabis*; and
 - d. After administering the product to the student, the designated caregiver immediately removes it from school premises or the school bus.
2. A properly trained school nurse or administrator, who shall be allowed to administer the *medical cannabis infused product* to the student on the premises of the child's school, at a school-sponsored activity, or before/after normal school activities, including while the student is in before-school or after-school care on school-operated property or while being transported on a school bus.
3. The student him or herself when the self-administration takes place under the direct supervision of a school nurse or administrator.

Medical cannabis infused product (product) includes oils, ointments, foods, and other products that contain usable cannabis but are not smoked or vaped. Smoking and/or vaping medical cannabis is prohibited.

The product may not be administered in a manner that, in the opinion of the District or school, would create a disruption to the educational environment or cause exposure of the product to other students. A school employee shall not be required to administer the product.

Discipline of a student for being administered a product by a designated caregiver, or by a school nurse or administrator, or who self-administers a product under the direct supervision of a school nurse or administrator pursuant to this policy is prohibited. The District may not deny a student attendance at a school solely because he or she requires administration of the product during school hours.

Void Policy

The **School District Supply of Undesignated Epinephrine Injectors** section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to: (1) obtain for the District a prescription for undesignated epinephrine injectors from a physician or advanced practice nurse

licensed to practice medicine in all its branches, or (2) fill the District's prescription for undesignated school epinephrine injectors.

The **Administration of Medical Cannabis** section of the policy is void and the District reserves the right not to implement it if the District or school is in danger of losing federal funding.

Administration of Undesignated Medication

Upon any administration of an undesignated medication permitted by State law, the Superintendent or designee(s) must ensure all notifications required by State law and administrative procedures occur.

Undesignated Medication Disclaimers

Upon implementation of this policy, the protections from liability and hold harmless provisions applicable under State law apply.

No one, including without limitation, parents/guardians of students, should rely on the District for the availability of undesignated medication. This policy does not guarantee the availability of undesignated medications. Students and their parents/guardians should consult their own physician regarding these medication(s).

LEGAL REF.: 105 ILCS 5/10-20.14b, 5/10-22.21b, 5/22-30, and 5/22-33.
105 ILCS 145/, Care of Students with Diabetes Act.
410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act, and
scheduled to be repealed on July 1, 2020.
720 ILCS 550/, Cannabis Control Act.
23 Ill.Admin.Code §1.540.

CROSS REF.: 7:285 (Food Allergy Management)

ADOPTED:

Pending

Students

Orders to Forgo Life-Sustaining Treatment

Written orders from parent(s)/guardian(s) to forgo life-sustaining treatment for their child must be signed by the student's physician and given to the Superintendent. This policy shall be interpreted in accordance with the Illinois Health Care Surrogate Act. 755 ILCS 40/.

Whenever an order to forgo life-sustaining treatment is received, the Superintendent shall convene a multi-disciplinary team that includes:

1. The student, when appropriate;
2. The student's parent(s)/guardian(s);
3. Other medical professionals, e.g., licensed physician, physician's assistant, or nurse practitioner;
4. Local first responders for the building in which the student is assigned to attend school;
5. The school nurse;
6. Clergy, if requested by the student or his or her parent(s)/guardian(s);
7. Other individuals to provide support to the student or his or her parent(s)/guardian(s); and
8. School personnel designated by the Superintendent.

The team shall determine guidelines to be used by school staff members in the event the child suffers a life-threatening episode at school or a school event.

The District personnel shall convey orders to forgo life-sustaining treatment to the appropriate emergency or healthcare provider.

LEGAL REF.: Health Care Surrogate Act, 755 ILCS 40/
Cruzan v. Director, Missouri Dept. of Health, 497 U.S. 261 (1990).
In re C.A., a minor, 236 Ill.App.3d 594 (1st Dist. 1992).

ADOPTED:

Students

Communicable and Chronic Infectious Disease

A student with or carrying a communicable and/or chronic infectious disease has all rights, privileges, and services provided by law and the School Board's policies. The Superintendent will develop procedures to safeguard these rights while managing health and safety concerns.

LEGAL REF.: 105 ILCS 5/10-21.11.
410 ILCS 315/2a.
23 Ill.Admin.Code §§ 1.610 and 226.300.
77 Ill.Admin.Code Part 690.
Individuals With Disabilities Education Act, 20 U.S.C. §1400 et seq.
Rehabilitation Act, Section 504, 29 U.S.C. §794(a).

ADOPTED:

Students

Food Allergy Management Program

School attendance may increase a student's risk of exposure to allergens that could trigger a food-allergic reaction. A food allergy is an adverse reaction to a food protein mediated by the immune system which immediately reacts causing the release of histamine and other inflammatory chemicals and mediators. While it is not possible for the District to completely eliminate the risks of exposure to allergens when a student is at school, a Food Allergy Management Program using a cooperative effort among students' families, staff members, and students helps the District reduce these risks and provide accommodations and proper treatment for allergic reactions.

The Superintendent or designee shall develop and implement a Food Allergy Management Program that:

1. Fully implements the following goals established in the School Code: (a) identifying students with food allergies, (b) preventing exposure to known allergens, (c) responding to allergic reactions with prompt recognition of symptoms and treatment, and (d) educating and training all staff about management of students with food allergies, including administration of medication with an injector, and providing an in-service training program for staff who work with students that is conducted by a person with expertise in anaphylactic reactions and management.
2. Follows and references the applicable best practices specific to the District's needs in the joint State Board of Education and Ill. Dept. of Public Health publication *Guidelines for Managing Life-Threatening Food Allergies in Schools*, available at: www.isbe.net/Documents/food_allergy_guidelines.pdf.
3. Complies with State and federal law and is in alignment with Board policies.

LEGAL REF.: 105 ILCS 5/2-3.149 and 5/10-22.39.
Guidelines for Managing Life-Threatening Food Allergies in Schools (Guidelines), jointly published by the State Board of Education and Ill. Dept. of Public Health.

CROSS REF.: 4:110 (Transportation), 4:120 (Food Services), 4:170 (Safety), 5:100 (Staff Development Program), 6:120 (Education of Children with Disabilities), 6:240 (Field Trips), 7:250 (Student Support Services), 7:270 (Administering Medicines to Students), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

Students

Suicide and Depression Awareness and Prevention

Youth suicide impacts the safety of the school environment. It also affects the school community, diminishing the ability of surviving students to learn and the school's ability to educate. Suicide and depression awareness and prevention are important Board goals.

Suicide and Depression Awareness and Prevention Program

The Superintendent or designee shall develop, implement, and maintain a suicide and depression awareness and prevention program (Program) that advances the Board's goals of increasing awareness and prevention of depression and suicide. This program must be consistent with the requirements of *Ann Marie's Law* listed below; each listed requirement, 1-6, corresponds with the list of required policy components in the School Code Section 5/2-3.166(c)(2)-(7). The Program shall include:

1. Protocols for administering youth suicide awareness and prevention education to students and staff.
 - a. For students, implementation will incorporate Board policy 6:60, *Curriculum Content*, which implements 105 ILCS 5.2-3.139 and 105 ILCS 5/27-7 (requiring education for students to develop a sound mind and a healthy body).
 - b. For staff, implementation will incorporate Board policy 5:100, *Staff Development Program*, and teacher's institutes under 105 ILCS 5/3-14.8 (requiring coverage of the warning signs of suicidal behavior).
2. Procedures for methods of suicide prevention with the goal of early identification and referral of students possibly at risk of suicide. Implementation will incorporate:
 - a. The training required by 105 ILCS 5/10-22.39 for licensed school personnel and administrators who work with students to identify the warning signs of suicidal behavior in youth along with appropriate intervention and referral techniques, including methods of prevention, procedures for early identification, and referral of students at risk of suicide; and
 - b. Ill. State Board of Education (ISBE)-recommended guidelines and educational materials for staff training and professional development, along with ISBE-recommended resources for students containing age-appropriate educational materials on youth suicide and awareness, if available pursuant to *Ann Marie's Law* on ISBE's website.
3. Methods of intervention, including procedures that address an emotional or mental health safety plan for use during the school day and at school-sponsored events for a student identified as being at increased risk of suicide. Implementation will incorporate paragraph number 2, above, along with:
 - a. Board policy 6:65, *Student Social and Emotional Development*, implementing the goals and benchmarks of the Ill. Learning Standards and 405 ILCS 49/15(b) (requiring student social and emotional development in the District's educational program);

- b. Board policy 6:270, *Guidance and Counseling Program*, implementing guidance and counseling program(s) for students, and 105 ILCS 5/10-22.24a and 22.24b, which allow a qualified guidance specialist or any licensed staff member to provide school counseling services;
 - c. Board policy 7:250, *Student Support Services*, implementing the Children's Mental Health Act of 2003, 405 ILCS 49/ (requiring protocols for responding to students with social, emotional, or mental health issues that impact learning ability); and
 - d. State and/or federal resources that address emotional or mental health safety plans for students who are possibly at an increased risk for suicide, if available on the ISBE's website pursuant to *Ann Marie's Law*.
4. Methods of responding to a student or staff suicide or suicide attempt. Implementation of this requirement shall incorporate building-level Student Support Committee(s) established through Board policy 7:250, Student Support Services.
 5. Reporting procedures. Implementation of this requirement shall incorporate Board policy 6:270, Guidance and Counseling Program, and Board policy 7:250, Student Support Services, in addition to other State and/or federal resources that address reporting procedures.
 6. A process to incorporate ISBE-recommended resources on youth suicide awareness and prevention programs, including current contact information for such programs in the District's Suicide and Depression Awareness and Prevention Program.

Monitoring

The Board will review and update this policy pursuant to *Ann Marie's Law* and Board policy 2:240, *Board Policy Development*.

Information to Staff, Parents/Guardians, and Students

The Superintendent shall inform each school district employee about this policy and ensure its posting on the District's website. The Superintendent or designee shall provide a copy of this policy to the parent or legal guardian of each student enrolled in the District.

Implementation

This policy shall be implemented in a manner consistent with State and federal laws, including the Children's Mental Health Act of 2003, 405 ILCS 49/, Mental Health and Developmental Disabilities Confidentiality Act, 740 ILCS 110/, and the Individuals with Disabilities Education Act, 42 U.S.C. §12101 *et seq.*

The District, Board, and its staff are protected from liability by the Local Governmental and Governmental Employees Tort Immunity Act. Services provided pursuant to this policy: (1) do not replace the care of a physician licensed to practice medicine in all of its branches or a licensed medical practitioner or professional trained in suicide prevention, assessments and counseling services, (2) are strictly limited to the available resources within the District, (3) do not extend beyond the school day and/or school-sponsored events, and (4) cannot guarantee or ensure the safety of a student or the student body.

LEGAL REF.: 105 ILCS 5/2-3.166, 5/14-1.01 et seq., 5/14-7.02, and 5/14-7.02b.
745 ILCS 10/.

CROSS REF.: 2:240 (Board Policy Development), 5:100 (Staff Development Program), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:120 (Education of Children with Disabilities), 6:270 (Guidance and Counseling Program), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services)

ADOPTED:

Pending Adoption

Students

Extracurricular Athletics

Student participation in school-sponsored extracurricular athletic activities is contingent upon the following:

1. The student must meet the academic criteria set forth in Board policy 6:190, *Extracurricular and Co-Curricular Activities*.
2. A parent/guardian of the student must provide written permission for the student's participation, giving the District full waiver of responsibility of the risks involved.
3. The student must present a current certificate of physical fitness issued by a licensed physician, an advanced practice nurse, or a physician assistant. The ***Pre-Participation Physical Examination Form***, offered by the Illinois High School Association and the Illinois Elementary School Association, is the preferred certificate of physical fitness.
4. The student must show proof of accident insurance coverage either by a policy purchased through the District-approved insurance plan or a parent(s)/guardian(s) written statement that the student is covered under a family insurance plan.
5. The student must agree to follow all conduct rules and the coaches' instructions.
6. The student and his or her parent(s)/guardian(s) must: (a) comply with the eligibility rules of, and complete any forms required by, any sponsoring association (such as, the Illinois Elementary School Association, the Illinois High School Association, or the Southern Illinois Junior High School Athletic Association), and (b) complete all forms required by the District including, without limitation, signing an acknowledgment of receiving information about the Board's concussion policy 7:305, *Student Athlete Concussions and Head Injuries*.

The Superintendent or designee (1) is authorized to impose additional requirements for a student to participate in extracurricular athletics, provided the requirement(s) comply with Board policy 7:10, *Equal Educational Opportunities*, and (2) shall maintain the necessary records to ensure student compliance with this policy.

LEGAL REF.: 105 ILCS 5/10-20.30, 5/10-20.54, 5/22-80, and 25/2.
23 Ill.Admin.Code §1.530(b).

CROSS REF.: 4:100 (Insurance Management), 4:170 (Safety), 6:190 (Extracurricular and Co-Curricular Activities), 7:10 (Equal Educational Opportunities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:305 (Student Athlete Concussions and Head Injuries), 7:340 (Student Records)

ADOPTED:

Students

Student Athlete Concussions and Head Injuries

The Superintendent or designee shall develop and implement a program to manage concussions and head injuries suffered by students. The program shall:

1. Fully implement the Youth Sports Concussion Safety Act, that provides, without limitation, each of the following:
 - a. The Board must appoint or approve member(s) of a Concussion Oversight Team for the District.
 - b. The Concussion Oversight Team shall establish each of the following based on peer-reviewed scientific evidence consistent with guidelines from the Centers for Disease Control and Prevention:
 - i. A return-to-play protocol governing a student's return to interscholastic athletics practice or competition following a force of impact believed to have caused a concussion. The Superintendent or designee shall supervise an athletic trainer or other person responsible for compliance with the return-to-play protocol.
 - ii. A return-to-learn protocol governing a student's return to the classroom following a force of impact believed to have caused a concussion. The Superintendent or designee shall supervise the person responsible for compliance with the return-to-learn protocol.
 - c. Each student and the student's parent/guardian shall be required to sign a concussion information receipt form each school year before participating in an interscholastic athletic activity.
 - d. A student shall be removed from an interscholastic athletic practice or competition immediately if any of the following individuals believes that the student sustained a concussion during the practice and/or competition: a coach, a physician, a game official, an athletic trainer, the student's parent/guardian, the student, or any other person deemed appropriate under the return-to-play protocol.
 - e. A student who was removed from interscholastic athletic practice or competition shall be allowed to return only after all statutory prerequisites are completed, including without limitation, the return-to-play and return-to-learn protocols developed by the Concussion Oversight Team. An athletic team coach or assistant coach may not authorize a student's return-to-play or return-to-learn.
 - f. The following individuals must complete concussion training as specified in the Youth Sports Concussion Safety Act: all coaches or assistant coaches (whether volunteer or a district employee) of interscholastic athletic activities; nurses, licensed healthcare professionals or non-licensed healthcare professionals who serve on the Concussion Oversight Team (whether or not they serve on a volunteer basis); athletic trainers; game officials of interscholastic athletic activities; and physicians who serve on the Concussion Oversight Team.

- g. The Board shall approve school-specific emergency action plans for interscholastic athletic activities to address the serious injuries and acute medical conditions in which a student's condition may deteriorate rapidly.
2. Comply with the concussion protocols, policies, and by-laws of the Illinois High School Association (IHSA), including its *Protocol for Implementation of NFHS Sports Playing Rules for Concussion*, which includes its *Return to Play (RTP) Policy*. These specifically require that:
 - a. A student athlete who exhibits signs, symptoms, or behaviors consistent with a concussion in a practice or game shall be removed from participation or competition at that time.
 - b. A student athlete who has been removed from an interscholastic contest for a possible concussion or head injury may not return to that contest unless cleared to do so by a physician licensed to practice medicine in all its branches in Illinois or a certified athletic trainer.
 - c. If not cleared to return to that contest, a student athlete may not return to play or practice until the student athlete has provided his or her school with written clearance from a physician licensed to practice medicine in all its branches in Illinois, advanced practice registered nurse, physician assistant or a certified athletic trainer working in conjunction with a physician licensed to practice medicine in all its branches in Illinois.
3. Require that all high school coaching personnel, including the head and assistant coaches, and athletic directors obtain online concussion certification by completing online concussion awareness training in accordance with 105 ILCS 25/1.15.
4. Require all student athletes to view the IHSA video about concussions.
5. Inform student athletes and their parent(s)/guardian(s) about this policy in the *Agreement to Participate* or other written instrument that a student athlete and his or her parent/guardian must sign before the student is allowed to participate in a practice or interscholastic competition.
6. Provide coaches and student athletes and their parent(s)/guardian(s) with educational materials from the IHSA regarding the nature and risk of concussions and head injuries, including the risks inherent in continuing to play after a concussion or head injury.
7. Include a requirement for staff members to notify the parent/guardian of a student who exhibits symptoms consistent with that of a concussion.
8. Include a requirement for staff members to distribute the Ill. Dept. of Public Health concussion brochure to any student or the parent/guardian of a student who may have sustained a concussion, regardless of whether or not the concussion occurred while the student was participating in an interscholastic athletic activity, if available.
9. Include a requirement for certified athletic trainers to complete and submit a monthly report to the IHSA on student-athletes who have sustained a concussion during: 1) a school-sponsored activity overseen by the athletic trainer; or 2) a school-sponsored event of which the athletic director is made aware.

LEGAL REF.: 105 ILCS 5/22-80.
105 ILCS 25/1.15.

CROSS REF.: 4:170 (Safety), 5:100 (Staff Development Program), 7:300 (Extracurricular Athletics)

ADOPTED:

Pending Adoption

Students

Restrictions on Publications; High Schools

Definitions

School official means a Building Principal or designee.

School-sponsored media means any material that is prepared, substantially written, published, or broadcast by a student journalist, distributed or generally made available to members of the student body, and prepared under the direction of a student media advisor. It does not include media intended for distribution or transmission solely in the classroom in which the media is produced.

Student journalist means a public high school student who gathers, compiles, writes, edits, photographs, records, or prepares information for dissemination in school-sponsored media.

Student media adviser means an individual employed, appointed, or designated by the District to supervise or provide instruction relating to school-sponsored media.

School-Sponsored Media

School-sponsored publications, productions, and websites are governed by the Speech Rights of Student Journalists Act and the School Board policies. Student journalists may not use school-sponsored media that:

1. Is libelous, slanderous, or obscene;
2. Constitutes an unwarranted invasion of privacy;
3. Violates federal or State law, including the Constitutional rights of third parties; or
4. Incites students to:
 - a. Commit an unlawful act;
 - b. Violate any of the District's policies, including but not limited to (1) its educational mission in policies 1:30, *School District Philosophy* and 6:10, *Educational Philosophy and Objectives*, and (2) speech that is socially inappropriate or inappropriate due to the maturity of the students pursuant to policies 6:65, *Student Social and Emotional Development*, and 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; or
 - c. Materially and substantially disrupt the orderly operation of the school.

All school-sponsored media shall comply with the ethics and rules of responsible journalism. Text that fits into numbers one (1) through four (4) above will not be tolerated and school officials and student media advisers may edit or delete such media material.

The author's name will accompany personal opinions and editorial statements. An opportunity for the expression of differing opinions from those published/produced will be provided within the same media.

No expression made by students in the exercise of freedom of speech or freedom of the press under this policy shall be deemed to be an expression of the District or an expression of Board policy.

Non-School Sponsored Publications Accessed or Distributed On Campus

For purposes of this section and the following section, a *publication* includes, without limitation: (1) written or electronic print material, (2) audio-visual material on any medium including electromagnetic media (e.g., images, MP3 files, flash memory, etc.), or combinations of these whether off-line (e.g., a printed book, CD-ROM, etc.) or online (e.g., any website, social networking site, database for information retrieval, etc.), or (3) information or material on electronic devices (e.g., data or voice messages delivered by cell phones, tablets, and other hand-held devices).

Creating, distributing, and/or accessing non-school sponsored publications shall occur at a time and place and in a manner that will not cause disruption, be coercive, or result in the perception that the distribution or the publication is endorsed by the School District.

Students are prohibited from creating, distributing, and/or accessing at school any publication that:

1. Will cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities;
2. Violates the rights of others, including but not limited to material that is libelous, slanderous or obscene, or invades the privacy of others, or infringes on a copyright;
3. Is socially inappropriate or inappropriate due to maturity level of the students, including but not limited to material that is obscene, pornographic, or pervasively lewd and vulgar, contains indecent and vulgar language, or *sexting* as defined by School Board policy and Student Handbooks;
4. Is reasonably viewed as promoting illegal drug use;
5. Is distributed in kindergarten through eighth grade and is primarily prepared by non-students, unless it is being used for school purposes. However, material from outside sources or the citation to such sources may be allowed, as long as the material to be distributed or accessed is primarily prepared by students; or
6. Incites students to violate any Board policies.

Accessing or distributing *on-campus* includes accessing or distributing on school property or at school-related activities. A student engages in gross disobedience and misconduct and may be disciplined for: (1) accessing or distributing forbidden material, or (2) for writing, creating, or publishing such material intending for it to be accessed or distributed at school.

Non-School Sponsored Publications Accessed or Distributed Off-Campus

A student engages in gross disobedience and misconduct and may be disciplined for creating and/or distributing a publication that: (1) causes a substantial disruption or a foreseeable risk of a substantial disruption to school operations, or (2) interferes with the rights of other students or staff members.

Bullying and Cyberbullying

The Superintendent or designee shall treat behavior that is *bullying* and/or *cyberbullying* according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

LEGAL REF.: 105 ILCS 5/27-23.7
Speech Rights of Student Journalists Act, 105 ILCS 80/.
Hazelwood v. Kuhlmeier, 108 S.Ct. 562 (1988).
Hedges v. Wauconda Community Unit School Dist. No. 118, 9 F.3d 1295 (7th Cir.
1993).
Tinker v. Des Moines Indep. Cmty. Sch. Dist., 89 S.Ct. 733 (1969)
Morse v. Frederick, 551 U.S. 393 (2007).

CROSS REF.: 1:30 (School District Philosophy), 6:10 (Educational Philosophy and Objectives),
6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic
Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and
Harassment), 8:25 (Advertising and Distributing Materials in School Provided by
Non-School Related Entities)

ADOPTED:

Students

Student Fundraising Activities

No individual or organization is allowed to ask students to participate in fundraising activities while the students are on school grounds during school hours or during any school activity. Exceptions are:

1. School-sponsored student organizations; and
2. Parent organizations and booster clubs that are recognized pursuant to policy 8:90, *Parent Organizations and Booster Clubs*.

The Superintendent or designee shall manage student fundraising activities in alignment with the following directives:

1. Fundraising efforts shall not conflict with instructional activities or programs.
2. For any school that participates in the School Breakfast Program or the National School Lunch Program, fundraising activities involving the sale of food and beverage items to students during the school day while on the school campus must comply with the Ill. State Board of Education rules concerning the sale of competitive food and beverage items.
3. Participation in fundraising efforts must be voluntary.
4. Student safety must be paramount.
5. For school-sponsored student organizations, a school staff member must supervise the fundraising activities and the student activity funds treasurer must safeguard the financial accounts.
6. The fundraising efforts must be to support the organization's purposes and/or activities, the general welfare, a charitable cause, or the educational experiences of students generally.
7. The funds shall be used to the maximum extent possible for the designated purpose.
8. Any fundraising efforts that solicit donor messages for incorporation into school property (e.g., tiles or bricks) or placement upon school property (e.g., posters or placards) must:
 - a. Develop viewpoint neutral guidelines for the creation of messages;
 - b. Inform potential donors that all messages are subject to review and approval, and that messages that do not meet the established guidelines must be resubmitted or the donation will be returned; and
 - c. Place a disclaimer on all fundraising information and near the completed donor messages that all messages are "solely the expression of the individual donors and not an endorsement by the District of any message's content."

LEGAL REF.: 105 ILCS 5/10-20.19(3).
23 Ill.Admin.Code Part 305, School Food Service.

CROSS REF.: 4:90 (Activity Funds), 4:120 (Food Services), 8:80 (Gifts to the District), 8:90
(Parent Organizations and Booster Clubs)

ADOPTED:

Pending Adoption

Students

Student Use of Buildings - Equal Access

Student groups or clubs that are not school sponsored are granted free use of school premises for a meeting or series of meetings under the following conditions:

1. The meeting is held during those non-instructional times identified by the Superintendent or designee for noncurricular student groups, clubs, or organizations to meet. *Non-instructional time* means time set aside by the school before actual classroom instruction begins or after actual classroom instruction ends. *Non-curricular student groups* are those student groups, clubs, or organizations that do not directly relate to the curriculum.
2. All non-curriculum related student groups that are not District sponsored receive substantially the same treatment.
3. The meeting is student-initiated, meaning that the request is made by a student.
4. Attendance at the meeting is voluntary.
5. The school will not sponsor the meeting.
6. School employees are present at religious meetings only in a non-participatory capacity.
7. The meeting and/or any activities during the meeting do not materially or substantially interfere with the orderly conduct of educational activities.
8. Non-school persons do not direct, conduct, control, or regularly attend the meetings.
9. The school retains its authority to maintain order and discipline.
10. A school staff member or other responsible adult is present in a supervisory capacity.
11. The Superintendent or designee approves the meeting or series of meetings.

The Superintendent or designee shall develop administrative procedures to implement this policy.

LEGAL REF.: 20 U.S.C. §4071 et seq., Equal Access Act.
Bd. of Ed. of Westside Community Sch. Dist. v. Mergens, 496 U.S. 226 (1990).
Gernetzke v. Kenosha Unified Sch. Dist. No. 1, 274 F.3d 464 (7th Cir. 2001), *cert. denied*, 535 U.S. 1017.

CROSS REF.: 7:10 (Equal Education Opportunities), 8:20 (Community Use of School Facilities)

ADOPTED:

Students

Student Records

School student records are confidential. Information from them shall not be released other than as provided by law. A school student record is any writing or other recorded information concerning a student and by which a student may be identified individually that is maintained by a school or at its direction by a school employee, regardless of how or where the information is stored, except as provided in State or federal law as summarized below:

1. Records kept in a staff member's sole possession.
2. Records maintained by law enforcement officers working in the school.
3. Video and other electronic recordings (including without limitation, electronic recordings made on school buses) that are created in part for law enforcement, security, or safety reasons or purposes. The content of these recordings may become part of a school student record to the extent school officials create, use, and maintain this content, or it becomes available to them by law enforcement officials, for disciplinary or special education purposes regarding a particular student.
4. Any information, either written or oral, received from law enforcement officials concerning a student less than the age of 17 years who has been arrested or taken into custody.

State and federal law grants students and parents/guardians certain rights, including the right to inspect, copy, and challenge school student records. The information contained in school student records shall be kept current, accurate, clear, and relevant. All information maintained concerning a student receiving special education services shall be directly related to the provision of services to that child. The District may release directory information as permitted by law, but a parent/guardian shall have the right to object to the release of information regarding his or her child. However, the District will comply with an ex parte court order requiring it to permit the U.S. Attorney General or designee to have access to a student's school records without notice to, or the consent of, the student's parent/guardian. Upon request, the District discloses school student records without consent to officials of another school district in which a student has enrolled or intends to enroll, as well as to any person as specifically required by State or federal law.

The Superintendent shall fully implement this policy and designate an official records custodian for each school who shall maintain and protect the confidentiality of school student records, inform staff members of this policy, and inform students and their parents/guardians of their rights regarding school student records.

Student Biometric Information Collection

The Superintendent or designee may recommend a student biometric information collection system solely for the purposes of identification and fraud prevention. Such recommendation shall be consistent with budget requirements and in compliance with State law. Biometric information means any information that is collected through an identification process for individuals based on their unique behavioral or physiological characteristics, including fingerprint, hand geometry, voice, or facial recognition or iris or retinal scans.

Before collecting student biometric information, the District shall obtain written permission from the person having legal custody/parental responsibility or the student (if over the age of 18). Upon a student's 18th birthday, the District shall obtain written permission from the student to collect student

biometric information. Failure to provide written consent to collect biometric information shall not be the basis for refusal of any services otherwise available to a student.

All collected biometric information shall be stored and transmitted in a manner that protects it from disclosure. Sale, lease, or other disclosure of biometric information to another person or entity is strictly prohibited.

The District will discontinue use of a student's biometric information and destroy all collected biometric information within 30 days after: (1) the student graduates or withdraws from the School District, or (2) the District receives a written request to discontinue use of biometric information from the person having legal custody/parental responsibility of the student or the student (if over the age of 18). Requests to discontinue using a student's biometric information shall be forwarded to the Superintendent or designee.

The Superintendent or designee shall develop procedures to implement this policy consistent with State and federal law.

LEGAL REF.: 20 U.S.C. §1232g, Family Educational Rights and Privacy Act, implemented by 34 C.F.R. Part 99.
50 ILCS 205/7.
105 ILCS 5/10-20.21b, 5/20.37, 5/20.40, and 5/14-1.01 et seq.
105 ILCS 10/, Ill. School Student Records Act.
325 ILCS 17/, Children's Privacy Protection and Parental Empowerment Act.
750 ILCS 5/602.11, Ill. Marriage and Dissolution of Marriage Act.
23 Ill.Admin.Code Parts 226 and 375.
Owasso I.S.D. No. I-011 v. Falvo, 534 U.S. 426 (2002).
Chicago Tribune Co. v. Chicago Bd. of Ed., 332 Ill.App.3d 60 (1st Dist. 2002).

CROSS REF.: 5:100 (Staff Development Program), 5:130 (Responsibilities Concerning Internal Information), 7:15 (Student and Family Privacy Rights), 7:220 (Bus Conduct)

ADOPTED:

MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
SCHOOL BOARD POLICY MANUAL
TABLE OF CONTENTS
SECTION 8 – COMMUNITY RELATIONS

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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

Community Relations

Connection with the Community

Public Relations

The Board President is the official spokesperson for the School Board. The Superintendent is the District's chief spokesperson. The Superintendent or designee shall plan and implement a District public relations program that will:

1. Develop community understanding of school operation.
2. Gather community attitudes and desires for the District.
3. Secure adequate financial support for a sound educational program.
4. Help the community feel a more direct responsibility for the quality of education provided by their schools.
5. Earn the community's good will, respect, and confidence.
6. Promote a genuine spirit of cooperation between the school and the community.
7. Keep the news media accurately informed.
8. Coordinate with the District Safety Coordinator to provide accurate and timely information to the appropriate individuals during an emergency.

The public relations program should include:

1. Regular news releases concerning District programs, policies, activities, and special event management for distribution by, for example, posting on the District website or sending to the news media.
2. News conferences and interviews, as requested or needed. The Board President and Superintendent will coordinate their respective media relations efforts. Individuals may speak for the District only with prior approval from the Superintendent.
3. Publications having a high quality of editorial content and effective format. All publications shall identify the District, school, department, or classroom and shall include the name of the Superintendent, the Building Principal, and/or the author and the publication date.
4. Other efforts that highlight the District's programs and activities.

Community Engagement

Community engagement is a process that the Board uses to actively involve diverse citizens in dialogue, deliberation, and collaborative thinking around common interests for the District's schools.

The Board, in consultation with the Superintendent, determines the purpose(s) and objective(s) of any community engagement initiative. For each community engagement initiative, the Board will commit to the determined purpose(s) and objective(s), and provide information about the expected nature of the public's involvement; the Superintendent or designee will identify the effective tools and tactics that will advance the Board's purpose(s) and objective(s).

The Superintendent will: (1) at least annually, prepare a report of each community engagement initiative, and/or (2) prepare a final report of each community engagement initiative.

The Board will periodically: (1) review whether its community engagement initiatives are achieving the identified purpose(s) and objective(s), (2) consider what, if any, modifications would improve effectiveness, and (3) determine whether to continue individual initiatives.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers)

ADOPTED:

Pending Adoption

Community Relations

Community Use of School Facilities

School facilities are available to community organizations during non-school hours when such use does not: (1) interfere with any school function or affect the safety of students or employees, or (2) affect the property or liability of the School District. The use of school facilities for school purposes has precedence over all other uses. The District reserves the right to cancel previously scheduled use of facilities by community organizations and other groups. The use of school facilities requires the prior approval of the Superintendent or designee and is subject to applicable procedures.

Persons on school premises must abide by the District's conduct rules at all times.

Student groups, school-related organizations, government agencies, and non-profit organizations are granted the use of school facilities at no costs during regularly staffed hours. Fees and costs shall apply during non-regularly staffed hours and to other organizations granted use of facilities at any time. All non-school sponsored groups, before using the facilities during non-regularly staffed hours, must provide a certificate of insurance naming the District as an *additional insured* or otherwise show proof of insurance. A fee schedule and other terms of use shall be prepared by the Superintendent and be subject to annual approval by the School Board.

LEGAL REF.: Boy Scouts of America Equal Access Act, 20 U.S.C. §7905.
 10 ILCS 5/19-2.2.
 105 ILCS 5/10-20.40, 5/10-22.10, and 5/29-3.5.
Good News Club v. Milford Central School, 121 S.Ct. 2093 (2001).
Lamb's Chapel v. Center Moriches Union Free School District, 113 S.Ct. 2141 (1993).
Rosenberger v. Rector and Visitors of Univ. of Va., 515 U.S. 819 (1995).

CROSS REF.: 7:330 (Student Use of Building - Equal Access), 8:25 (Advertising and Distributing Materials in Schools Provided by Non-School Related Entities), 8:30 (Visitors to and Conduct on School Property)

ADOPTED:

Community Relations

Advertising and Distributing Materials in Schools Provided by Non-School Related Entities

No material or literature shall be posted or distributed that would: (1) disrupt the educational process, (2) violate the rights or invade the privacy of others, (3) infringe on a trademark or copyright, or (4) be defamatory, obscene, vulgar, or indecent. No material, literature, or advertisement shall be posted or distributed without advance approval as described in this policy.

Community, Educational, Charitable, or Recreational Organizations

Community, educational, charitable, recreational, or similar groups may, under procedures established by the Superintendent, advertise events pertinent to students' interests or involvement. All advertisements must (1) be student-oriented, (2) prominently display the sponsoring organization's name, and (3) be approved in advance by the Superintendent or designee. The District reserves the right to decide where and when any advertisement or flyer is distributed, displayed, or posted.

Commercial Companies and Political Candidates or Parties

Commercial companies may purchase space for their advertisements in or on: (1) athletic field fences; (2) athletic, theater, or music programs; (3) student newspapers or yearbooks; (4) scoreboards; or (5) other appropriate locations. The advertisements must be consistent with this policy and its implementing procedures and be appropriate for display in a school context. Prior approval from the Board is needed for advertisements on athletic fields, scoreboards, or other building locations. Prior approval is needed from the Superintendent or designee for advertisements on athletic, theater, or music programs; student newspapers and yearbooks; and any commercial material related to graduation, class pictures, or class rings.

No individual or entity may advertise or promote its interests by using the names or pictures of the School District, any District school or facility, staff members, or students except as authorized by and consistent with administrative procedures and approved by the Board.

Material from candidates and political parties will not be accepted for posting or distribution, except when used as part of the curriculum.

LEGAL REF.: Lamb's Chapel v. Center Moriches Union Free Sch. Dist., 508 U.S. 384 (1993).
Berger v. Rensselaer Central Sch. Corp., 982 F.2d 1160 (7th Cir. 1993), *cert. denied*, 113 S.Ct. 2344 (1993).
Sherman v. Community Consolidated Sch. Dist. 21, 8 F.3d 1160 (7th Cir. 1993), *cert. denied*, 8 F.3d 1160 (1994).
Hedges v. Wauconda Community Unit Sch. Dist. No. 118, 9 F.3d 1295 (7th Cir. 1993).
Victory Through Jesus Sports Ministry v. Lee's Summit R-7 Sch. Dist., 640 F.3d 329 (8th Cir. 2011), *cert. denied*, 565 U.S. 1036 (2011).
DiLoreto v. Downey Unified Sch. Dist., 196 F.3d 958 (9th Cir. 1999).

CROSS REF.: 7:325 (Student Fundraising Activities), 7:330 (Student Use of Buildings - Equal Access)

ADOPTED:

Pending Adoption

Community Relations

Visitors to and Conduct on School Property

The following definitions apply to this policy:

School property - District and school buildings, grounds, and parking areas; vehicles used for school purposes; and any location used for a School Board meeting, school athletic event, or other school-sponsored or school-sanctioned events or activities.

Visitor - Any person other than an enrolled student or District employee.

All visitors to school property are required to report to the Building Principal's office and receive permission to remain on school property. All visitors must sign a visitors' log, show identification, and wear a visitor's badge. When leaving the school, visitors must return their badge. On those occasions when large groups of parents/guardians, friends, and/or community members are invited onto school property or when community members are attending Board meetings, visitors are not required to sign in but must follow school officials' instructions. Persons on school property without permission will be directed to leave and may be subject to criminal prosecution.

Except as provided in the next paragraph, any person wishing to confer with a staff member should contact that staff member to make an appointment. Conferences with teachers are held, to the extent possible, outside school hours or during the teacher's conference/preparation period.

Requests to access a school building, facility, and/or educational program, or to interview personnel or a student for purposes of assessing the student's special education needs, should be made at the appropriate building. Access shall be facilitated according to guidelines from the Superintendent or designee.

The School District expects mutual respect, civility, and orderly conduct among all people on school property or at a school event. No person on school property or at a school event (including visitors, students, and employees) shall perform any of the following acts:

1. Strike, injure, threaten, harass, or intimidate a staff member, Board member, sports official or coach, or any other person.
2. Behave in an unsportsmanlike manner, or use vulgar or obscene language.
3. Unless specifically permitted by State law, possess a weapon, any object that can reasonably be considered a weapon or looks like a weapon, or any dangerous device.
4. Damage or threaten to damage another's property.
5. Damage or deface school property.
6. Violate any Illinois law, or town or county ordinance.
7. Smoke or otherwise use tobacco products.
8. Distribute, consume, use, possess, or be impaired by or under the influence of an alcoholic beverage, cannabis, other lawful product, or illegal drug.
9. Be present when the person's alcoholic beverage, cannabis, other lawful product, or illegal drug consumption is detectable, regardless of when and/or where the use occurred.
10. Use or possess medical cannabis, unless he or she has complied with policy 7:270, *Administering Medicines to Students*, implementing *Ashley's Law*.

11. Impede, delay, disrupt, or otherwise interfere with any school activity or function (including using cellular phones in a disruptive manner).
12. Enter upon any portion of school premises at any time for purposes other than those that are lawful and authorized by the Board.
13. Operate a motor vehicle: (a) in a risky manner, (b) in excess of 20 miles per hour, or (c) in violation of an authorized District employee's directive.
14. Engage in any risky behavior, including roller-blading, roller-skating, or skateboarding.
15. Violate other District policies or regulations, or a directive from an authorized security officer or District employee.
16. Engage in any conduct that interferes with, disrupts, or adversely affects the District or a School function.

Convicted Child Sex Offender

State law prohibits a child sex offender from being present on school property or loitering within 500 feet of school property when persons under the age of 18 are present, unless the offender is:

1. A parent/guardian of a student attending the school and has notified the Building Principal of his or her presence at the school for the purpose of: (i) attending a conference at the school with school personnel to discuss the progress of his or her child academically or socially, (ii) participating in child review conferences in which evaluation and placement decisions may be made with respect to his or her child regarding special education services, or (iii) attending conferences to discuss other student issues concerning his or her child such as retention and promotion; or
2. Has permission to be present from the Board, Superintendent, or Superintendent's designee. If permission is granted, the Superintendent or Board President shall provide the details of the offender's upcoming visit to the Building Principal.

In all cases, the Superintendent, or designee who is a certified employee, shall supervise a child sex offender whenever the offender is in a child's vicinity.

Exclusive Bargaining Representative Agent

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Authorized agents of an exclusive bargaining representative, upon notifying the Building Principal's office, may meet with a school employee (or group of employees) in the school building during duty-free times of such employees.

Enforcement

Any staff member may request identification from any person on school property; refusal to provide such information is a criminal act. The Building Principal or designee shall seek the immediate removal of any person who refuses to provide requested identification.

Any person who engages in conduct prohibited by this policy may be ejected from school property. The person is also subject to being denied admission to school events or meetings for up to one calendar year.

Procedures to Deny Future Admission to School Events or Meetings

Before any person may be denied admission to school events or meetings as provided in this policy, the person has a right to a hearing before the Board. The Superintendent may refuse the person admission pending such hearing. The Superintendent or designee must provide the person with a hearing notice, delivered or sent by certified mail with return receipt requested, at least ten days before the Board hearing date. The hearing notice must contain:

1. The date, time, and place of the Board hearing;
2. A description of the prohibited conduct;
3. The proposed time period that admission to school events will be denied; and
4. Instructions on how to waive a hearing.

LEGAL REF.: Nuding v. Cerro Gordo Community Unit School Dist., 313 Ill. App.3d 344 (4th Dist. 2000).
20 U.S.C. §7181 et seq., Pro-Children Act of 1994.
105 ILCS 5/10-20.5b, 5/22-33, 5/24-24, 5/24-25, and 5/27-23.7(a).
410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act.
430 ILCS 66/, Firearm Concealed Carry Act.
410 ILCS 705/, Cannabis Tax and Regulation Act.
720 ILCS 5/11-9.3.

CROSS REF.: 4:170 (Safety), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 6:120 (Education of Children with Disabilities), 6:250 (Community Resource Persons and Volunteers), 7:190 (Student Behavior), 7:270 (Administering Medicines to Students), 8:20 (Community Use of School Facilities)

ADOPTED:

Community Relations

Accommodating Individuals with Disabilities

Individuals with disabilities shall be provided an opportunity to participate in all school-sponsored services, programs, or activities and will not be subject to illegal discrimination. When appropriate, the District may provide to persons with disabilities aids, benefits, or services that are separate or different from, but as effective as, those provided to others.

The District will provide auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program, or activity.

Each service, program, website, or activity operated in existing facilities shall be readily accessible to, and useable by, individuals with disabilities. New construction and alterations to facilities existing before January 26, 1992, will be accessible when viewed in their entirety.

The Superintendent or designee is designated the Title II Coordinator and shall:

1. Oversee the District's compliance efforts, recommend necessary modifications to the School Board, and maintain the District's final Title II self-evaluation document, update it to the extent necessary, and keep it available for public inspection for at least three years after its completion date.
2. Institute plans to make information regarding Title II's protection available to any interested party.

Individuals with disabilities should notify the Superintendent or Building Principal if they have a disability that will require special assistance or services and, if so, what services are required. This notification should occur as far in advance as possible of the school-sponsored function, program, or meeting.

Individuals with disabilities may allege a violation of this policy or federal law by reporting it to the Superintendent or designated Title II Coordinator, or by filing a grievance under the Uniform Grievance Procedure.

LEGAL REF.: Americans with Disabilities Act, 42 U.S.C. §§12101 et seq. and 12131 et seq.; 28 C.F.R. Part 35.
Rehabilitation Act of 1973 §104, 29 U.S.C. §794 (2006).
105 ILCS 5/10-20.51.
410 ILCS 25/, Environmental Barriers Act.
71 Ill.Admin.Code Part 400, Illinois Accessibility Code.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:150 (Facility Management and Expansion Programs)

ADOPTED:

Community Relations

Gifts to the District

The School Board appreciates gifts from any education foundation, other entities, or individuals. All gifts must adhere to each of the following:

1. Be accepted by the Board or, if less than \$500.00 in value, the Superintendent or designee. Individuals should obtain a pre-acceptance commitment before identifying the District, any school, or school program or activity as a beneficiary in any fundraising attempt, including without limitation, any Internet fundraising attempt.
2. Be given without a stated purpose or with a purpose deemed by the party with authority to accept the gift to be compatible with the Board's educational objectives and policies.
3. Be consistent with the District's mandate to provide equal educational and extracurricular opportunities to all students in the District as provided in Board policy 7:10, *Equal Educational Opportunities*. State and federal laws require the District to provide equal treatment for members of both sexes to educational programming, extracurricular activities, and athletics. This includes the distribution of athletic benefits and opportunities.
4. Permit the District to maintain resource equity among its learning centers.
5. Be viewpoint neutral. The Superintendent or designee shall manage a process for the review and approval of donations involving the incorporation of messages into or placing messages upon school property.
6. Comply with all laws applicable to the District including, without limitation, the Americans with Disabilities Act, the Prevailing Wage Act, the Health/Life Safety Code for Public Schools, and all applicable procurement and bidding requirements.

The District will provide equal treatment to all individuals and entities seeking to donate money or a gift. Upon acceptance, all gifts become the District's property. The acceptance of a gift is not an endorsement by the Board, District, or school of any product, service, activity, or program. The method of recognition is determined by the party accepting the gift.

LEGAL REF.: 20 U.S.C. §1681 *et seq.*, Title IX of the Education Amendments implemented by 34 C.F.R. Part 106.
105 ILCS 5/16-1.
23 Ill.Admin.Code §200.40.

CROSS REF.: 4:60 (Purchases and Contracts), 4:150 (Facility Management and Building Programs), 6:10 (Educational Philosophy and Objectives), 6:210 (Instructional Materials), 7:10 (Equal Educational Opportunities)

ADOPTED:

Community Relations

Parent Organizations and Booster Clubs

Parent organizations and booster clubs are invaluable resources to the District's schools. While parent organizations and booster clubs have no administrative authority and cannot determine District policy, the School Board welcomes their suggestions and assistance.

Parent organizations and booster clubs may be recognized by the Board and permitted to use the District's name, a District school's name, or a District school's team name, or any logo attributable to the District provided they first receive the Superintendent or designee's express written consent. Consent to use one of the above-mentioned names or logos will generally be granted if the organization or club has by-laws containing the following:

1. The organization's or club's name and purpose, such as, to enhance students' educational experiences, to help meet educational needs of students, to provide extra athletic benefits to students, to assist specific sports teams or academic clubs through financial support, or to enrich extracurricular activities.
2. The rules and procedures under which it operates.
3. An agreement to adhere to all Board policies and administrative procedures.
4. A statement that membership is open and unrestricted, meaning that membership is open to all parent(s)/guardian(s) of students enrolled in the school, District staff, and community members.
5. A statement that the District is not, and will not be, responsible for the organization's or club's business or the conduct of its members.
6. An agreement to maintain and protect its own finances.
7. A recognition that money given to a school cannot be earmarked for any particular expense. Booster clubs may make recommendations, but cash or other valuable consideration must be given to the District to use at its discretion. The Board's legal obligation to comply with Title IX by providing equal athletic opportunity for members of both genders will supersede an organization or club's recommendation.

Permission to use one of the above-mentioned names or logos may be rescinded at any time and does not constitute permission to act as the District's representative. At no time does the District accept responsibility for the actions of any parent organization or booster club regardless of whether it was recognized and/or permitted to use any of the above-mentioned names or logos. The Superintendent shall designate an administrative staff member to serve as the recognized liaison to parent organizations or booster clubs. The liaison will serve as a resource person and provide information about school programs, resources, policies, problems, concerns, and emerging issues. Building staff will be encouraged to participate in the organizations.

CROSS REF.: 8:80 (Gifts to the District)

ADOPTED:

Community Relations

Parental Involvement

In order to assure collaborative relationships between students' families and the District, and to enable parents/guardians to become active partners in their children's education, the Superintendent shall:

1. Keep parents/guardians thoroughly informed about their child's school and education.
2. Encourage parents/guardians to be involved in their child's school and education.
3. Establish effective two-way communication between parents/guardians and the District.
4. Seek input from parents/guardians on significant school-related issues.
5. Inform parents/guardians on how they can assist their children's learning.

The Superintendent shall periodically report to the School Board on the implementation of this policy.

CROSS REF.: 6:170 (Title I Programs), 6:250 (Community Resource Persons and Volunteers),
8:10 (Connection with the Community), 8:90 (Parent Organizations and Booster Clubs)

ADOPTED:

Community Relations

Relations with Other Organizations and Agencies

The District shall cooperate with other organizations and agencies, including but not limited to:

- County Health Department
- Law enforcement agencies
- Fire authorities
- Planning authorities
- Zoning authorities
- Illinois Emergency Management Agency (IEMA), local organizations for civil defense, and other appropriate disaster relief organizations concerned with civil defense
- Other school districts

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 4:170 (Safety), 5:90 (Abused and Neglected Child Reporting), 7:150 (Agency and Police Interviews)

ADOPTED:

Community Relations

Public Suggestions and Concerns

The School Board is interested in receiving suggestions and concerns from members of the community. Any individual may make a suggestion or express a concern at any District or School office. All suggestions and/or concerns will be referred to the appropriate level staff member or District administrator who is most able to respond in a timely manner. Each concern or suggestion shall be considered on its merit.

An individual who is not satisfied may file a grievance under Board policy 2:260, *Uniform Grievance Procedure*. The Board encourages, but does not require, individuals to follow the channels of authority prior to filing a grievance. Neither this policy nor the *Uniform Grievance Procedure* create an independent right to a hearing before the Board.

CROSS REF.: 2:140 (Communications To and From the Board), 2:230 (Public Participation at School Board Meetings and Petitions to the Board), 2:260 (Uniform Grievance Procedure), 3:30 (Chain of Command), 6:260 (Complaints About Curriculum, Instructional Materials and Programs), 8:10 (Connection with the Community)

ADOPTED:

Compare Results

Old File:

**Pages from Draft Manual 1.16.20 Section 1
MCHS.pdf**

3 pages (343 KB)
3/10/2020 4:39:13 PM

versus

New File:

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3 pages (16 KB)
3/10/2020 8:40:48 AM

Total Changes

27

Text only comparison

Content

15 Replacements
8 Insertions
4 Deletions

Styling and Annotations

0 Styling
0 Annotations

[Go to First Change \(page 1\)](#)

School District Organization

School District Legal Status

*The Illinois Constitution requires the State to provide for an efficient system of high-quality public educational institutions and services in order to achieve the educational development of all persons to the limits of their capabilities.

The General Assembly has implemented this mandate through the creation of school districts. The District is governed by the laws for school districts serving a resident population of not fewer than 1,000 and not more than 500,000.

The School Board constitutes a body corporate that possesses all the usual powers of a corporation for public purposes, and in that name may sue and be sued, purchase, hold and sell personal property and real estate, and enter into such obligations as are authorized by law.

LEGAL REF.: Ill. Constitution, Art. X, Sec. 1.
105 ILCS 5/10-1 et seq.

CROSS REF.: 2:10 (School District Governance), 2:20 (Powers and Duties of the School Board; Indemnification)

ADOPTED:

School District Organization

District Organization, Operations, and Cooperative Agreements

The District is organized and operates as a High School District serving the educational needs of children in grades 9 through 12 and others as required by the School Code.

The District enters into and participates in joint programs and intergovernmental agreements with units of local government and other school districts in order to jointly provide services and activities in a manner that will increase flexibility, scope of service opportunities, cost reductions, and/or otherwise benefit the District and the community. The Superintendent shall manage these activities to the extent the program or agreement requires the District's participation, and shall provide periodic implementation or operational data and/or reports to the School Board concerning these programs and agreements. The District participates in the following joint programs and intergovernmental agreements:

- Grundy Area Vocational Center
- Grundy County Special Education Cooperative
- Three Rivers Education For Employment System
- JJC
- Village of Channahon
- Village of Minooka
- Grundy County Sheriff

LEGAL REF.: Ill. Constitution, Art. VII, Sec. 10.
5 ILCS 220/1 et seq.

ADOPTED:

School District Organization

School District Philosophy

Mission – Why We Exist

- Strengthen Mastery
- Collaboration
- High Expectations
- Success for All Students

Values – What We Stand For

- Continuous Improvement
- Collaboration
- High Expectations
- Integrity
- Resilience
- Respect
- Responsibility
- Service

Vision – Where We are Headed

MCHS students are success-ready when they:

- Think critically and demonstrate mastery of academic learning expectations.
- Solve problems collaboratively.
- Demonstrate a growth mindset through strong effort and continuous improvement.
- Embrace individual differences.
- Have the interpersonal skills and confidence to be successful in the workplace.
- Explore college, career and other post-high school opportunities.

CROSS REF: 2:10 (School District Governance), 3:10 (Goals and Objectives), 6:10 (Educational Philosophy and Objectives)

ADOPTED:

Compare Results

Old File:

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MCHS.pdf**

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versus

New File:

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46 pages (208 KB)
3/10/2020 8:39:38 AM

Total Changes

256

Text only comparison

Content

128 Replacements
41 Insertions
87 Deletions

Styling and Annotations

0 Styling
0 Annotations

[Go to First Change \(page 1\)](#)

School Board

School District Governance

*The District is governed by a School Board consisting of seven members. The Board's powers and duties include the authority to adopt, enforce, and monitor all policies for the management and governance of the District's schools.

Official action by the Board may only occur at a duly called and legally conducted meeting at which a quorum is physically present.

As stated in the Board member oath of office prescribed by the School Code, a Board member has no legal authority as an individual.

LEGAL REF.: 5 ILCS 120/1.02.
105 ILCS 5/10-1, 5/10-10, 5/10-12, 5/10-16.5, 5/10-16.7, and 5/10-20.5.

CROSS REF.: 1:10 (School District Legal Status), 2:20 (Powers and Duties of the School Board; Indemnification), 2:80 (Board Member Oath and Conduct), 2:120 (Board Member Development), 2:200 (Types of School Board Meetings), 2:220 (School Board Meeting Procedure)

ADOPTED:

School Board

Powers and Duties of the School Board; Indemnification

The major powers and duties of the School Board include, but are not limited to:

1. Organizing the Board after each consolidated election by electing officers and establishing its regular meeting schedule and, thereafter, taking action during lawfully called meetings to faithfully fulfill the Board's responsibilities in accordance with State and federal law.
2. Formulating, adopting, and modifying Board policies, at its sole discretion, subject only to mandatory collective bargaining agreements and State and federal law.
3. Employing a Superintendent and other personnel, making employment decisions, dismissing personnel, including determining whether an employee has willfully or negligently failed to report an instance of suspected child abuse or neglect as required by 325 ILCS 5/, and establishing an equal employment opportunity policy that prohibits unlawful discrimination.
4. Directing, through policy, the Superintendent, in his or her charge of the District's administration.
5. Approving the annual budget, tax levies, major expenditures, payment of obligations, annual audit, and other aspects of the District's financial operation; and making available a statement of financial affairs as provided in State law.
6. Entering contracts using the public bidding procedure when required.
7. Providing, constructing, controlling, and maintaining adequate physical facilities; making school buildings available for use as civil defense shelters; and establishing a resource conservation policy.
8. Establishing an equal educational opportunities policy that prohibits unlawful discrimination.
9. Approving the curriculum, textbooks, and educational services.
10. Evaluating the educational program and approving School Improvement and District Improvement Plans.
11. Presenting the District report card and School report card(s) to parents/guardians and the community; these documents report District, School and student performance.
12. Establishing and supporting student behavior policies designed to maintain an environment conducive to learning, including deciding individual student suspension or expulsion cases brought before it.
13. Establishing attendance units within the District and assigning students to the schools.
14. Establishing the school year.
15. Requiring a moment of silence to recognize veterans during any type of school event held at a District school on November 11.
16. Providing student transportation services pursuant to State law.
17. Entering into joint agreements with other boards to establish cooperative educational programs or provide educational facilities.

18. Complying with requirements in the Abused and Neglected Child Reporting Act (ANCRA). Specifically, each individual Board member must, if an allegation is raised to the member during an open or closed Board meeting that a student is an abused child as defined in ANCRA, direct or cause the Board to direct the Superintendent or other equivalent school administrator to comply with ANCRA's requirements concerning the reporting of child abuse.
19. Communicating the schools' activities and operations to the community and representing the needs and desires of the community in educational matters.

Indemnification

To the extent allowed by law, the Board shall defend, indemnify, and hold harmless School Board members, employees, volunteer personnel (pursuant to 105 ILCS 5/10-22.34, 10-22.34a and 10-22.34b), mentors of certified staff (pursuant to 105 ILCS 5/2-3.53a, 2-3.53b, and 105 ILCS 5/21A-5 et seq.), and student teachers who, in the course of discharging their official duties imposed or authorized by law, are sued as parties in a legal proceeding. Nothing herein, however, shall be construed as obligating the Board to defend, indemnify, or hold harmless any person who engages in criminal activity, official misconduct, fraud, intentional or willful and wanton misconduct, or acts beyond the authority properly vested in the individual.


LEGAL REF.: 105 ILCS 5/10, 5/17-1, and 5/27-1.
 115 ILCS 5/, Ill. Educational Labor Relations Act.
 325 ILCS 5/, Abused and Neglected Child Reporting Act.

CROSS REF.: 1:10 (School District Legal Status), 1:20 (District Organization, Operations, and Cooperative Agreements), 2:10 (School District Governance), 2:80 (Board Member Oath and Conduct), 2:140 (Communications To and From the Board), 2:210 (Organizational School Board Meeting), 2:240 (Board Policy Development), 4:60 (Purchases and Contracts), 4:70 (Resource Conservation), 4:100 (Insurance Management), 4:110 (Transportation), 4:150 (Facility Management and Building Programs), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:90 (Abused and Neglected Child Reporting), 6:10 (Educational Philosophy and Objectives), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 7:10 (Equal Educational Opportunities), 7:30 (Student Assignment and Intra-District Transfer), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 8:10 (Connection with the Community), 8:30 (Visitors to and Conduct on School Property)

ADOPTED:

School Board

School District Elections

 School District elections are non-partisan, governed by the general election laws of the State, and include the election of School Board members, various public policy propositions, and advisory questions. Board members are elected at the consolidated election held on the first Tuesday in April in odd-numbered years. If, however, that date conflicts with the celebration of Passover, the consolidated election is postponed to the first Tuesday following the last day of Passover. The canvass of votes is conducted by the election authority within 21 days after the election.

The Board, by proper resolution, may cause to be placed on the ballot: (a) public policy referendum according to Article 28 of the Election Code, or (b) advisory questions of public policy according to Section 9-1.5 of the School Code.

The Board Secretary serves as the local election official. He or she receives petitions for the submission of a public question to referenda and forwards them to the proper election officer and otherwise provides information to the community concerning District elections.


LEGAL REF.: 10 ILCS 5/1-3, 5/2A, 5/10-9, 5/22-17, 5/22-18, and 5/28.
105 ILCS 5/9 and 5/9-1.5.

CROSS REF.: 2:40 (Board Member Qualifications), 2:50 (Board Member Term of Office),
2:210 (Organizational School Board Meeting)

ADOPTED:

School Board

Board Member Qualifications

 A School Board member must be, on the date of election or appointment, a United States citizen, at least 18 years of age, a resident of Illinois and the District for at least one year immediately preceding the election, and a registered voter.

Thirty percent (30%) or more of the taxable property of this high school district is located in the unincorporated territory of the district; therefore, at least two board members shall be residents of the unincorporated territory.

Reasons making an individual ineligible for Board membership include holding an incompatible office and certain types of State or federal employment. A child sex offender, as defined in State law, is ineligible for School Board membership.

LEGAL REF.: Ill. Constitution, Art. II, §1; Art. IV, §2(e); Art. VI, §13(b).
105 ILCS 5/10-3 and 5/10-10.

CROSS REF.: 2:30 (School Board Elections), 2:70 (Vacancies on the School Board - Filling Vacancies)

ADOPTED:

School Board

Board Member Term of Office

The term of office for a School Board member begins immediately after both of the following occur:

1. The election authority canvasses the votes and declares the winner(s); this occurs within 21 days after the consolidated election held on the first Tuesday in April in odd-numbered years.
2. The successful candidate takes the oath of office as provided in Board policy 2:80, *Board Member Oath and Conduct*.

The term ends 4 years later when the successor assumes office.

LEGAL REF.: 10 ILCS 5/2A-1.1, 5/22-17, and 5/22-18.
105 ILCS 5/10-10, 5/10-16, and 5/10-16.5.

CROSS REF.: 2:30 (School District Elections), 2:80 (Board Member Oath and Conduct), 2:210 (Organizational School Board Meeting)

ADOPTED:

School Board

Board Member Removal from Office

If a majority of the School Board determines that a Board member has willfully failed to perform his or her official duties, it may request the Regional Superintendent to remove such member from office.

LEGAL REF.: 105 ILCS 5/3-15.5.

CROSS REF.: 2:70 (Vacancies on the School Board - Filling Vacancies)

ADOPTED:

School Board

Vacancies on the School Board - Filling Vacancies

Vacancy

Elective office of a School Board member becomes vacant before the term's expiration when any of the following occurs:

1. Death of the incumbent,
2. Resignation in writing filed with the Secretary of the Board,
3. Legal disability,
4. Conviction of a felony, bribery, perjury, or other infamous crime or of any offense involving a violation of official oath or of a violent crime against a child,
5. Removal from office,
6. The decision of a competent tribunal declaring his or her election void,
7. Ceasing to be an inhabitant of the District or a particular area from which he or she was elected, if the residential requirements contained in the School Code are violated,
8. An illegal conflict of interest, or
9. Acceptance of a second public office that is incompatible with Board membership.

Filling Vacancies

Whenever a vacancy occurs, the remaining members shall notify the Regional Superintendent of Schools of that vacancy within five days after its occurrence and shall fill the vacancy until the next regular board election, at which election a successor shall be elected to serve the remainder of the unexpired term. However, if the vacancy occurs with less than 868 days remaining in the term or less than 88 days before the next regularly scheduled election, the person so appointed shall serve the remainder of the unexpired term, and no election to fill the vacancy shall be held. Members appointed by the remaining members of the Board to fill vacancies shall meet any residential requirements as specified in the School Code. The Board shall fill the vacancy within 60 days after it occurred by a public vote at a meeting of the Board.

Immediately following a vacancy on the Board, the Board will publicize it and accept résumés from District residents who are interested in filling the vacancy. After reviewing the applications, the Board may invite the prospective candidates for personal interviews to be conducted during duly scheduled closed meetings.

LEGAL REF.: 105 ILCS 5/10-10 and 5/10-11.

CROSS REF.: 2:40 (Board Member Qualifications), 2:60 (Board Member Removal from Office), 2:120 (Board Member Development)

ADOPTED:

School Board



Board Member Oath and Conduct

Each School Board member, before taking his or her seat on the Board, shall take the following oath of office:

I, (name), do solemnly swear (or affirm) that I will faithfully discharge the duties of the office of member of the Board of Education of **Minooka Community High School District #111**, in accordance with the Constitution of the United States, the Constitution of the State of Illinois, and the laws of the State of Illinois, to the best of my ability.

I further swear (or affirm) that:

I shall respect taxpayer interests by serving as a faithful protector of the School District's assets;

I shall encourage and respect the free expression of opinion by my fellow Board members and others who seek a hearing before the Board, while respecting the privacy of students and employees;

I shall recognize that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a public Board meeting;

I shall abide by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels;

As part of the Board of Education, I shall accept the responsibility for my role in the equitable and quality education of every student in the School District;

I shall foster with the Board extensive participation of the community, formulate goals, define outcomes, and set the course for **Minooka Community High School District #111**;

I shall assist in establishing a structure and an environment designed to ensure all students have the opportunity to attain their maximum potential through a sound organizational framework;

I shall strive to ensure a continuous assessment of student achievement and all conditions affecting the education of our children, in compliance with State law;

I shall serve as education's key advocate on behalf of students and our community's school (or schools) to advance the vision for **Minooka Community High School District #111**; and

I shall strive to work together with the District Superintendent to lead the School District toward fulfilling the vision the Board has created, fostering excellence for every student in the areas of academic skills, knowledge, citizenship, and personal development.

The Board President will administer the oath in an open Board meeting; in the **absence** of the President, the Vice President will administer the oath. If neither is available, the Board member with the longest service on the Board will administer the oath.

The Board adopts the Illinois Association of School **Boards' Code of Conduct for Members of School Boards**. A copy of the *Code* shall be displayed in the regular Board meeting room.

LEGAL REF.: 105 ILCS 5/10-16.5.

CROSS REF.: 1:30 (School District Philosophy), 2:20 (Powers and Duties of the School Board; Indemnification), 2:50 (Board Member Term of Office), 2:100 (Board Member Conflict of Interest), 2:105 (Ethics and Gift Ban), 2:210 (Organizational School Board Meeting)

ADOPTED:

School Board

Board Member Conflict of Interest

No School Board member shall: (1) have a beneficial interest directly or indirectly in any contract, work, or business of the District unless permitted by State or federal law; or (2) solicit or accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to agreements or contracts with the District. Situations in which the interest is not substantial or the gift is an unsolicited item of nominal value must comply with State law and Board policy 2:105, *Ethics and Gift Ban*.

Board members must annually file a *Statement of Economic Interests* as required by the Illinois Governmental Ethics Act. Each Board member is responsible for filing the statement with the county clerk of the county in which the District's main office is located by May 1.

Federal and State Grant Awards

No Board member shall participate in the selection, award, or administration of a contract supported by a federal award or State award governed by the Grant Accountability and Transparency Act (GATA) (30 ILCS 708/) if he or she has a real or apparent conflict of interest. A conflict of interest arises when a Board member or any of the following individuals has a financial or other interest in the entity selected for the contract:

1. Any person that has a close personal relationship with a Board member that may compromise or impair the Board member's fairness and impartiality, including a member of the Board member's immediate family or household;
2. The Board member's business partner; or
3. An entity that employs or is about to employ the Board member or one of the individuals listed in one or two above.

LEGAL REF.: 5 ILCS 420/4A-101.5, 420/4A-105, 420/4A-106.5, and 420/4A-107.
 30 ILCS 708/, Grant Accountability and Transparency Act.
 50 ILCS 105/3.
 105 ILCS 5/10-9.
 2 C.F.R. §200.318(c)(1).

CROSS REF.: 2:105 (Ethics and Gift Ban), 4:60 (Purchases and Contracts), 5:120 (Employee Ethics; Conduct; and Conflict of Interest)

ADOPTED:

School Board



Ethics and Gift Ban

Prohibited Political Activity

The following precepts govern political activities being conducted by District employees and School Board members:


1. No employee shall intentionally perform any *political activity* during any *compensated time*, as those terms are defined herein.
2. No Board member or employee shall intentionally use any District property or resources in connection with any political activity.
3. At no time shall any Board member or employee intentionally require any other Board member or employee to perform any political activity: (a) as part of that Board member's or employee's duties, (b) as a condition of employment, or (c) during any compensated time off, such as, holidays, vacation, or personal time off.
4. No Board member or employee shall be required at any time to participate in any political activity in consideration for that Board member or employee being awarded additional compensation or any benefit, whether in the form of a salary adjustment, bonus, compensatory time off, continued employment or otherwise; nor shall any Board member or employee be awarded additional compensation or any benefit in consideration for his or her participation in any political activity.

A Board member or employee may engage in any activity that: (1) is otherwise appropriate as part of his or her official duties, or (2) is undertaken by the individual on a voluntary basis that is not prohibited by this policy.

Limitations on Receiving Gifts

Except as permitted by this policy, no Board member or employee, and no spouse of or immediate family member living with a Board member or **employee** shall intentionally solicit or accept any *gift* from any *prohibited source*, as those terms are defined herein, or that is otherwise prohibited by law or policy. No prohibited source shall intentionally offer or make a gift that violates this policy.


The following are exceptions to the ban on accepting gifts from a prohibited source:

1. Opportunities, benefits, and services that are available on the same conditions as for the general public.
2.  Anything for which the Board member or employee, or his or her spouse or immediate family member, pays the fair market value.
3. Any: (a) contribution that is lawfully made under the Election Code, or (b) activities associated with a fundraising event in support of a political organization or candidate.
4. Educational materials and missions.
5. Travel expenses for a meeting to discuss business.
6. A gift from a relative, meaning those people related to the individual as father, mother, son, daughter, brother, sister, uncle, aunt, great aunt, great uncle, first cousin, nephew, niece, husband, wife, grandfather, grandmother, grandson, granddaughter, father-in-law, mother-in-

law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister, and including the father, mother, grandfather, or grandmother of the individual's spouse and the individual's fiancé or fiancée.

7. Anything provided by an individual on the basis of a personal friendship unless the recipient has reason to believe that, under the circumstances, the gift was provided because of the official position or employment of the recipient or his or her spouse or immediate family member and not because of the personal friendship. In determining whether a gift is provided on the basis of personal friendship, the recipient shall consider the circumstances under which the gift was offered, such as: (a) the history of the relationship between the individual giving the gift and the recipient of the gift, including any previous exchange of gifts between those individuals; (b) whether to the actual knowledge of the recipient the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift; and (c) whether to the actual knowledge of the recipient the individual who gave the gift also at the same time gave the same or similar gifts to other Board members or employees, or their spouses or immediate family members.
8. Food or refreshments not exceeding \$75 per person in value on a single calendar day; provided that the food or refreshments are: (a) consumed on the premises from which they were purchased or prepared; or (b) catered. *Catered* means food or refreshments that are purchased ready to consume, which are delivered by any means.
9. Food, refreshments, lodging, transportation, and other benefits resulting from outside business or employment activities (or outside activities that are not connected to the official duties of a Board member or employee), if the benefits have not been offered or enhanced because of the official position or employment of the Board member or employee, and are customarily provided to others in similar circumstances.
10. Intra-governmental and inter-governmental gifts. *Intra-governmental gift* means any gift given to a Board member or employee from another Board member or employee, and *inter-governmental gift* means any gift given to a Board member or employee from an officer or employee of another governmental entity.
11. Bequests, inheritances, and other transfers at death.
12. Any item or items from any one prohibited source during any calendar year having a cumulative total value of less than \$100.

Each of the listed exceptions is mutually exclusive and independent of every other.

 A Board member or employee, his or her spouse or an immediate family member living with the Board member or employee, does not violate this policy if the recipient promptly takes reasonable action to return a gift from a prohibited source to its source or gives the gift or an amount equal to its value to an appropriate charity that is exempt from income taxation under 26 U.S.C. §501(c)(3).

Enforcement

The Board President and Superintendent shall seek guidance from the Board attorney concerning compliance with and enforcement of this policy and State ethics laws. The Board may, as necessary or prudent, appoint an Ethics Advisor for this task.

Written complaints alleging a violation of this policy shall be filed with the Superintendent or Board President. If attempts to correct any misunderstanding or problem do not resolve the matter, the Superintendent or Board President shall, after consulting with the Board Attorney, either place the alleged violation on a Board meeting agenda for the Board's disposition or refer the complainant to

Board policy 2:260, *Uniform Grievance Procedure*. A Board member who is related, either by blood or by marriage, up to the degree of first cousin, to the person who is the subject of the complaint, shall not participate in any decision-making capacity for the Board. If the Board finds it more likely than not that the allegations in a complaint are true, it shall notify the State's Attorney and/or consider disciplinary action for the employee.

Definitions

Unless otherwise stated, all terms used in this policy have the definitions given in the State Officials and Employees Ethics Act, 5 ILCS 430/1-5.

Political activity means:

1. Preparing for, organizing, or participating in any political meeting, political rally, political demonstration, or other political event.
2. Soliciting contributions, including but not limited to the purchase of, selling, distributing, or receiving payment for tickets for any political fundraiser, political meeting, or other political event.
3. Soliciting, planning the solicitation of, or preparing any document or report regarding anything of value intended as a campaign contribution.
4. Planning, conducting, or participating in a public opinion poll in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
5. Surveying or gathering information from potential or actual voters in an election to determine probable vote outcome in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
6. Assisting at the polls on Election Day on behalf of any political organization or candidate for elective office or for or against any referendum question.
7. Soliciting votes on behalf of a candidate for elective office or a political organization or for or against any referendum question or helping in an effort to get voters to the polls.
8. Initiating for circulation, preparing, circulating, reviewing, or filing any petition on behalf of a candidate for elective office or for or against any referendum question.
9. Making contributions on behalf of any candidate for elective office in that capacity or in connection with a campaign for elective office.
10. Preparing or reviewing responses to candidate questionnaires.
11. Distributing, preparing for distribution, or mailing campaign literature, campaign signs, or other campaign material on behalf of any candidate for elective office or for or against any referendum question.
12. Campaigning for any elective office or for or against any referendum question.
13. Managing or working on a campaign for elective office or for or against any referendum question.
14. Serving as a delegate, alternate, or proxy to a political party convention.
15. Participating in any recount or challenge to the outcome of any election.

With respect to an employee whose hours are not fixed, *compensated time* includes any period of time when the employee is on premises under the control of the District and any other time when the employee is executing his or her official duties, regardless of location.

Prohibited source means any person or entity who:

1. Is seeking official action by: (a) a Board member, or (b) an employee, or by the Board member or another employee directing that employee;
2. Does business or seeks to do business with: (a) a Board member, or (b) an employee, or with the Board member or another employee directing that employee;
3. Conducts activities regulated by: (a) a Board member, or (b) an employee or by the Board member or another employee directing that employee;
4. Has an interest that may be substantially affected by the performance or non-performance of the official duties of the Board member or employee;
5. Is registered or required to be registered with the Secretary of State under the Lobbyist Registration Act, except that an entity does not become a prohibited source merely because a registered lobbyist is one of its members or serves on its board of directors; or
6. Is an agent of, a spouse of, or an immediate family member living with a prohibited source.

Gift means any gratuity, discount, entertainment, hospitality, loan, forbearance, or other tangible or intangible item having monetary value including but not limited to, cash, food and drink, and honoraria for speaking engagements related to or attributable to government employment or the official position of a Board member or employee.

Complaints of Sexual Harassment Made Against Board Members by Elected Officials

Pursuant to the State Officials and Employees Ethics Act (5 ILCS 430/70-5), members of the Board and other elected officials are encouraged to promptly report claims of sexual harassment by a Board member. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available. If the official feels comfortable doing so, he or she should directly inform the individual that the individual's conduct or communication is offensive and must stop.

Board members and elected officials should report claims of sexual harassment against a member of the Board to the Board President or Superintendent. If the report is made to the Superintendent, the Superintendent shall promptly notify the President, or if the President is the subject of the complaint, the Vice President. Reports of sexual harassment will be confidential to the greatest extent practicable.

When a complaint of sexual harassment is made against a member of the Board by another Board member or other elected official, the Board President shall appoint a qualified outside investigator who is not a District employee or Board member to conduct an independent review of the allegations. If the allegations concern the President, or the President is a witness or otherwise conflicted, the Vice President shall make the appointment. If the allegations concern both the President and Vice President, and/or they are witnesses or otherwise conflicted, the Board Secretary shall make the appointment. The investigator shall prepare a written report and submit it to the Board.

If a Board member has engaged in sexual harassment, the matter will be addressed in accordance with the authority of the Board.

The Superintendent will post this policy on the District website and/or make this policy available in the District's administrative office.

LEGAL REF.: 5 ILCS 430/, State Officials and Employees Ethics Act.
10 ILCS 5/9-25.1, Election Interference Prohibition Act.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 2:110 (Qualifications, Term, and Duties of Board Officers), 2:260 (Uniform Grievance Procedure), 4:60 (Purchases and Contracts), 5:120 (Employee Ethics; Conduct; and Conflict of Interest)

ADOPTED:

School Board

Qualifications, Term, and Duties of Board Officers

The School Board officers are: President, Vice President, Secretary, and Treasurer. These officers are elected or appointed by the Board at its organizational meeting.

President

The Board elects a President from its members for a two-year term. The duties of the President are to:

1. Preside at all meetings;
2. Focus the Board meeting agendas on appropriate content;
3. Make all Board committee appointments, unless specifically stated otherwise;
4. Attend and observe any Board committee meeting at his or her discretion;
5. Represent the Board on other boards or agencies;
6. Sign official District documents requiring the President's signature, including Board minutes and Certificate of Tax Levy;
7. Call special meetings of the Board;
8. Serve as the *head of the public body* for purposes of the Open Meetings Act and Freedom of Information Act;
9. Ensure that a quorum of the Board is physically present at all Board meetings;
10. Administer the oath of office to new Board members;
11. Serve as or appoint the Board's official spokesperson to the media; and
12. Except when the Board President is the subject of a complaint of sexual harassment, a witness, or otherwise conflicted, appoint a qualified outside investigator to conduct an independent review of allegations of sexual harassment made against a Board member by another Board member or elected official.

The President is permitted to participate in all Board meetings in a manner equal to all other Board members, including the ability to make and second motions.

The Vice President fills a vacancy in the Presidency.

Vice President

The Board elects a Vice President from its members for a two-year term. The Vice President performs the duties of the President if:

1. The office of President is vacant;
2. The President is absent; or
3. The President is unable to perform the office's duties.

A vacancy in the Vice Presidency is filled by a special Board election.

Secretary

The Board elects a Secretary for a two-year term. The Secretary may be, but is not required to be, a Board member. The Secretary may receive reasonable compensation as determined by the Board before appointment. However, if the Secretary is a Board member, the compensation shall not exceed \$500 per year, as fixed by the Board at least 180 days before the beginning of the term. The duties of the Secretary are to:

1. Keep minutes for all Board meetings, and keep the verbatim record for all closed Board meetings;

2. Mail meeting notification and agenda to news media who have officially requested copies;
3. Keep records of the Board's official acts, and sign them, along with the President, before submitting them to the Treasurer at such times as the Treasurer may require;
4. Report to the Treasurer on or before July 7, annually, such information as the Treasurer is required to include in the Treasurer's report to the Regional Superintendent;
5. Act as the local election official for the District;
6. Arrange public inspection of the budget before adoption;
7. Publish required notices;
8. Sign official District documents requiring the Secretary's signature; and
9. Maintain Board policy and such other official documents as directed by the Board.

The Secretary may delegate some or all of these duties, except when State law prohibits the delegation. The Board appoints a secretary pro tempore, who may or may not be a Board member, if the Secretary is absent from any meeting or refuses to perform the duties of the office. A permanent vacancy in the office of Secretary is filled by special Board election.

Recording Secretary

The Board may appoint a Recording Secretary who is a staff member. The Recording Secretary shall:

1. Assist the Secretary by taking the minutes for all open Board meetings;
2. Assemble Board meeting material and provide it, along with prior meeting minutes, to Board members before the next meeting; and
3. Perform the Secretary's duties, as assigned, except when State law prohibits the delegation.

In addition, the Recording Secretary or Superintendent receives notification from Board members who desire to attend a Board meeting by video or audio means.

Treasurer

The Treasurer of the Board shall be either a member of the Board who serves a one-year term or a non-Board member who serves at the Board's pleasure. A Treasurer who is a Board member may not be compensated. A Treasurer who is not a Board member may be compensated provided it is established before the appointment. The Treasurer must:

1. Be at least 21 years old;
2. Not be a member of the County Board of School Trustees; and
3. Have a financial background or related experience, or 12 credit hours of college-level accounting.

The Treasurer shall:

1. Furnish a bond, which shall be approved by a majority of the full Board;
2. Maintain custody of school funds;
3. Maintain records of school funds and balances;
4. Prepare a monthly reconciliation report for the Superintendent and Board; and
5. Receive, hold, and expend District funds only upon the order of the Board.

A vacancy in the Treasurer's office is filled by Board appointment.

LEGAL REF.: 5 ILCS 120/7 and 420/4A-106.
105 ILCS 5/8-1, 5/8-2, 5/8-3, 5/8-6, 5/8-16, 5/8-17, 5/10-1, 5/10-5, 5/10-7, 5/10-8,
5/10-13, 5/10-13.1, 5/10-14, 5/10-16.5, and 5/17-1.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:105 (Ethics and Gift Ban), 2:150
(Committees), 2:210 (Organizational School Board Meeting), 2:220 (School
Board Meeting Procedure)

ADOPTED:

School Board

Board Member Development

The School Board desires that its individual members learn, understand, and practice effective governance principles. The Board is responsible for Board member orientation and development. Board members have an equal opportunity to attend State and national meetings designed to familiarize members with public school issues, governance, and legislation.

The Board President and/or Superintendent shall provide all Board members with information regarding pertinent education materials, publications, and notices of training or development.

Mandatory Board Member Training

Each Board member is responsible for his or her own compliance with the mandatory training laws that are described below:

1. Each Board member elected or appointed to fill a vacancy of at least one year's duration must complete at least four hours of professional development leadership training in education and labor law, financial oversight and accountability, and fiduciary responsibilities within the first year of his or her first term.
2. Each Board member must complete training on the Open Meetings Act no later than 90 days after taking the oath of office for the first time. After completing the training, each Board member must file a copy of the certificate of completion with the Board. Training on the Open Meetings Act is only required once.
3. Each Board member must complete a training program on evaluations under the Performance Evaluation Reform Act (PERA) before participating in a vote on a tenured teacher's dismissal using the optional alternative evaluation dismissal process. This dismissal process is available after the District's PERA implementation date.

The Superintendent or designee shall maintain on the District website a log identifying the complete training and development activities of each Board member, including both mandatory and non-mandatory training.

Professional Development; Adverse Consequences of School Exclusion; Student Behavior

The Board President or Superintendent, or their designees, will make reasonable efforts to provide ongoing professional development to Board members about the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.

Board Self-Evaluation

The Board will conduct periodic self-evaluations with the goal of continuous improvement.

New Board Member Orientation

The orientation process for newly elected or appointed Board members includes:

1. The Board President or Superintendent, or their designees, shall give each new Board member a copy of or online access to the Board Policy Manual, the Board's regular meeting

minutes for the past year, and other helpful information including material describing the District and explaining the Board's roles and responsibilities.

2. The Board President or designee shall schedule one or more special Board meetings, or schedule time during regular meetings, for Board members to become acquainted and to review Board processes and procedures.
3. The Board President may request a veteran Board member to mentor a new member.
4. All new members are encouraged to attend workshops for new members conducted by the Illinois Association of School Boards.

Candidates

The Superintendent or designee shall invite all current candidates for the office of Board member to attend: (1) Board meetings, except that this invitation shall not extend to any closed meetings, and (2) pre-election workshops for candidates.

LEGAL REF.: 5 ILCS 120/1.05 and 120/2.
105 ILCS 5/10-16a and 5/24-16.5.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:125 (Board Member Compensation; Expenses), 2:200 (Types of School Board Meetings)

ADOPTED:

School Board



Board Member Compensation; Expenses

Board Member Compensation Prohibited

School Board members provide volunteer service to the community and may not receive compensation for services, except that a Board member serving as the Board Secretary may be paid an amount up to the statutory limit if the Board so provides.

Roll Call Vote

All Board member expense requests for travel, meals, and/or lodging must be approved by roll call vote at an open meeting of the Board.

Regulation of School District Expenses

The Board regulates the reimbursement of all travel, meal, and lodging expenses in the District by resolution. No later than approval of the annual budget and when necessary, the Superintendent will recommend a maximum allowable reimbursement amount for expenses to be included in the resolution. The recommended amount should be based upon the District's budget and other financial considerations.

Money shall not be advanced or reimbursed, or purchase orders issued for: (1) the expenses of any person except the Board member, (2) anyone's personal expenses, or (3) entertainment expenses. Entertainment includes, but is not limited to, shows, amusements, theaters, circuses, sporting events, or any other place of public or private entertainment or amusement, unless the entertainment is ancillary to the purpose of the program or event.

Exceeding the Maximum Allowable Reimbursement Amount(s)

All requests for expense advancements, reimbursements, and/or purchase orders that exceed the maximum allowable reimbursement amount set by the Board may only be approved by it when:

1. The Board's resolution to regulate expenses allows for such approval;
2. An emergency or other extraordinary circumstance exists; and
3. The request is approved by a roll call vote at an open Board meeting.

Advancements

The Board may advance to its members actual and necessary expenses to be incurred while attending:

1. Meetings sponsored by the Illinois State Board of Education or by the Regional Superintendent of Schools;
2. County or regional meetings and the annual meeting sponsored by any school board association complying with Article 23 of the School Code; and
3. Meetings sponsored by a national organization in the field of public school education.

Expense advancement requests must be submitted to the Superintendent or designee on the Board's standardized estimated expense approval form. After spending expense advancements, Board members must use the Board's standardized expense reimbursement form and submit to the Superintendent: (a) the itemized, signed advancement voucher that was issued, and (b) the amount of actual expenses by attaching receipts. A Board member must return to the District any portion of an

expense advancement not used. If an expense advancement is not requested, expense reimbursements may be issued by the Board to its members for the activities listed in numbers one through three, above, along with registration fees or tuition for a course(s) that allowed compliance with the mandatory trainings described in policy 2:120, *Board Member Development* and other professional development opportunities that are encouraged by the School Code (see the **Reimbursements and Purchase Orders** subhead, below). Expense advancements and vouchers shall be presented to the Board in its regular bill process.

Reimbursements and Purchase Orders

Expense reimbursement is not guaranteed and, when possible, Board members should seek pre-approval of expenses by providing an estimation of expenses on the Board's standardized estimated expense approval form, except in situations when the expense is diminutive. When pre-approval is not sought, Board members must seek reimbursement on the Board's standardized expense reimbursement form. Expense reimbursements and purchase orders shall be presented to the Board in its regular bill process.

Credit and Procurement Cards

Credit and procurement cards shall not be issued to Board members.

Standardized Expense Form(s) Required

All requests for expense advancement, reimbursement, and/or purchase orders in the District must be submitted on the appropriate itemized, signed standardized form(s). The form(s) must show the following information:

1. The amount of the estimated or actual expense, with attached receipts for actual incurred expenses.
2. *The name and office of the Board member who is requesting the expense advancement or reimbursement. Receipts from group functions must include the names, offices, and job titles of all participants.
3. The date(s) of the official business on which the expense advancement or reimbursement will be or was expended.
4. The nature of the official business conducted when the expense advancement or reimbursement will be or was expended.

Types of Official Business for Expense Advancements, Reimbursements, and Purchase Orders

1. Registration. When possible, registration fees will be paid by the District in advance.
2. Travel. The least expensive method of travel will be used, providing that no hardship will be caused to the Board member. Board members will be reimbursed for:
 - a. Air travel at the coach or economy class commercial airline rate. First class or business class air travel will be reimbursed only if emergency circumstances warrant. The emergency circumstances must be explained on the expense form and Board approval of the additional expense is required. Copies of airline tickets must be attached to the expense form.
 - b. Rail or bus travel at actual cost. Rail or bus travel costs may not exceed the cost of coach airfare. Copies of tickets must be attached to the expense form to substantiate amounts.
 - c. Use of personal automobiles at the standard mileage rate approved by the Internal Revenue Service for income tax purposes. The reimbursement may not exceed the cost of

coach airfare. Mileage for use of personal automobiles in trips to and from transportation terminals will also be reimbursed. Toll charges and parking costs will be reimbursed.

- d. Automobile rental costs when the vehicle's use is warranted. The circumstances for such use must be explained on the expense form.
 - e. Taxis, airport limousines, or other local transportation costs.
3. Meals. Meals charged to the School District should represent mid-fare selections for the hotel/meeting facility or general area, consistent with the maximum allowable reimbursement amount set by the Board. Tips are included with meal charges. Expense forms must explain the meal charges incurred. Alcoholic beverages will not be reimbursed.
 4. Lodging. Board members should request conference rate or mid-fare room accommodations. A single room rate will be reimbursed. Board members should pay personal expenses at checkout. If that is impossible, deductions for the charges should be made on the expense form.
 5. Miscellaneous Expenses. Board members may seek reimbursement for other expenses incurred while attending a meeting sponsored by organizations described herein by fully describing the expenses on the expense form, attaching receipts.

LEGAL REF.: 105 ILCS 5/10-20 and 5/10-22.32.
Local Government Travel Expense Control Act, 50 ILCS 150/.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 2:120 (Board Member Development), 2:240 (Board Policy Development), 4:50 (Payment Procedures), 4:55 (Use of Credit and Procurement Cards), 5:60 (Expenses)

ADOPTED:

School Board

Board-Superintendent Relationship

The School Board employs and evaluates the Superintendent and holds him or her responsible for the operation of the District in accordance with Board policies and State and federal law.

The Board-Superintendent relationship is based on mutual respect for their complementary roles. The relationship requires clear communication of expectations regarding the duties and responsibilities of both the Board and Superintendent.

The Board considers the recommendations of the Superintendent as the District's Chief Executive Officer. The Board adopts policies necessary to provide general direction for the District and to encourage achievement of District goals. The Superintendent develops plans, programs, and procedures needed to implement the policies and directs the District's operations.

LEGAL REF.: 105 ILCS 5/10-16.7 and 5/10-21.4.

CROSS REF.: 3:40 (Superintendent)

ADOPTED:

School Board

Communications To and From the Board

The School Board welcomes communications from staff members, parents/guardians, students, and community members. Individuals may submit questions or communications for the School Board's consideration to the Superintendent or may use the electronic link to the Board's email address(es) posted on the District's website.

The Superintendent or designee shall:

1. Ensure that the home page for the District's website contains an active electronic link to the email address(es) for the School Board, and
2. During the Board's regular meetings, report for the Board's consideration all questions or communications submitted through the active electronic link along with the status of the District's response in the Board meeting packet.

If contacted individually, Board members will refer the person to the appropriate level of authority, except in unusual situations. Board members' questions or communications to staff or about programs will be channeled through the Superintendent's office. Board members will not take individual action that might compromise the Board or District. There is no expectation of privacy for any communication sent to the Board or its members, whether sent by letter, email, or other means.

Board Member Use of Electronic Communications

For purposes of this section, *electronic communications* includes, without limitation, electronic mail, electronic chat, instant messaging, texting, and any form of social networking. Electronic communications among a majority or more of a Board-quorum shall not be used for the purpose of discussing District business. Electronic communications among Board members shall be limited to: (1) disseminating information, and (2) messages not involving deliberation, debate, or decision-making. The following list contains examples of permissible electronic communications:

- Agenda item suggestions
- Reminders regarding meeting times, dates, and places
- Board meeting agendas or information concerning agenda items
- Individual emails to community members, subject to the other limitations in this policy

In accordance with the Open Meetings Act and the Oath of Office taken by Board members, individual Board members will not (a) reply to an email on behalf of the entire Board, or (b) engage in the discussion of District business through electronic communications with a majority of a Board-quorum.

LEGAL REF.: 5 ILCS 120/, Open Meetings Act.
50 ILCS 205/20, Local Records Act.

CROSS REF.: 2:220 (School Board Meeting Procedure), 3:30 (Chain of Command), 8:110 (Public Suggestions and Concerns)

ADOPTED:

School Board



Committees

The School Board may establish committees to assist with the Board's governance function and, in some situations, to comply with State law requirements. These committees are known as Board committees and report directly to the Board. Committee members may include both Board members and non-Board members depending on the committee's purpose. The Board President makes all Board committee appointments unless specifically stated otherwise. Board committee meetings shall comply with the Open Meetings Act. A Board committee may not take final action on behalf of the Board – it may only make recommendations to the Board.

Special Board Committees

A special committee may be created for specific purposes or to investigate special issues. A special committee is automatically dissolved after presenting its final report to the Board or at the Board's discretion.

Standing Board Committees

A standing committee is created for an indefinite term although its members will fluctuate. Standing committees are:

1. Board Policy Committee. This committee researches policy issues, and provides information and recommendations to the Board.
2. Parent-Teacher Advisory Committee. This committee assists in the development of student **behavior** policy and procedure, and provides information and recommendations to the Board. Its members are parents/guardians and teachers, and may include persons whose expertise or experience is needed. The committee reviews such issues as administering medication in the schools, reciprocal reporting between the School District and local law enforcement agencies regarding criminal offenses committed by students, student discipline, disruptive classroom behavior, school bus safety procedures, and the dissemination of student conduct information.
3. Behavioral Interventions Committee. This committee develops and monitors procedures for using behavioral interventions in accordance with Board policy 7:230, *Misconduct by Students with Disabilities*, and provides information and recommendations to the Board. At the Board President's discretion, the Parent-Teacher Advisory Committee shall perform the duties assigned to the Behavioral Interventions Committee.

Nothing in this policy limits the authority of the Superintendent or designee to create and use committees that report to him or her or to other staff members.

LEGAL REF.: 5 ILCS 120.
105 ILCS 5/10-20.14 and 5/14-8.05.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers), 2:200 (Types of School Board Meetings), 2:240 (Board Policy Development), 7:190 (Student **Behavior**), 7:230 (Misconduct by Students with Disabilities)

ADOPTED:

School Board

Board Attorney

The School Board may enter into agreements for legal services with one or more attorneys or law firms to be the Board Attorney(s). The Board Attorney represents the School Board in its capacity as the governing body for the School District. The Board Attorney shall not represent another client if the representation involves a concurrent conflict of interest, unless permitted by the Ill. Rules of Professional Conduct adopted by the Ill. Supreme Court. The Board Attorney serves on a retainer or other fee arrangement as determined in advance. The Board Attorney will provide services as described in the agreement for legal services. The District will only pay for legal services that are provided in accordance with the agreement for legal services or are otherwise authorized by this policy or a majority of the Board.

The Superintendent, his or her designee, and Board President, are each authorized to confer with and/or seek the legal advice of the Board Attorney. The Board may authorize a specific member to confer with legal counsel on its behalf.

The Superintendent may authorize the Board Attorney to represent the District in any legal matter until the Board has an opportunity to consider the matter.

The Board retains the right to consult with or employ other attorneys and to terminate the service of any attorney.

LEGAL REF.: Rule 1.7 (Conflict of Interest: Current Clients) and Rule 1.13 (Organization as Client) of the Ill. Rules of Professional Conduct adopted by the Ill. Supreme Court.

CROSS REF.: 4:60 (Purchases and Contracts)

ADOPTED:

School Board

Procurement of Architectural, Engineering, and Land Surveying Services

* The School Board selects architects, engineers, and land surveyors to provide professional services to the District on the basis of demonstrated competence and qualifications, and in accordance with State law.

LEGAL REF.: 40 U.S.C. §541.
50 ILCS 510/, Local Government Professional Services Selection Act.
105 ILCS 5/10-20.21.
Shively v. Belleville Twp. High Sch. Dist. 201, 329 Ill.App.3d 1156 (5th Dist. 2002), *appeal denied*.

ADOPTED:

School Board

Types of School Board Meetings

General

For all meetings of the School Board and its committees, the Superintendent or designee shall satisfy all notice and posting requirements contained herein as well as in the Open Meetings Act. This shall include mailing meeting notifications to news media that have officially requested them and to others as approved by the Board. Unless otherwise specified, all meetings are held in the Academic Resource Center at 301 S Wabena Ave. Board policy 2:220, *School Board Meeting Procedure*, governs meeting quorum requirements.

The Superintendent is designated on behalf of the Board and each Board committee to receive the training on compliance with the Open Meetings Act that is required by Section 1.05(a) of that Act. The Superintendent may identify other employees to receive the training. In addition, each Board member must complete a course of training on the Open Meetings Act as required by Section 1.05(b) or (c) of that Act.

Regular Meetings

The Board announces the time and place for its regular meetings at the beginning of each fiscal year. The Superintendent shall prepare and make available the calendar of regular Board meetings. The regular meeting calendar may be changed with 10 days' notice in accordance with State law.

A meeting agenda shall be posted at the District's main office and the Board's meeting room, or other location where the meeting is to be held, at least 48 hours before the meeting.

Closed Meetings

The Board and Board committees may meet in a closed meeting to consider the following subjects:

1. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with [the Open Meetings Act]. 5 ILCS 120/2(c)(1), amended by P.A. 101-459.
2. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).
3. The selection of a person to fill a public office, as defined in the Open Meetings Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance. 5 ILCS 120/2(c)(3).

4. Evidence or testimony presented in open hearing, or in closed hearing where specifically authorized by law, to a quasi-adjudicative body, as defined in the Open Meetings Act, provided that the body prepares and makes available for public inspection a written decision setting forth its determinative reasoning. 5 ILCS 120/2(c)(4).
5. The purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5 ILCS 120/2(c)(5).
6. The setting of a price for sale or lease of property owned by the public body. 5 ILCS 120/2(c)(6).
7. The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
8. Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8).
9. Student disciplinary cases. 5 ILCS 120/2(c)(9).
10. The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
11. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11).
12. The establishment of reserves or settlement of claims as provided in the Local Governmental and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced, or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the public body or any intergovernmental risk management association or self insurance pool of which the public body is a member. 5 ILCS 120/2(c)(12).
13. Self evaluation, practices and procedures or professional ethics, when meeting with a representative of a statewide association of which the public body is a member. 5 ILCS 120/2(c)(16).
14. Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21).
15. Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(29).

The Board may hold a closed meeting, or close a portion of a meeting, by a majority vote of a quorum, taken at an open meeting. The vote of each Board member present, and the reason for the closed meeting, will be publicly disclosed at the time of the meeting and clearly stated in the motion and the meeting minutes.

A single motion calling for a series of closed meetings may be adopted when such meetings will involve the same particular matters and are scheduled to be held within three months of the vote.

No final Board action will be taken at a closed meeting.

Reconvened or Rescheduled Meetings

A meeting may be rescheduled or reconvened. Public notice of a rescheduled or reconvened meeting shall be given in the same manner as that for a special meeting, except that no public notice is required when the original meeting is open to the public and: (1) is to be reconvened within 24 hours, or (2) an announcement of the time and place of the reconvened meeting was made at the original meeting and there is no change in the agenda.

Special Meetings

Special meetings may be called by the President or by any three members of the Board by giving notice thereof, in writing, stating the time, place, and purpose of the meeting to remaining Board members by mail at least 48 hours before the meeting, or by personal service at least 24 hours before the meeting.

Public notice of a special meeting is given by posting a notice at the District's main office at least 48 hours before the meeting and by notifying the news media that have filed a written request for notice. A meeting agenda shall accompany the notice.

All matters discussed by the Board at any special meeting must be related to a subject on the meeting agenda.

Emergency Meetings

Public notice of emergency meetings shall be given as soon as practical, but in any event, before the meeting to news media that have filed a written request for notice.

Posting on the District Website

In addition to the other notices specified in this policy, the Superintendent or designee shall post the following on the District website: (1) the annual schedule of regular meetings, which shall remain posted until the Board approves a new schedule of regular meetings; (2) a public notice of all Board meetings; and (3) the agenda for each meeting which shall remain posted until the meeting is concluded.

LEGAL REF.: 5 ILCS 120/, Open Meetings Act.
5 ILCS 140/, Freedom of Information Act.
105 ILCS 5/10-6 and 5/10-16.

CROSS REF.: 2:110 (Qualifications Term, and Duties of Board Officers), 2:120 (Board Member Development), 2:210 (Organizational School Board Meetings), 2:220 (School Board Meeting Procedure), 2:230 (Public Participation at School Board Meetings and Petitions to the Board), 6:235 (Access to Electronic Networks)

ADOPTED:

School Board

Organizational School Board Meeting

During a March meeting in odd-numbered years, the School Board establishes a date for its organizational meeting to be held sometime after the election authority canvasses the vote, but within 28 days after the consolidated election. The consolidated election is held on the first Tuesday in April of odd-numbered years. If, however, that date conflicts with the celebration of Passover, the consolidated election is postponed to the first Tuesday following the last day of Passover. At the organizational meeting the following shall occur:

1. Each successful candidate, before taking his or her seat on the Board, shall take the oath of office as provided in Board policy 2:80, *Board Member Oath and Conduct*.
2. The new Board members shall be seated.
3. The Board shall elect its officers, who assume office immediately upon their election.
4. The Board shall fix a time and date for its regular meetings.

LEGAL REF.: 10 ILCS 5/2A-1 et seq.
105 ILCS 5/10-5, 5/10-16, and 5/10-16.5.

CROSS REF.: 2:30 (School District Elections), 2:110 (Qualifications, Term, and Duties of Board Officers), 2:200 (Types of School Board Meetings), 2:220 (School Board Meeting Procedure), 2:230 (Public Participation at School Board Meetings and Petitions to the Board)

ADOPTED:

School Board

School Board Meeting Procedure

Agenda

The School Board President is responsible for focusing the Board meeting agendas on appropriate content. The Superintendent shall prepare agendas in consultation with the Board President. The President shall designate a portion of the agenda as a consent agenda for those items that usually do not require extensive discussion before Board action. Upon the request of any Board member, an item will be withdrawn from the consent agenda and placed on the regular agenda for independent consideration.

Each Board meeting agenda shall contain the general subject matter of any item that will be the subject of final action at the meeting. Any Board member may submit suggested agenda items to the Board President for his or her consideration for an upcoming meeting. District residents may suggest inclusions for the agenda. The Board will take final action only on items contained in the posted agenda; items not on the agenda may still be discussed.

The Superintendent shall provide a copy of the agenda, with adequate data and background information, to each Board member at least 48 hours before each meeting, except a meeting held in the event of an emergency. The meeting agenda shall be posted in accordance with Board policy 2:200, *Types of School Board Meetings*.

The Board President shall determine the order of business at regular Board meetings. Upon consent of a majority of members present, the order of business at any meeting may be changed.

Voting Method

Unless otherwise provided by law, when a vote is taken upon any measure before the Board, with a quorum being present, a majority of the votes cast shall determine its outcome. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, is counted for the purposes of determining whether a quorum is present. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, however, is not counted in determining whether a measure has been passed by the Board, unless otherwise stated in law.

On all questions involving the expenditure of money and on all questions involving the closing of a meeting to the public, a roll call vote shall be taken and entered in the Board’s minutes. An individual Board member may request that a roll call vote be taken on any other matter; the President or other presiding officer may approve or deny the request but a denial is subject to being overturned by a majority vote of the members present.

Minutes

The Board Secretary shall keep written minutes of all Board meetings (whether open or closed), which shall be signed by the President and the Secretary. The minutes include:

1. The meeting’s date, time, and place;
2. Board members recorded as either present or absent;
3. A summary of the discussion on all matters proposed, deliberated, or decided, and a record of any votes taken;
4. On all matters requiring a roll call vote, a record of who voted *yea* and *nay*;
5. If the meeting is adjourned to another date, the time and place of the adjourned meeting;

6. The vote of each member present when a vote is taken to hold a closed meeting or portion of a meeting, and the reason for the closed meeting with a citation to the specific exception contained in the Open Meetings Act authorizing the closed meeting;
7. A record of all motions, including individuals making and seconding motions;
8. Upon request by a Board member, a record of how he or she voted on a particular motion; and
9. The type of meeting, including any notices and, if a reconvened meeting, the original meeting's date.

The minutes shall be submitted to the Board for approval or modification at its next regularly scheduled open meeting. Minutes for open meetings must be approved within 30 days after the meeting or at the second subsequent regular meeting, whichever is later.

At least semi-annually in an open meeting, the Board: (1) reviews minutes from all closed meetings that are currently unavailable for public release, and (2) decides which, if any, no longer require confidential treatment and are available for public inspection. The Board may meet in a prior closed session to review the minutes from closed meetings that are currently unavailable for public release.

The Board's meeting minutes must be submitted to the Board Treasurer at such times as the Treasurer may require.

The official minutes are in the custody of the Board Secretary. Open meeting minutes are available for inspection during regular office hours within 10 days after the Board's approval; they may be inspected in the District's main office, in the presence of the Secretary, the Superintendent or designee, or any Board member.

Minutes from closed meetings are likewise available, but only if the Board has released them for public inspection, except that Board members may access closed session minutes not yet released for public inspection (1) in the District's administrative offices or their official storage location, and (2) in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member. The minutes, whether reviewed by members of the public or the Board, shall not be removed from the District's administrative offices or their official storage location except by vote of the Board or by court order.

The Board's open meeting minutes shall be posted on the District website within ten days after the Board approves them; the minutes will remain posted for at least 60 days.

Verbatim Record of Closed Meetings

The Superintendent, or the Board Secretary when the Superintendent is absent, shall audio record all closed meetings. If neither is present, the Board President or presiding officer shall assume this responsibility. After the closed meeting, the person making the audio recording shall label the recording with the date and store it in a secure location. The Superintendent shall ensure that: (1) an audio recording device and all necessary accompanying items are available to the Board for every closed meeting, and (2) a secure location for storing closed meeting audio recordings is maintained within the District's administrative offices or their official storage location.

After 18 months have passed since being made, the audio recording of a closed meeting is destroyed provided the Board approved: (1) its destruction, and (2) minutes of the particular closed meeting.

Individual Board members may access verbatim recordings in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member. Access to the verbatim recordings is available at the District's administrative offices or the verbatim recording's official storage location. Requests shall be made to the Superintendent or Board President. While a Board member is listening to a verbatim recording, it shall not be re-recorded or removed from the District's main office or official storage location, except by vote of the Board or by court order.

Before making such requests, Board members should consider whether such requests are germane to their responsibilities, service to District, and/or Oath of Office in policy 2:80, *Board Member Oath and Conduct*. In the interest of encouraging free and open expression by Board members during closed meetings, the recordings of closed meetings should not be used by Board members to confirm or dispute the accuracy of recollections.

Quorum and Participation by Audio or Video Means

A quorum of the Board must be physically present at all Board meetings. A majority of the full membership of the Board constitutes a quorum.

Provided a quorum is physically present, a Board member may attend a meeting by video or audio conference if he or she is prevented from physically attending because of: (1) personal illness or disability, (2) employment or District business, or (3) a family or other emergency. If a member wishes to attend a meeting by video or audio means, he or she must notify the recording secretary or Superintendent at least 24 hours before the meeting unless advance notice is impractical. The recording secretary or Superintendent will inform the Board President and make appropriate arrangements. A Board member who attends a meeting by audio or video means, as provided in this policy, may participate in all aspects of the Board meeting including voting on any item.

Rules of Order

Unless State law or Board-adopted rules apply, the Board President, as the presiding officer, will use Robert's Rules of Order, Newly Revised (11th Edition), as a guide when a question arises concerning procedure.

Broadcasting and Recording Board Meetings

Any person may record or broadcast an open Board meeting. Special requests to facilitate recording or broadcasting an open Board meeting, such as seating, writing surfaces, lighting, and access to electrical power, should be directed to the Superintendent at least 24 hours before the meeting.

Recording meetings shall not distract or disturb Board members, other meeting participants, or members of the public. The Board President may designate a location for recording equipment, may restrict the movements of individuals who are using recording equipment, or may take such other steps as are deemed necessary to preserve decorum and facilitate the meeting.

LEGAL REF.: 5 ILCS 120/2a, 120/2.02, 120/2.05, and 120/2.06.
105 ILCS 5/10-6, 5/10-7, 5/10-12, and 5/10-16.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:200 (Types of School Board Meetings), 2:150 (Committees), 2:210 (Organizational School Board Meeting), 2:230 (Public Participation at School Board Meetings and Petitions to the Board)

ADOPTED:

School Board

Public Participation at School Board Meetings and Petitions to the Board

For an overall minimum of 30 minutes during each regular and special open meeting, any person may comment to or ask questions of the Board (*public participation*), subject to the reasonable constraints established and recorded in this policy's guidelines below. During public participation, there will be a 20-minute minimum total length of time for any one subject. When public participation takes less time than these minimums, it shall end.

To preserve sufficient time for the Board to conduct its business, any person appearing before the Board is expected to follow these guidelines:

1. Address the Board only at the appropriate time as indicated on the agenda and when recognized by the Board President.
2. Identify oneself and be brief. Ordinarily, the time for any one person to address the Board during public participation shall be limited to five minutes. In unusual circumstances, and when an individual has made a request to speak for a longer period of time, the person may be allowed to speak for more than five minutes.
3. Observe, when necessary and appropriate, the:
 - a. Shortening of the time for each person to address the Board during public participation to conserve time and give the maximum number of people an opportunity to speak;
 - b. Expansion of the overall minimum of 30 minutes for public participation and/or the 20-minute minimum total length of time for any one subject; and/or
 - c. Determination of procedural matters regarding public participation not otherwise covered in Board policy.
4. Conduct oneself with respect and civility toward others and otherwise abide by Board policy 8:30, *Visitors to and Conduct on School Property*.

Petitions or written correspondence to the Board shall be presented to the Board in the next regular Board packet.


LEGAL REF.: 5 ILCS 120/2.06, Open Meetings Act.
105 ILCS 5/10-6 and 5/10-16.

CROSS REF.: 2:220 (School Board Meeting Procedure), 8:10 (Connection with the Community), 8:30 (Visitors to and Conduct on School Property)

ADOPTED:

School Board

Board Policy Development

 The School Board governs using written policies. Written policies ensure legal compliance, establish Board processes, articulate District ends, delegate authority, and define operating limits. Board policies also provide the basis for monitoring progress toward District ends.

Policy Development

Anyone may propose new policies, changes to existing policies, or deletion of existing policies. Staff suggestions should be processed through the Superintendent. Suggestions from all others should be made to the Board President or the Superintendent.

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

The Superintendent is responsible for: (1) providing relevant policy information and data to the Board, (2) notifying those who will implement or be affected by or required to implement a proposed policy and obtaining their advice and suggestions, and (3) having policy recommendations drafted into written form for Board deliberation. The Superintendent shall seek the counsel of the Board 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 when: (1) appropriate for a consent agenda because no Board discussion is required, or (2) necessary or prudent in order to meet emergency or special conditions or to be legally compliant. Further Board consideration will be given at a subsequent meeting(s) and after opportunity for community input. The adoption of a policy will serve to supersede all previously adopted policies on the same topic.

The Board policies are available for public inspection in the District's main office during regular office hours. Copy requests should be made pursuant to Board policy 2:250, *Access to District Public Records*.

Board Policy Review and Monitoring

The Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required. The Board may use an annual policy review and monitoring calendar.

Superintendent Implementation

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

In the absence of Board 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 except those provisions that are controlled 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), 2:250 (Access to District Public Records), 3:40 (Superintendent)

ADOPTED:

School Board

Access to District Public Records

Full access to the District's *public records* is available to any person as provided in the Illinois Freedom of Information Act (FOIA), this policy, and implementing procedures. The Superintendent or designee shall: (1) provide the Board with sufficient information and data to permit the Board to monitor the District's compliance with FOIA and this policy, and (2) report any FOIA requests during the Board's regular meetings along with the status of the District's response.

Freedom of Information Officer

The **Director of Community Relations** shall serve as the District's Freedom of Information Officer and assumes all the duties and powers of that office as provided in FOIA and this policy.

Definition

The District's *public records* are defined as records, reports, forms, writings, letters, memoranda, books, papers, maps, photographs, microfilms, cards, tapes, recordings, electronic data processing records, electronic communications, recorded information and all other documentary material pertaining to the transaction of public business, regardless of physical form or characteristics, having been prepared by or for, or having been or being used by, received by, in the possession of, or under the control of the School District.

Requesting Records

A request for inspection and/or copies of public records must be made in writing and may be submitted by personal delivery, mail, telefax, or email directed to the District's Freedom of Information Officer. Individuals making a request are not required to state a reason for the request other than to identify when the request is for a commercial purpose or when requesting a fee waiver. The Superintendent or designee shall instruct District employees to immediately forward any request for inspection and copying of a public record to the District's Freedom of Information Officer or designee.

Responding to Requests

The Freedom of Information Officer shall approve all requests for public records unless:

1. The requested material does not exist;
2. The requested material is exempt from inspection and copying by the Freedom of Information Act; or
3. Complying with the request would be unduly burdensome.

Within five business days after receipt of a request for access to a public record, the Freedom of Information Officer shall comply with or deny the request, unless the time for response is extended as specified in Section 3 of FOIA. The Freedom of Information Officer may extend the time for a response for up to five business days from the original due date. If an extension is needed, the Freedom of Information Officer shall: (1) notify the person making the request of the reason for the extension, and (2) either inform the person of the date on which a response will be made, or agree with the person in writing on a compliance period.

The time periods are extended for responding to requests for records made for a *commercial purpose*, requests by a *recurrent requester*, or *voluminous requests*, as those terms are defined in Section 2 of FOIA. The time periods for responding to those requests are governed by Sections 3.1, 3.2, and 3.6 of FOIA.

When responding to a request for a record containing both exempt and non-exempt material, the Freedom of Information Officer shall redact exempt material from the record before complying with the request.

Fees

Persons making a request for copies of public records must pay any and all applicable fees. The Freedom of Information Officer shall establish a fee schedule that complies with FOIA and this policy and is subject to the Board's review. The fee schedule shall include copying fees and all other fees to the maximum extent they are permitted by FOIA, including without limitation, search and review fees for responding to a request for a *commercial purpose* and fees, costs, and personnel hours in connection with responding to a *voluminous request*.

Copying fees, except when fixed by statute, shall be reasonably calculated to reimburse the District's actual cost for reproducing and certifying public records and for the use, by any person, of its equipment to copy records. In no case shall the copying fees exceed the maximum fees permitted by FOIA. If the District's actual copying costs are equal to or greater than the maximum fees permitted by FOIA, the Freedom of Information Officer is authorized to use FOIA's maximum fees as the District's fees. No copying fees shall be charged for: (1) the first 50 pages of black and white, letter or legal sized copies, or (2) electronic copies other than the actual cost of the recording medium, except if the response is to a *voluminous request*, as defined in FOIA.

A fee reduction is available if the request qualifies under Section 6 of FOIA. The Freedom of Information Officer shall set the amount of the reduction taking into consideration the amount of material requested and the cost of copying it.

Provision of Copies and Access to Records

A public record that is the subject of an approved access request will be available for inspection or copying at the District's administrative office during regular business hours, unless other arrangements are made by the Freedom of Information Officer.

Many public records are immediately available from the District's website including, but not limited to, the process for requesting a public record. The Freedom of Information Officer shall direct a requester to the District's website if a requested record is available there. If the requester is unable to reasonably access the record online, he or she may resubmit the request for the record, stating his or her inability to reasonably access the record online, and the District shall make the requested record available for inspection and copying as otherwise provided in this policy.

Preserving Public Records

Public records, including email messages, shall be preserved and cataloged if: (1) they are evidence of the District's organization, function, policies, procedures, or activities, (2) they contain informational data appropriate for preservation, (3) their retention is required by State or federal law, or (4) they are subject to a retention request by the Board Attorney (e.g., a litigation hold), District auditor, or other individual authorized by the School Board or State or federal law to make such a request. Unless its retention is required as described in items numbered 3 or 4 above, a public record, as defined by the Illinois Local Records Act, may be destroyed when authorized by the Local Records Commission.


LEGAL REF.: 5 ILCS 140/, Illinois Freedom of Information Act.
105 ILCS 5/10-16 and 5/24A-7.1.
820 ILCS 40/11.
820 ILCS 130/5.

CROSS REF.: 2:140 (Communications To and From the Board), 5:150 (Personnel Records),
7:340 (Student Records)

ADOPTED:

School Board

Uniform Grievance Procedure

 A student, parent/guardian, employee, or community member should notify any District Complaint Manager if he or she believes that the School Board, its employees, or its agents have violated his or her rights guaranteed by the State or federal Constitution, State or federal statute, or Board **policy**, or have a complaint regarding any one of the following:

1. Title II of the Americans with Disabilities Act
2. Title IX of the Education Amendments of 1972
3. Section 504 of the Rehabilitation Act of 1973
4. Title VI of the Civil Rights Act, 42 U.S.C. §2000d et seq.
5. Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. §2000e et seq.
6. Sexual harassment (State Officials and Employees Ethics **Act**, Illinois Human Rights Act, Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972)
7. Breastfeeding accommodations for students, 105 ILCS 5/10-20.60
8. Bullying, 105 ILCS 5/27-23.7
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, 820 ILCS 180
12. Illinois Equal Pay Act of 2003, 820 ILCS 112
13. Provision of services to homeless students
14. Illinois Whistleblower Act, 740 ILCS 174/
15. Misuse of genetic information (Illinois Genetic Information Privacy Act (GIPA), 410 ILCS 513/ and Titles I and II of the Genetic Information Nondiscrimination Act (GINA), 42 U.S.C. §2000ff et seq.
16. Employee Credit Privacy Act, 820 ILCS 70/

The Complaint Manager will first attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy may forego any informal suggestions and/or attempts to resolve it and may proceed directly to this grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parents/guardians); this includes mediation.

Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of a complaint filed under this policy shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

Deadlines

All deadlines under this policy may be extended by the Complaint Manager as he or she deems appropriate. As used in this policy, *school business days* means days on which the District's main office is open.

Filing a Complaint

A person (hereinafter Complainant) who wishes to avail him or herself of this grievance procedure may do so by filing a complaint with any District Complaint Manager. The Complainant shall not be required to file a complaint with a particular Complaint Manager and may request a Complaint Manager of the same gender. The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with a student's parent(s)/guardian(s). The Complaint Manager shall assist the Complainant as needed.

For any complaint alleging bullying and/or cyberbullying of students, the Complaint Manager shall process and review the complaint according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy. For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy 2:260, *Uniform Grievance Procedure*.

Investigation

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. If the Complainant is a student under 18 years of age, the Complaint Manager will notify his or her parent(s)/guardian(s) that they may attend any investigatory meetings in which their child is involved. The complaint and identity of the Complainant will not be disclosed except: (1) as required by law or this policy, (2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant.

The identity of any student witnesses will not be disclosed except: (1) as required by law or any collective bargaining agreement, (2) as necessary to fully investigate the complaint, or (3) as authorized by the parent/guardian of the student witness, or by the student if the student is 18 years of age or older.

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days of the date the complaint was filed, the Complaint Manager shall file a written report of his or her findings with the Superintendent. The Complaint Manager may request an extension of time.

The Superintendent will keep the Board informed of all complaints.

If a complaint contains allegations involving the Superintendent or Board member(s), the written report shall be filed directly with the Board, which will make a decision in accordance with paragraph four of the following section of this policy.

Decision and Appeal

Within five school business days after receiving the Complaint Manager's report, the Superintendent shall mail his or her written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager. All decisions shall be based upon the *preponderance of evidence* standard.

Within 10 school business days after receiving the Superintendent's decision, the Complainant or the accused may appeal the decision to the Board by making a written request to the Complaint Manager.

The Complaint Manager shall promptly forward all materials relative to the complaint and appeal to the Board.

Within 30 school business days, the Board shall affirm, reverse, or amend the Superintendent's decision or direct the Superintendent to gather additional information. Within five school business days of the Board's decision, the Superintendent shall inform the Complainant and the accused of the Board's action.

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall mail its written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager.

This policy shall not be construed to create an independent right to a hearing before the Superintendent or Board. The failure to strictly follow the timelines in this grievance procedure shall not prejudice any party.

Appointing a Nondiscrimination Coordinator and Complaint Managers

The Superintendent shall appoint a Nondiscrimination Coordinator to manage the District's efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

The Superintendent shall appoint at least one Complaint Manager to administer the complaint process in this policy. If possible, the Superintendent will appoint two Complaint Managers, one of each gender. The District's Nondiscrimination Coordinator may be appointed as one of the Complaint Managers.

The Superintendent shall insert into this policy and keep current the names, addresses, and telephone numbers of the Nondiscrimination Coordinator and the Complaint Managers.

Nondiscrimination Coordinator:

John Troy, Asst. Superintendent
Name
26655 W Eames St Channahon, IL 60410
Address
jtroy@mchs.net
Email
(815) 521- 4294
Telephone

Complaint Managers:

Dr. Janel Grzetich
Name
26655 W Eames St Channahon, IL 60410
Address
jgrzetich@mchs.net
Email
(815) 521-4001
Telephone

Joe Pacetti
Name
26655 W Eames St Channahon, IL 60410
Address
jpacetti@mchs.net
Email
(815) 467-2140
Telephone

LEGAL REF.: Age Discrimination in Employment Act, 29 U.S.C. §621 et seq.
Americans With Disabilities Act, 42 U.S.C. §12101 et seq.
Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. §2000e et seq.
Equal Pay Act, 29 U.S.C. §206(d).
Genetic Information Nondiscrimination Act, 42 U.S.C. §2000ff et seq.
Immigration Reform and Control Act, 8 U.S.C. §1324a et seq.
McKinney-Vento Homeless Assistance Act, 42 U.S.C. §11431 et seq.
Rehabilitation Act of 1973, 29 U.S.C. §791 et seq.
Title VI of the Civil Rights Act, 42 U.S.C. §2000d et seq.
Title IX of the Education Amendments, 20 U.S.C. §1681 et seq.
State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a).
105 ILCS 5/2-3.8, 5/3-10, 5/10-20.7a, 5/10-20.60, 5/10-22.5, 5/22-19, 5/24-4, 5/27-1, 5/27-23.7, and 45/1-15.
Illinois Genetic Information Privacy Act, 410 ILCS 513/.
Illinois Whistleblower Act, 740 ILCS 174/.
Illinois Human Rights Act, 775 ILCS 5/.
Victims' Economic Security and Safety Act, 820 ILCS 180/, 56 Ill.Admin.Code Part 280.
Equal Pay Act of 2003, 820 ILCS 112/.
Employee Credit Privacy Act, 820 ILCS 70/.
23 Ill.Admin.Code §§1.240 and 200.40.

CROSS REF.: 2:105 (Ethics and Gift Ban), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

ADOPTED:

Compare Results

Old File:

**Pages from Draft Manual 1.16.20-3 Section 3
MCHS.pdf**

9 pages (791 KB)
3/10/2020 4:41:12 PM

versus

New File:

**Pages from Draft Manual 1.16.20-3 Section 3
No Ex No Wtrmrk.pdf**

7 pages (30 KB)
3/10/2020 8:38:21 AM

Total Changes

51

Text only comparison

Content

23 Replacements
13 Insertions
15 Deletions

Styling and Annotations

0 Styling
0 Annotations

[Go to First Change \(page 1\)](#)

General School Administration

Goals and Objectives

The Superintendent directs the administration in order to manage the School District and to facilitate the implementation of a quality educational program in alignment with School Board policy 1:30, *School District Philosophy*. Specific goals and objectives are to:

1. Provide educational expertise.
2. Plan, organize, implement, and evaluate educational programs that will provide for students' mastery of the Illinois Learning Standards.
3. Meet or exceed student performance and academic improvement goals established by the Board.
4. Develop and maintain channels for communication between the school and community.
5. Develop an administrative procedures manual and handbooks for personnel and students that are in alignment with Board policy.
6. Manage the District's fiscal and business activities to ensure financial health, cost-effectiveness, and protection of the District's assets.
7. Provide for the proper use, reasonable care, and appropriate maintenance of the District's real and personal property, including buildings, equipment, and supplies.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-21.4, and 5/10-21.4a.

CROSS REF.: 1:30 (School District Philosophy), 2:20 (Powers and Duties of the School Board; Indemnification), 2:130 (Board Superintendent Relationship), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:60 (Administrative Responsibility of the Building Principal), 6:10 (Educational Philosophy and Objectives)

ADOPTED:

General School Administration

Chain of Command

The Superintendent shall develop an organizational chart indicating the channels of authority and reporting relationships for school personnel. These channels should be followed, and no level should be bypassed except in unusual situations.

All personnel should refer matters requiring administrative action to the responsible administrator, and may appeal a decision to a higher administrative officer. Whenever possible, each employee should be responsible to only one immediate supervisor. When this is not possible, the division of responsibility must be clear.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:140 (Communications To and From the Board), 3:70 (Succession of Authority), 8:110 (Public Suggestions and Concerns)

ADOPTED:

General School Administration

Superintendent

Duties and Authority

The Superintendent is the District's executive officer and is responsible for the administration and management of the District schools in accordance with School Board policies and directives, and State and federal law. District management duties include, without limitation, preparing, submitting, publishing, and posting reports and notifications as required by State and federal law. The Superintendent is authorized to develop administrative procedures and take other action as needed to implement Board policy and otherwise fulfill his or her responsibilities. The Superintendent may delegate to other District staff members the exercise of any powers and the discharge of any duties imposed upon the Superintendent by Board policies or by Board vote. The delegation of power or duty, however, shall not relieve the Superintendent of responsibility for the action that was delegated.

Qualifications

The Superintendent must be of good character and of unquestionable morals and integrity. The Superintendent shall have the experience and the skills necessary to work effectively with the Board, District employees, students, and the community. The Superintendent must have and maintain a Professional Educator License with a superintendent endorsement issued by the Illinois State Educator Preparation and Licensure Board.

Evaluation

The Board will evaluate, at least annually, the Superintendent's performance and effectiveness, using standards and objectives developed by the Superintendent and Board that are consistent with the Board's policies and the Superintendent's contract. A specific time should be designated for a formal evaluation session with all Board members present. The evaluation should include a discussion of professional strengths as well as performance areas needing improvement.

The Superintendent shall annually present evidence of professional growth through attendance at educational conferences, in-service training, or similar continuing education pursuits.

Compensation and Benefits

The Board and the Superintendent shall enter into an employment agreement that conforms to Board policy and State law. This contract shall govern the employment relationship between the Board and the Superintendent. The terms of the Superintendent's employment agreement, when in conflict with this policy, will control.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-20.47, 5/10-21.4, 5/10-23.8, 5/21B-20, 5/21B-25, 5/24-11, and 5/24A-3.
23 Ill.Admin.Code §§1.310, 1.705, and 29.130.

CROSS REF: 2:20 (Powers and Duties of the School Board; Indemnification), 2:130 (Board-Superintendent Relationship), 2:240 (Board Policy Development), 3:10 (Goals and Objectives)

ADOPTED:

General School Administration

Administrative Personnel Other Than the Superintendent

Duties and Authority

The School Board establishes District administrative and supervisory positions in accordance with the District's needs and State law. This policy applies to all administrators other than the Superintendent, including without limitation, Building Principals. The general duties and authority of each administrative or supervisory position are approved by the Board, upon the Superintendent's recommendation, and contained in the respective position's job description. In the event of a conflict, State law and/or the administrator's employment agreement shall control.

Qualifications

All administrative personnel shall be appropriately licensed and shall meet all applicable requirements contained in State law and Illinois State Board of Education rules.

Evaluation

The Superintendent or designee shall evaluate all administrative personnel and make employment and salary recommendations to the Board.

Administrators shall annually present evidence to the Superintendent of professional growth through attendance at educational conferences, additional schooling, in-service training, and Illinois Administrators' Academy courses, or through other means as approved by the Superintendent.

Administrative Work Year

The work year for administrators shall be the same as the District's fiscal year, July 1 through June 30, unless otherwise stated in the employment agreement. In addition to legal holidays, administrators shall have vacation periods as approved by the Superintendent. All administrators shall be available for work when their services are necessary.

Compensation and Benefits

The Board and each administrator shall enter into an employment agreement that complies with Board policy and State law. The terms of an individual employment contract, when in conflict with this policy, will control.

The Board will consider the Superintendent's recommendations when setting compensation for individual administrators. These recommendations should be presented to the Board no later than the March Board meeting or at such earlier time that will allow the Board to consider contract renewal and nonrenewal issues.

Unless stated otherwise in individual employment contracts, all benefits and leaves of absence available to teaching personnel are available to administrative personnel.

LEGAL REF: 105 ILCS 5/10-21.4a, 5/10-23.8a, 5/10-23.8b, 5/21B, and 5/24A.
23 Ill.Admin.Code §§1.310, 1.705, and 50.300; and Parts 25 and 29.

CROSS REF: 3:60 (Administrative Responsibility of the Building Principal), 5:30 (Hiring Process and Criteria), 5:250 (Leaves of Absence)

ADOPTED:

General School Administration

Administrative Responsibility of the Building Principal

Duties and Authority

The School Board, upon the recommendation of the Superintendent, employs Building Principals as the chief administrators and instructional leaders of their assigned schools, and may employ Assistant Principals. The primary responsibility of a Building Principal is the improvement of instruction. Each Building Principal shall perform all duties as described in State law as well as such other duties as specified in his or her employment agreement or as the Superintendent may assign, that are consistent with the Building Principal's education and training. Each Building Principal and Assistant Principal shall complete State law requirements to be a prequalified evaluator before conducting an evaluation of a teacher or assistant principal.

Evaluation Plan

The Superintendent or designee shall implement an evaluation plan for Principals and Assistant Principals that complies with Section 24A-15 of the School Code and relevant Illinois State Board of Education rules. Using that plan, the Superintendent or designee shall evaluate each Building Principal and Assistant Principal. The Superintendent or designee may conduct additional evaluations.

Qualifications and Other Terms and Conditions of Employment

Qualifications and other terms and conditions of employment are found in Board policy 3:50, *Administrative Personnel Other Than the Superintendent*.

LEGAL REF.: 10 ILCS 5/4-6.2.
105 ILCS 5/2-3.53a, 5/10-20.14, 5/10-21.4a, 5/10-23.8a, 5/10-23.8b, and 5/24A-15.
105 ILCS 127/.
23 Ill.Admin.Code Parts 35 and 50, Subpart D.

CROSS REF.: 3:50 (Administrative Personnel Other Than the Superintendent), 5:250 (Leaves of Absence)

ADOPTED:

General School Administration

Succession of Authority

If the Superintendent, Building Principal, or other administrator is temporarily unavailable, the succession of authority and responsibility of the respective office shall follow a succession plan, developed by the Superintendent and submitted to the School Board.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 3:30 (Chain of Command)

ADOPTED:

Compare Results

Old File:

**Pages from Draft Manual 1.16.20-4 Section 4
MCHS.pdf**

47 pages (2.98 MB)
3/10/2020 4:42:32 PM

versus

New File:

**Pages from Draft Manual 1.16.20-4 Section 4
No Ex No Wtrmrk.pdf**

41 pages (186 KB)
3/10/2020 8:40:16 AM

Total Changes

257

Text only comparison

Content

121 Replacements
82 Insertions
54 Deletions

Styling and Annotations

0 Styling
0 Annotations

[Go to First Change \(page 1\)](#)

Operational Services

Fiscal and Business Management

The Superintendent is responsible for the School District's fiscal and business management. This responsibility includes annually preparing and presenting the District's statement of affairs to the School Board and publishing it before December 1 as required by State law.

The Superintendent shall ensure the efficient and cost-effective operation of the District's business management using computers, computer software, data management, communication systems, and electronic networks, including electronic mail, the Internet, and security systems. Each person using the District's electronic network shall complete an *Authorization for Access to the District's Electronic Network*.

Budget Planning

The District's fiscal year is from July 1 until June 30. The Superintendent shall present to the Board, during a regular Board meeting in August, a tentative budget with appropriate explanation. This budget shall represent the culmination of an ongoing process of planning for the fiscal support needed for the District's educational program. The District's budget shall be entered upon the Illinois State Board of Education's *School District Budget Form*. To the extent possible, the tentative budget shall be balanced as defined by the State Board of Education guidelines. The Superintendent shall complete a tentative deficit reduction plan if one is required by the State Board of Education guidelines.

Preliminary Adoption Procedures

After receiving the Superintendent's proposed budget, the Board sets the date, place, and time for:

1. A public hearing on the proposed budget, and
2. The proposed budget to be available to the public for inspection.

The Board Secretary shall arrange to publish a notice in a local newspaper stating the date, place, and time of the proposed budget's availability for public inspection and the public hearing. The proposed budget shall be available for public inspection at least 30 days before the time of the budget hearing.

At the public hearing, the proposed budget shall be reviewed, and the public shall be invited to comment, question, or advise the Board.

Final Adoption Procedures

The Board adopts a budget before the end of the first quarter of each fiscal year, September 30, or by such alternative procedure as State law may define. To the extent possible, the budget shall be balanced as defined by the State Board of Education; if not balanced, the Board will adopt a deficit reduction plan to balance the District's budget within three years according to State Board of Education requirements.

The Board adopts the budget by roll call vote. The budget resolution shall be incorporated into the meeting's official minutes. Board members' names voting *yea* and *nay* shall be recorded in the minutes.

The Superintendent or designee shall perform each of the following:

1. Post the District's final annual budget, itemized by receipts and expenditures, on the District's Internet website; notify parents/guardians that it is posted and provide the website's address.

2. File a certified copy of the budget resolution and an estimate of revenues by source anticipated to be received in the following fiscal year, certified by the District's Chief Fiscal Officer, with the County Clerk within 30 days of the budget's adoption.
3. Make all preparations necessary for the Board to timely file its Certificate of Tax Levy, including preparations to comply with the Truth in Taxation Act; file the Certificate of Tax Levy with the County Clerk on or before the last Tuesday in December. The Certificate lists the amount of property tax money to be provided for the various funds in the budget.
4. Submit the annual budget, a deficit reduction plan if one is required by State Board of Education guidelines, and other financial information to the State Board of Education according to its requirements.

Any amendments to the budget or Certificate of Tax Levy shall be made as provided in the School Code and Truth in Taxation Act.

Budget Amendments

The Board may amend the budget by the same procedure as provided for in the original adoption.

Implementation

The Superintendent or designee shall implement the District's budget and provide the Board with a monthly financial report that includes all deficit fund balances. The amount budgeted as the expenditure in each fund is the maximum amount that may be expended for that category, except when a transfer of funds is authorized by the Board.

The Board shall act on all interfund loans, interfund transfers, transfers within funds, and transfers from the working cash fund or abatements of it, if one exists.

LEGAL REF.: 35 ILCS 200/18-55 et seq.
105 ILCS 5/10-17, 5/10-22.33, 5/17-1, 5/17-1.2, 5/17-2A, 5/17-3.2, 5/17-11, 5/20-5, 5/20-8, and 5/20-10.
23 Ill.Admin.Code Part 100.

CROSS REF.: 4:40 (Incurring Debt), 6:235 (Access to Electronic Networks)

ADOPTED:

Operational Services

Identity Protection

*The collection, storage, use, and disclosure of social security numbers by the School District shall be consistent with State and federal laws. The goals for managing the District's collection, storage, use, and disclosure of social security numbers are to:

1. Limit all activities involving social security numbers to those circumstances that are authorized by State or federal law.
2. Protect each social security number collected or maintained by the District from unauthorized disclosure.

The Superintendent is responsible for ensuring that the District complies with the Identity Protection Act, 5 ILCS 179/. Compliance measures shall include each of the following:

1. All employees having access to social security numbers in the course of performing their duties shall be trained to protect the confidentiality of social security numbers. Training should include instructions on the proper handling of information containing social security numbers from the time of collection through the destruction of the information.
2. Only employees who are required to use or handle information or documents that contain social security numbers shall have access to such information or documents.
3. Social security numbers requested from an individual shall be provided in a manner that makes the social security number easily redacted if the record is required to be released as part of a public records request.
4. When collecting a social security number or upon request by an individual, a statement of the purpose(s) for which the District is collecting and using the social security number shall be provided. The stated reason for collection of the social security number must be relevant to the documented purpose.
5. All employees must be advised of this policy's existence, and a copy of the policy must be made available to each employee. The policy must also be made available to any member of the public, upon request.
6. If this policy is amended, employees will be advised of the existence of the amended policy and a copy of the amended policy will be made available to each employee.

No District employee shall collect, store, use, or disclose an individual's social security number unless specifically authorized by the Superintendent. This policy shall not be interpreted as a guarantee of the confidentiality of social security numbers and/or other personal information. The District will use best efforts to comply with this policy, but this policy should not be construed to convey any rights to protection of information not otherwise afforded by law.

Treatment of Personally Identifiable Information Under Grant Awards

The Superintendent ensures that the District takes reasonable measures to safeguard: (1) *protected personally identifiable information*, (2) other information that a federal awarding agency, pass-through agency or State awarding agency designates as sensitive, such as *personally identifiable information* (PII) and (3) information that the District considers to be sensitive consistent with applicable laws regarding privacy and confidentiality (collectively, *sensitive information*), when

administering federal grant awards and State grant awards governed by the Grant Accountability and Transparency Act (30 ILCS 708/).

The Superintendent shall establish procedures for the identification, handling, storage, access, disposal and overall confidentiality of sensitive information. The Superintendent shall ensure that employees and contractors responsible for the administration of a federal or State award for the District receive regular training in the safeguarding of sensitive information. Employees mishandling sensitive information are subject to discipline, up to and including dismissal.

LEGAL REF.: 2 C.F.R. §200.303(e).
5 ILCS 179/, Identity Protection Act.
30 ILCS 708/, Grant Accountability and Transparency Act
50 ILCS 205/3, Local Records Act.
105 ILCS 10/, Illinois School Student Records Act.

CROSS REF: 2:250 (Access to District Public Records), 5:150 (Personnel Records), 7:340 (Student Records)

ADOPTED:

Operational Services

Fund Balances

* The Superintendent or designee shall maintain fund balances adequate to ensure the District's ability to maintain levels of service and pay its obligations in a prompt manner in spite of unforeseen events or unexpected expenses. The Superintendent or designee shall inform the Board whenever it should discuss drawing upon its reserves or borrowing money.

The School District seeks to maintain a year-end fund balance to revenue ratio of no less than 15-20 percent, as calculated under the Ill. State Board of Education's *School District Financial Profile*.

CROSS REF.: 4:10 (Fiscal and Business Management), 4:80 (Accounting and Audits)

ADOPTED:

Operational Services

Revenue and Investments

Revenue

The Superintendent or designee is responsible for making all claims for property tax revenue, State Aid, special State funds for specific programs, federal funds, and categorical grants.

Investments

The Superintendent shall either appoint a Chief Investment Officer or serve as one. The Chief Investment Officer shall invest money that is not required for current operations, in accordance with this policy and State law.

The Chief Investment Officer and Superintendent shall use the standard of prudence when making investment decisions. They shall use the judgment and care, under circumstances then prevailing, that persons of prudence, discretion, and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the safety of their capital as well as its probable income.

Investment Objectives

The objectives for the School District's investment activities are:

1. Safety of Principal - Every investment is made with safety as the primary and over-riding concern. Each investment transaction shall ensure that capital loss, whether from credit or market risk, is avoided.
2. Liquidity - The investment portfolio shall provide sufficient liquidity to pay District obligations as they become due. In this regard, the maturity and marketability of investments shall be considered.
3. Rate of Return - The highest return on investments is sought, consistent with the preservation of principal and prudent investment principles.
4. Diversification - The investment portfolio is diversified as to materials and investments, as appropriate to the nature, purpose, and amount of the funds.

Authorized Investments

The Chief Investment Officer may invest District funds in one or more of the following:

1. Bonds, notes, certificates of indebtedness, treasury bills, or other securities now or hereafter issued, that are guaranteed by the full faith and credit of the United States of America as to principal and interest.
2. Bonds, notes, debentures, or other similar obligations of the United States of America, its agencies, and its instrumentalities.

The term "agencies of the United States of America" includes: (a) the federal land banks, federal intermediate credit banks, banks for cooperative, federal farm credit banks, or any other entity authorized to issue debt obligations under the Farm Credit Act of 1971 and Acts amendatory thereto, (b) the federal home loan banks and the federal home loan mortgage corporation, and (c) any other agency created by Act of Congress.

3. Interest-bearing savings accounts, interest-bearing certificates of deposit or interest-bearing time deposits or any other investments constituting direct obligations of any bank as defined by the Illinois Banking Act.
4. Obligations of corporations organized in the United States with assets exceeding \$500,000,000 if: (a) such obligations are rated at the time of purchase at one of the three highest classifications established by at least two standard rating services and that mature not later than three years from the date of purchase, (b) such purchases do not exceed 10% of the corporation's outstanding obligations, and (c) no more than one-third of the District's funds may be invested in short term obligations of corporations.
5. Money market mutual funds registered under the Investment Company Act of 1940, provided that the portfolio of any such money market mutual fund is limited to obligations described in paragraph (1) or (2) and to agreements to repurchase such obligations.
6. Interest-bearing bonds of any county, township, city, village, incorporated town, municipal corporation, school district, the State of Illinois, any other state, or any political subdivision or agency of the State of Illinois or any other state, whether the interest earned is taxable or tax-exempt under federal law. The bonds shall be (a) registered in the name of the municipality, county, or other governmental unit, or held under a custodial agreement at a bank, and (b) rated at the time of purchase within the four highest general classifications established by a rating service of nationally recognized expertise in rating bonds of states and their political subdivisions.
7. Short term discount obligations of the Federal National Mortgage Association or in shares or other forms of securities legally issuable by savings banks or savings and loan associations incorporated under the laws of this State or any other state or under the laws of the United States. Investments may be made only in those savings banks or savings and loan associations, the shares, or investment certificates that are insured by the Federal Deposit Insurance Corporation. Any such securities may be purchased at the offering or market price thereof at the time of such purchase. All such securities so purchased shall mature or be redeemable on a date or dates prior to the time when, in the judgment of the Chief Investment Officer, the public funds so invested will be required for expenditure by the District or its governing authority.
8. Dividend-bearing share accounts, share certificate accounts, or class of share accounts of a credit union chartered under the laws of this State or the laws of the United States; provided, however, the principle office of any such credit union must be located within the State of Illinois. Investments may be made only in those credit unions the accounts of which are insured by applicable law.
9. A Public Treasurers' Investment Pool created under Section 17 of the State Treasurer Act. The District may also invest any public funds in a fund managed, operated, and administered by a bank, subsidiary of a bank, or subsidiary of a bank holding company or use the services of such an entity to hold and invest or advise regarding the investment of any public funds.
10. The Illinois School District Liquid Asset Fund Plus.
11. Repurchase agreements of government securities having the meaning set out in the Government Securities Act of 1986, as now or hereafter amended or succeeded, subject to the provisions of said Act and the regulations issued there under. The government securities, unless registered or inscribed in the name of the District, shall be purchased through banks or trust companies authorized to do business in the State of Illinois.

Except for repurchase agreements of government securities that are subject to the Government Securities Act of 1986, as now or hereafter amended or succeeded, the District may not purchase or invest in instruments that constitute repurchase agreements, and no financial institution may enter into such an agreement with or on behalf of the District unless the instrument and the transaction meet all of the following requirements:

- a. The securities, unless registered or inscribed in the name of the District, are purchased through banks or trust companies authorized to do business in the State of Illinois.
- b. The Chief Investment Officer, after ascertaining which firm will give the most favorable rate of interest, directs the custodial bank to “purchase” specified securities from a designated institution. The “custodial bank” is the bank or trust company, or agency of government, that acts for the District in connection with repurchase agreements involving the investment of funds by the District. The State Treasurer may act as custodial bank for public agencies executing repurchase agreements.
- c. A custodial bank must be a member bank of the Federal Reserve System or maintain accounts with member banks. All transfers of book-entry securities must be accomplished on a Reserve Bank’s computer records through a member bank of the Federal Reserve System. These securities must be credited to the District on the records of the custodial bank and the transaction must be confirmed in writing to the District by the custodial bank.
- d. Trading partners shall be limited to banks or trust companies authorized to do business in the State of Illinois or to registered primary reporting dealers.
- e. The security interest must be perfected.
- f. The District enters into a written master repurchase agreement that outlines the basic responsibilities and liabilities of both buyer and seller.
- g. Agreements shall be for periods of 330 days or less.
- h. The Chief Investment Officer informs the custodial bank in writing of the maturity details of the repurchase agreement.
- i. The custodial bank must take delivery of and maintain the securities in its custody for the account of the District and confirm the transaction in writing to the District. The custodial undertaking shall provide that the custodian takes possession of the securities exclusively for the District; that the securities are free of any claims against the trading partner; and that any claims by the custodian are subordinate to the District’s claims to rights to those securities.
- j. The obligations purchased by the District may only be sold or presented for redemption or payment by the fiscal agent bank or trust company holding the obligations upon the written instruction of the Chief Investment Officer.
- k. The custodial bank shall be liable to the District for any monetary loss suffered by the District due to the failure of the custodial bank to take and maintain possession of such securities.

12. Any investment as authorized by the Public Funds Investment Act, and Acts amendatory thereto. Paragraph 11 supersedes paragraphs 1-10 and controls in the event of conflict.

Except as provided herein, investments may be made only in banks, savings banks, savings and loan associations, or credit unions that are insured by the Federal Deposit Insurance Corporation or other approved share insurer.

The Chief Investment Officer and Superintendent shall regularly consider material, relevant, and decision-useful sustainability factors in evaluating investment decisions, within the bounds of financial and fiduciary prudence. Such factors include, but are not limited to: (1) corporate governance and leadership factors, (2) environmental factors, (3) social capital factors, (4) human capital factors, and (5) business model and innovation factors, as provided under the Ill. Sustainable Investing Act, 30 ILCS 238/.

Selection of Depositories, Investment Managers, Dealers, and Brokers

The Chief Investment Officer shall establish a list of authorized depositories, investment managers, dealers and brokers based upon the creditworthiness, reputation, minimum capital requirements, qualifications under State law, as well as a long history of dealing with public fund entities. The Board will review and approve the list at least annually.

In order to be an authorized depository, each institution must submit copies of the last two sworn statements of resources and liabilities or reports of examination that the institution is required to furnish to the appropriate State or federal agency. Each institution designated as a depository shall, while acting as such depository, furnish the District with a copy of all statements of resources and liabilities or all reports of examination that it is required to furnish to the appropriate State or federal agency.

The above eligibility requirements of a bank to receive or hold public deposits do not apply to investments in an interest-bearing savings account, interest-bearing certificate of deposit, or interest-bearing time deposit if: (1) the District initiates the investment at or through a bank located in Illinois, and (2) the invested public funds are at all times fully insured by an agency or instrumentality of the federal government.

The District may consider a financial institution's record and current level of financial commitment to its local community when deciding whether to deposit funds in that financial institution. The District may consider factors including:

1. For financial institutions subject to the federal Community Reinvestment Act of 1977, the current and historical ratings that the financial institution has received, to the extent that those ratings are publicly available, under the federal Community Reinvestment Act of 1977;
2. Any changes in ownership, management, policies, or practices of the financial institution that may affect the level of the financial institution's commitment to its community;
3. The financial impact that the withdrawal or denial of District deposits might have on the financial institution;
4. The financial impact to the District as a result of withdrawing public funds or refusing to deposit additional public funds in the financial institution; and
5. Any additional burden on the District's resources that might result from ceasing to maintain deposits of public funds at the financial institution under consideration.

Collateral Requirements

All amounts deposited or invested with financial institutions in excess of any insurance limit shall be collateralized in accordance with the Public Funds Investment Act, 30 ILCS 235/. The Superintendent or designee shall keep the Board informed of collateral agreements.

Safekeeping and Custody Arrangements

The preferred method for safekeeping is to have securities registered in the District's name and held by a third-party custodian. Safekeeping practices should qualify for the Governmental Accounting Standards Board Statement No. 3, Deposits with Financial Institutions, Investments (including Repurchase Agreements), and Reverse Repurchase Agreements, Category I, the highest recognized safekeeping procedures.

Controls and Report

The Chief Investment Officer shall establish a system of internal controls and written operational procedures to prevent losses arising from fraud, employee error, misrepresentation by third parties, or imprudent employee action.

The Chief Investment Officer shall provide a quarterly investment report to the Board. The report will: (1) assess whether the investment portfolio is meeting the District's investment objectives, (2) identify each security by class or type, book value, income earned, and market value, (3) identify those institutions providing investment services to the District, and (4) include any other relevant information. The investment portfolio's performance shall be measured by appropriate and creditable industry standards for the investment type.

The Board will determine, after receiving the Superintendent's recommendation, which fund is in most need of interest income and the Superintendent shall execute a transfer. This provision does not apply when the use of interest earned on a particular fund is restricted.

Ethics and Conflicts of Interest

The Board and District officials will avoid any investment transaction or practice that in appearance or fact might impair public confidence. Board members are bound by the Board policy 2:100, *Board Member Conflict of Interest*. No District employee having influence on the District's investment decisions shall:

1. Have any interest, directly or indirectly, in any investments in which the District is authorized to invest,
2. Have any interest, directly or indirectly, in the sellers, sponsors, or managers of those investments, or
3. Receive, in any manner, compensation of any kind from any investments in that the agency is authorized to invest.

LEGAL REF.: 30 ILCS 235/, Public Funds Investment Act.
30 ILCS 238/, Ill. Sustainable Investing Act.
105 ILCS 5/8-7, 5/10-22.44, 5/17-1, and 5/17-11.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 4:10 (Fiscal and Business Management), 4:80 (Accounting and Audits)

ADOPTED:

Operational Services

Incurring Debt

* The Superintendent shall provide early notice to the School Board of the District's need to borrow money. The Superintendent or designee shall prepare all documents and notices necessary for the Board, at its discretion, to: (1) issue State Aid Anticipation Certificates, tax anticipation warrants, working cash fund bonds, bonds, notes, and other evidence of indebtedness, or (2) establish a line of credit with a bank or other financial institution. The Superintendent shall notify the State Board of Education before the District issues any form of long-term or short-term debt that will result in outstanding debt that exceeds 75% of the debt limit specified in State law.

Bond Issue Obligations

In connection with the Board's issuance of bonds, the Superintendent shall be responsible for ensuring the District's compliance with federal securities laws, including the anti-fraud provisions of the Securities Act of 1933, as amended and, if applicable, the continuing disclosure obligations under Rule 15c2-12 of the Securities Exchange Act of 1934, as amended.

Additionally, in connection with the Board's issuance of bonds, the interest on which is excludable from *gross income* for federal income tax purposes, or which enable the District or bond holder to receive other federal tax benefits, the Board authorizes the Superintendent to establish written procedures for post-issuance compliance monitoring for such bonds to protect their tax-exempt (or tax-advantaged) status.

The Board may contract with outside professionals, such as bond counsel and/or a qualified financial consulting firm, to assist it in meeting the requirements of this subsection.

LEGAL REF.: Securities Act of 1933, 15 U.S.C. §77a et seq.
 Securities Exchange Act of 1934, 15 U.S.C. §78a et seq.
 17 C.F.R. §240.15c2-12.
 Bond Authorization Act, 30 ILCS 305/2.
 Bond Issue Notification Act, 30 ILCS 352/1.
 Local Government Debt Reform Act, 30 ILCS 350/.
 Tax Anticipation Note Act, 50 ILCS 420/.
 105 ILCS 5/17-16, 5/17-17, 5/18-18, and 5/19-1 et seq.

CROSS REF.: 4:10 (Fiscal and Business Management)

ADOPTED:

Operational Services

Insufficient Fund Checks and Debt Recovery

Insufficient Fund Checks

The Superintendent or designee is responsible for collecting up to the maximum fee authorized by State law for returned checks written to the District that are not honored upon presentation to the respective bank or other depository institution for any reason. The Superintendent is authorized to contact the Board Attorney whenever necessary to collect the returned check amount, fee, collection costs and expenses, and interest.

Delinquent Debt Recovery

The Superintendent is authorized to seek collection of delinquent debt owed the District to the fullest extent of the law.

A Local Debt Recovery Program may be available through the Illinois Office of the Comptroller (IOC) in the future. To participate in it, an intergovernmental agreement (IGA) between the District and the IOC must be in existence. The IGA establishes the terms under which the District may refer a delinquent debt to the IOC for an offset (deduction). The IOC may execute an offset, in the amount of the delinquent debt owed to the District, from a future payment that the State makes to an individual or entity responsible for paying the delinquent debt.

The Superintendent or designee shall execute the requirements of the IGA. While executing the requirements of the IGA, the Superintendent or designee is responsible, without limitation, for each of the following:

1. Providing a District-wide, uniform, method of notice and due process to the individual or entity against whom a claim for delinquent debt payment (*claim*) is made. Written notice and an opportunity to be heard must be given to the individual or entity responsible for paying a delinquent debt before the claim is certified to the IOC for offset. The notice must state the claim's amount, the reason for the amount due, the claim's date or time period, and a description of the process to challenge the claim. If reimbursable meals or snacks provided under the Hunger-Free Students' Bill of Rights Act are the basis of the District's delinquent debt claim of no less than \$500, the notice must be sent to a student's parent(s)/guardian(s) only after: (a) the student owes the District more than five meals and/or snacks; (b) the Superintendent or designee made: (i) repeated contacts to collect the amounts owed, and (ii) reasonable efforts to collect the amount due for at least one year; and (c) the District requested the student's parent(s)/guardian(s) to apply for meal benefits pursuant to policy 4:130, *Free and Reduced-Price Food Services*, and they either: (i) did not qualify, or (ii) refused to apply.
2. An individual or entity challenging a claim shall be provided an informal proceeding to refute the claim's existence, amount, or current collectability; the decision following this proceeding shall be reviewable.
 - a. If a waiver of student fees is requested as a challenge to paying the claim, and the waiver of student fees is denied, an appeal of the denial of a fee waiver request shall be handled according to 4:140, *Waiver of Student Fees*. If no waiver of student fees is requested, reviews regarding payment of the claim shall be handled according to this policy before certification to the IOC for offset.

- b. If application for meal benefits pursuant to policy 4:130, *Free and Reduced-Price Food Services*, is requested as a challenge to paying the claim, and the request is denied, an appeal of the denial of the request shall be handled according to 4:130, *Free and Reduced-Price Food Services*. If no request for meal benefits is received, review of the claim's payment shall be handled according to this policy before certification to the IOC for offset.
3. Certifying to the IOC that the debt is past due and legally enforceable, and notifying the IOC of any change in the status of an offset claim for delinquent debt.
4. Responding to requests for information from the IOC to facilitate the prompt resolution of any administrative review requests received by the IOC.

LEGAL REF.: 15 ILCS 405/10.05 and 10.05d.
105 ILCS 123/, Hunger-Free Students' Bill of Rights Act.
810 ILCS 5/3-806.

ADOPTED:

Operational Services

Payment Procedures

*The Treasurer shall prepare a list of all due and payable bills, indicating vendor name and amount, and shall present it to the School Board in advance of the Board's first regular monthly meeting or, if necessary, a special meeting. These bills are reviewed by the Board, after which they may be approved for payment by Board order. Approval of all bills shall be given by a roll call vote and the votes shall be recorded in the minutes. The Treasurer shall pay the bills after receiving a Board order or pertinent portions of the Board minutes, even if the minutes are unapproved, provided the order or minutes are signed by the Board President and Secretary, or a majority of the Board.

The Treasurer is authorized, without further Board approval, to pay Social Security taxes, wages, pension contributions, utility bills, and other recurring bills. These disbursements shall be included in the listing of bills presented to the Board.

The Board authorizes the Superintendent or designee to establish revolving funds and a petty cash fund system for school cafeterias, lunchrooms, athletics, or similar purposes, provided such funds are maintained in accordance with Board policy 4:80, *Accounting and Audits*, and remain in the custody of an employee who is properly bonded according to State law.

LEGAL REF.: 105 ILCS 5/8-16, 5/10-7, and 5/10-20.19.
23 Ill.Admin.Code §100.70.

CROSS REF.: 4:55 (Use of Credit and Procurement Cards), 4:60 (Purchases and Contracts),
4:80 (Accounting and Audits)

ADOPTED:

Operational Services

Use of Credit and Procurement Cards

*The Superintendent and employees designated by the Superintendent are authorized to use District credit and procurement cards to simplify the acquisition, receipt, and payment of purchases and travel expenses incurred on the District's behalf. Credit and procurement cards shall only be used for those expenses that are for the District's benefit and serve a valid and proper public purpose; they shall not be used for personal purchases. Cardholders are responsible for exercising due care and judgment and for acting in the District's best interests.

The Superintendent or designee shall manage the use of District credit and procurement cards by employees. It is the Board's responsibility, through the audit and approval process, to determine whether District credit and procurement card use by the Superintendent is appropriate.

In addition to the other limitations contained in this and other Board policies, District credit and procurement cards are governed by the following restrictions:

1. Credit and/or procurement cards may only be used to pay certain job-related expenses or to make purchases on behalf of the Board or District or any student activity fund, or for purposes that would otherwise be addressed through a conventional revolving fund.
2. The Superintendent or designee shall instruct the issuing bank to block the cards' use at unapproved merchants.
3. Each cardholder, other than the Superintendent, may charge no more than \$500 in a single purchase and no more than \$1000 within a given month without prior authorization from the Superintendent.
4. The Superintendent or designee must approve the use of a District credit or procurement card whenever such use is by telephone, fax, and the Internet. Permission shall be withheld when the use violates any Board policy, is from a vendor whose reputation has not been verified, or would be more expensive than if another available payment method were used.
5. The consequences for unauthorized purchases include, but are not limited to, reimbursing the District for the purchase amount, loss of cardholding privileges, and, if made by an employee, discipline up to and including discharge.
6. All cardholders must sign a statement affirming that they are familiar with this policy.
7. The Superintendent shall implement a process whereby all purchases using a District credit or procurement card are reviewed and approved by someone other than the cardholder or someone under the cardholder's supervision.
8. Cardholders must submit the original, itemized receipt to document all purchases.
9. No individual may use a District credit or procurement card to make purchases in a manner contrary to State law, including, but not limited to, the bidding and other purchasing requirements in 105 ILCS 5/10-20.21, or any Board policy.
10. The Superintendent or designee shall account for any financial or material reward or rebate offered by the company or institution issuing the District credit or procurement card and shall ensure that it is used for the District's benefit.

LEGAL REF.: 105 ILCS 5/10-20.21.
23 Ill.Admin.Code §100.70(d).

CROSS REF.: 4:50 (Payment Procedures), 4:60 (Purchases and Contracts), 4:80 (Accounting and Audits), 4:90 (Activity Funds), 5:60 (Expenses)

 **ADOPTED:**

Operational Services

Purchases and Contracts

The Superintendent shall manage the District's purchases and contracts in accordance with State law, the standards set forth in this policy, and other applicable School Board policies.

Standards for Purchasing and Contracting

All purchases and contracts shall be entered into in accordance with State law. The Board Attorney shall be consulted as needed regarding the legal requirements for purchases or contracts. All contracts shall be approved or authorized by the Board.

All purchases and contracts should support a recognized District function or purpose as well as provide for good quality products and services at the lowest cost, with consideration for service, reliability, and delivery promptness, and in compliance with State law. No purchase or contract shall be made or entered into as a result of favoritism, extravagance, fraud, or corruption.

Adoption of the annual budget authorizes the Superintendent or designee to purchase budgeted supplies, equipment, and services, provided that State law is followed. Purchases of items outside budget parameters require prior Board approval, except in an emergency.

When presenting a contract or purchase for Board approval, the Superintendent or designee shall ensure that it complies with applicable State law, including but not limited to, those specified below:

1. Supplies, materials, or work involving an expenditure in excess of \$25,000 must comply with the State law bidding procedure, 105 ILCS 5/10-20.21, unless specifically exempted.
2. Construction, lease, or purchase of school buildings must comply with State law and Board policy 4:150, *Facility Management and Building Programs*.
3. Guaranteed energy savings must comply with 105 ILCS 5/19b-1 *et seq.*
4. Third party non-instructional services must comply with 105 ILCS 5/10-22.34c.
5. Goods and services that are intended to generate revenue and other remunerations for the District in excess of \$1,000, including without limitation vending machine contracts, sports and other attire, class rings, and photographic services, must comply with 105 ILCS 5/10-20.21(b-5). The Superintendent or designee shall keep a record of: (1) each vendor, product, or service provided, (2) the actual net revenue and non-monetary remuneration from each contract or agreement, and (3) how the revenue was used and to whom the non-monetary remuneration was distributed. The Superintendent or designee shall report this information to the Board by completing the necessary forms that must be attached to the District's annual budget.
6. Any contract to purchase food with a bidder or offeror must comply with 105 ILCS 5/10-20.21(b-10).
7. The purchase of paper and paper products must comply with 105 ILCS 5/10-20.19c and Board policy 4:70, *Resource Conservation*.
8. Each contractor with the District is bound by each of the following:
 - a. In accordance with 105 ILCS 5/10-21.9(f): (1) prohibit any of its employees who is or was found guilty of a criminal offense listed in 105 ILCS 5/10-21.9(c) and 5/21B-80(c) to have direct, daily contact at a District school or school-related activity with one or more student(s); (2) prohibits any of the contractor's employees from having direct, daily contact with one or more students if the employee was found guilty of any offense in 5/21B-80(b) (certain drug offenses) until seven years following the end of the employee's

sentence for the criminal offense; and (3) require each of its employees who will have direct, daily contact with student(s) to cooperate during the District's fingerprint-based criminal history records check on him or her.

- b. In accordance with 105 ILCS 5/24-5: (1) concerning each new employee of a contractor that provides services to students or in schools, provide the District with evidence of physical fitness to perform the duties assigned and freedom from communicable disease if the employee will have direct, daily contact with one or more student(s); and (2) require any new or existing employee who has and will have direct, daily contact with one or more student(s) to complete additional health examinations as required by the District and be subject to additional health examinations, including tuberculosis screening, as required by the Ill. Department of Public Health rules or order of a local health official.

The Superintendent or designee shall: (1) execute the reporting and website posting mandates in State law concerning District contracts, and (2) monitor the discharge of contracts, contractors' performances, and the quality and value of services or products being provided.

LEGAL REF.: 105 ILCS 5/10-20.19c, 5/10-20.21, 5/10-21.9, 5/10-22.34c, 5/19b-1 et seq., and 5/24-5.
820 ILCS 130/.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 4:70 (Resource Conservation), 4:150 (Facility Management and Building Programs), 4:175 (Convicted Child Sex Offender; Screening; Notifications)

ADOPTED:

Operational Services

Resource Conservation

The Superintendent or designee shall manage a program of energy and resource conservation for the District that includes:

1. Periodic review of procurement procedures and specifications to ensure that purchased products and supplies are reusable, durable, or made from recycled materials, if economically and practically feasible.
2. Purchasing recycled paper and paper products in amounts that will, at a minimum, meet the specifications in the School Code, if economically and practically feasible.
3. Periodic review of procedures on the reduction of solid waste generated by academic, administrative, and other institutional functions. These procedures shall: (a) require recycling the District's waste stream, including landscape waste, computer paper, and white office paper, if economically and practically feasible; (b) include investigation of the feasibility of potential markets for other recyclable materials that are present in the District's waste stream; and (c) be designed to achieve, before July 1, 2020, at least a 50% reduction in the amount of solid waste that is generated by the District.
4. Adherence to energy conservation measures.

LEGAL REF.: 105 ILCS 5/10-20.19c.

CROSS REF.: 4:60 (Purchases and Contracts), 4:150 (Facility Management and Building Programs)

ADOPTED:

Operational Services

Accounting and Audits

The School District's accounting and audit services shall comply with the *Requirements for Accounting, Budgeting, Financial Reporting, and Auditing*, as adopted by the III. State Board of Education (ISBE), State and federal laws and regulations, and generally accepted accounting principles. Determination of liabilities and assets, prioritization of expenditures of governmental funds, and provisions for accounting disclosures shall be made in accordance with government accounting standards as directed by the auditor designated by the Board. The Superintendent, in addition to other assigned financial responsibilities, shall report monthly on the District's financial performance, both income and expense, in relation to the financial plan represented in the budget.

Annual Audit

At the close of each fiscal year, the Superintendent shall arrange an audit of the District funds, accounts, statements, and other financial matters. The audit shall be performed by an independent certified public accountant designated by the Board and be conducted in conformance with prescribed standards and legal requirements. A complete and detailed written audit report shall be provided to each Board member and to the Superintendent. The Superintendent shall annually, on or before October 15, submit an original and one copy of the audit to the Regional Superintendent of Schools.

Annual Financial Report

The Superintendent or designee shall annually prepare and submit the Annual Financial Report on a timely basis using the form adopted by the ISBE. The Superintendent shall review and discuss the Annual Financial Report with the Board before it is submitted.

Inventories

The Superintendent or designee is responsible for establishing and maintaining accurate inventory records. The inventory record of supplies and equipment shall include a description of each item, quantity, location, purchase date, and cost or estimated replacement cost, unless the supplies and equipment are acquired by the District pursuant to a federal or State grant award, in which case the inventory record shall also include the information required by 2 C.F.R. 200.313, if applicable. The Superintendent shall establish procedures for the management of property acquired by the District under grant awards that comply with federal and State law.

Capitalization Threshold

To be considered a capital asset for financial reporting purposes, a capital item must be at or above a capitalization threshold of \$5,000 and have an estimated useful life greater than one year.

Disposition of District Property

The Superintendent or designee shall notify the Board, as necessary, of the following so that the Board may consider its disposition: (1) District personal property (property other than buildings and land) that is no longer needed for school purposes, and (2) school site, building, or other real estate that is unnecessary, unsuitable, or inconvenient. Notwithstanding the above, the Superintendent or designee may unilaterally dispose of personal property of a diminutive value. The Superintendent shall establish procedures for the disposition of property acquired by the District under grant awards that comply with federal and State law.

Taxable Fringe Benefits

The Superintendent or designee shall: (1) require that all use of District property or equipment by employees is for the District's convenience and best interests unless it is a Board-approved fringe benefit, and (2) ensure compliance with the Internal Revenue Service regulations regarding when to report an employee's personal use of District property or equipment as taxable compensation.

Controls for Revolving Funds and Petty Cash

Revolving funds and the petty cash system are established in Board policy 4:50, *Payment Procedures*. The Superintendent shall: (1) designate a custodian for each revolving fund and petty cash fund, (2) obtain a bond for each fund custodian, and (3) maintain the funds in compliance with this policy, State law, and ISBE rules. A check for the petty cash fund may be drawn payable to the designated petty cash custodian. Each revolving fund shall be maintained in a bank that has been approved by the Board and established in an amount approved by the Superintendent consistent with the annual budget. All expenditures from these bank accounts must be directly related to the purpose for which the account was established and supported with documentation, including signed invoices or receipts. All deposits into these bank accounts must be accompanied with a clear description of their intended purpose. The Superintendent or designee shall include checks written to reimburse revolving funds on the Board's monthly listing of bills indicating the recipient and including an explanation.

Control Requirements for Checks

The Board must approve all bank accounts opened or established in the District's or a District school's name or with the District's Federal Employer Identification Number. All checks issued by the School District must be signed by either the Treasurer or Board President, except that checks from an account containing student activity funds and revolving accounts may be signed by the respective account custodian.

Internal Controls

The Superintendent is primarily responsible for establishing and implementing a system of internal controls for safeguarding the District's financial condition; the Board, however, will oversee these safeguards. The control objectives are to ensure efficient business and financial practices, reliable financial reporting, and compliance with State law and Board policies, and to prevent losses from fraud, waste, and abuse, as well as employee error, misrepresentation by third parties, or other imprudent employee action. The District's system of internal controls shall include the following:

1. All financial transactions must be properly authorized and documented.
2. Financial records and data must be accurate and complete.
3. Accounts payable must be accurate and punctual.
4. District assets must be protected from loss or misuse.
5. Incompatible duties should be segregated, if possible.
6. Accounting records must be periodically reconciled.
7. Equipment and supplies must be safeguarded.
8. Staff members with financial or business responsibilities must be properly trained and supervised, and must perform their responsibilities with utmost care and competence.
9. Any unnecessary weaknesses or financial risks must be promptly corrected.

The Superintendent or designee shall annually audit the District's financial and business operations for compliance with established internal controls and provide the results to the Board. The Board may from time-to-time engage a third-party to audit internal controls in addition to the annual audit.

LEGAL REF.: 2 C.F.R. §200 et seq.
30 ILCS 708/, Grant Accountability and Transparency Act, implemented by 44
Ill.Admin.Code 7000 et seq.
105 ILCS 5/2-3.27, 5/2-3.28, 5/3-7, 5/3-15.1, 5/5-22, 5/10-21.4, 5/10-20.19, 5/10-
22.8, and 5/17-1 et seq.
23 Ill.Admin.Code Part 100.

CROSS REF.: 4:10 (Fiscal and Business Management), 4:50 (Payment Procedures), 4:55 (Use
of Credit and Procurement Cards), 4:90 (Activity Funds)

ADOPTED:

Operational Services

Activity Funds

The School Board, upon the Superintendent or designee's recommendation, establishes student activity funds to be managed by student organizations under the guidance and direction of a staff member for educational, recreational, or cultural purposes.

The Superintendent or designee shall be responsible for supervising student activity funds in accordance with Board policy, 4:80, *Accounting and Audits*; State law; and the Illinois State Board of Education rules for student activity funds. The Board will appoint a treasurer for each fund to serve as the fund's sole custodian and be bonded in accordance with the School Code. The treasurer shall have all of the responsibilities specific to the treasurer listed in the Illinois State Board of Education rules for school activity funds, including the authority to make loans between activity funds.

Unless otherwise instructed by the Board, a student activity fund's balance will carry over to the next fiscal year. An account containing student activity funds that is inactive for 12 consecutive months shall be closed and its funds transferred to another student activity fund or authorized fund with a similar purpose.

LEGAL REF.: 105 ILCS 5/8-2 and 5/10-20.19.
23 Ill.Admin.Code §§100.20 and 100.80.

CROSS REF.: 4:80 (*Accounting and Audits*), 7:325 (*Student Fundraising Activities*)

ADOPTED:

Operational Services

Insurance Management

The Superintendent shall recommend and maintain all insurance programs that provide the broadest and most complete coverage available at the most economical cost, consistent with sound insurance principles.

The insurance program shall include each of the following:

1. Liability coverage to insure against any loss or liability of the School District and the listed individuals against civil rights damage claims and suits, constitutional rights damage claims and suits, and death and bodily injury and property damage claims and suits, including defense costs, when damages are sought for negligent or wrongful acts allegedly committed in the scope of employment or under the Board's direction or related to any mentoring services provided to the District's certified staff members; School Board members; employees; volunteer personnel authorized by 105 ILCS 5/10-22.34, 5/10-22.34a, and 5/10-22.34b; mentors of certified staff members authorized in 105 ILCS 5/21A-5 et seq. (new teacher), 105 ILCS 5/2-3.53a (new principal), and 2-3.53b (new superintendents); and student teachers.
2. Catastrophic accident insurance at the mandated benefit level for student athletes in grades 9 through 12 who sustain an accidental injury while participating in school-sponsored or school-supervised interscholastic athletic events sanctioned by the Ill. High School Association that results in medical expenses in excess of \$50,000.
3. Comprehensive property insurance covering a broad range of causes of loss involving building and personal property. The coverage amount shall normally be for the replacement cost or the insurable value.
4. Workers' Compensation to protect individual employees against financial loss in case of a work-related injury, certain types of disease, or death incurred in an employee-related situation.

Student Insurance

The Board shall annually designate a company to offer student accident insurance coverage. The Board does not endorse the plan nor recommend that parents/guardians secure the coverage, and any contract is between the parent(s)/guardian(s) and the company.

LEGAL REF.: Consolidated Omnibus Budget Reconciliation Act, Pub. L. 99-272, §10001, 100 Stat. 222, 4980B(f) of the I.R.S. Code, 42 U.S.C. §300bb-1 et seq.
 105 ILCS 5/10-20.20, 5/10-22.3, 5/10-22.3a, 5/10-22.3b, 5/10-22.3f, 5/10-22.34, 5/10-22.34a, 5/10-22.34b, and 5/22-15.
 215 ILCS 5/, Ill. Insurance Code.
 750 ILCS 75/, Ill. Religious Freedom Protection and Civil Union Act.
 820 ILCS 305/, Workers' Compensation Act.

ADOPTED:

Operational Services

Transportation

The District shall provide free transportation for any student in the District who resides: (1) at a distance of one and one-half miles or more from his or her assigned school, unless the School Board has certified to the Illinois State Board of Education that adequate public transportation is available, or (2) if adequate public transportation is not available, within one and one-half miles from his or her assigned school where walking to or from school or to or from a pick-up point or bus stop would constitute a *serious safety hazard* due to either (a) vehicular traffic or rail crossing or (b) a course or pattern of criminal activity, as defined in the Ill. Streetgang Terrorism Omnibus Prevention Act, 740 ILCS 147/. The District may provide transportation for other students residing within one and one-half miles from their assigned school. A student's parent(s)/guardian(s) may file a petition with the Board requesting transportation due to the existence of a serious safety hazard. Free transportation service and vehicle adaptation is provided for a special education student if included in the student's individualized educational program. The District may provide transportation to and from school-sponsored activities. Non-public school students shall be transported in accordance with State law. Homeless students shall be transported in accordance with Section 45/1-15 of the Education for Homeless Children Act. Foster care students shall be transported in accordance with Section 6312(c)(5)(B) of the Elementary and Secondary Education Act.

Bus schedules and routes shall be determined by the Transportation Director and shall be altered only with the Transportation Director's approval and direction. In setting the routes, the pick-up and discharge points should be as safe for students as possible.

No school employee may transport students in school or private vehicles unless authorized by the administration.

Every vehicle regularly used for the transportation of students must pass safety inspections in accordance with State law and Illinois Department of Transportation regulations. The strobe light on a school bus may be illuminated only when the bus is actually being used as a school bus and (1) is stopping or stopped for loading or discharging students on a highway outside an urban area, or (2) is bearing one or more students. The Superintendent shall implement procedures in accordance with State law for accepting comment calls about school bus driving.

All contracts for charter bus services must contain the clause prescribed by State law regarding criminal background checks for bus drivers.

Pre-Trip and Post-Trip Vehicle Inspection

The Superintendent or designee shall develop and implement a pre-trip and post-trip inspection procedure to ensure that the school bus driver: (1) tests the two-way radio or cellular radio telecommunication device and ensures that it is functioning properly before the bus is operated, and (2) walks to the rear of the bus before leaving the bus at the end of each route, work shift, or work day, to check the bus for children or other passengers in the bus.

LEGAL REF.: 20 U.S.C. §6312(c)(5)(B), Elementary and Secondary Education Act.
42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.
105 ILCS 5/10-22.22 and 5/29-1 et seq.
105 ILCS 45/1-15 and /1-17.
625 ILCS 5/1-148.3a-5, 5/1-182, 5/11-1414.1, 5/12-813.1, 5/12-815, 5/12-816,
5/12-821, and 5/13-109.
23 Ill.Admin.Code §§1.510 and 226.750; Part 120.
92 Ill.Admin.Code Part 440.

CROSS REF.: 4:170 (Safety), 5:100 (Staff Development Program), 5:120 (Employee Ethics;
Conduct; and Conflict of Interest), 5:280 (Educational Support Personnel -
Duties and Qualifications), 6:140 (Education of Homeless Children), 6:170 (Title
I Programs), 7:220 (Bus Conduct)

ADOPTED:

Operational Services

Food Services

Good nutrition shall be promoted in the District's meal programs and in other food and beverages that are sold to students during the school day. The Superintendent shall manage a food service program that complies with this policy and is in alignment with School Board policy 6:50, *School Wellness*.

Food or beverage items sold to students as part of a reimbursable meal under federal law must follow the nutrition standards specified in the U.S. Dept. of Agriculture rules that implement the National School Lunch and Child Nutrition Acts. Schools being reimbursed for meals under these laws are *participating schools*.

The food service program in participating schools shall comply with the nutrition standards specified in the U.S. Dept. of Agriculture's *Smart Snacks rules* when it offers competitive foods to students on the school campus during the school day. *Competitive foods* are all food and beverages that are offered by any person, organization or entity for sale to students on the school campus during the school day that are not reimbursed under programs authorized by federal law. The food service programs in participating schools shall also comply with any applicable mandates in the Illinois State Board of Education's School Food Service rules implementing these federal laws and the Ill. School Breakfast and Lunch Program Act.

All revenue from the sale of any food or beverages sold in competition with the School Breakfast Program or National School Lunch Program to students in food service areas during the meal period shall accrue to the nonprofit school lunch program account.

LEGAL REF.: Russell B. National School Lunch Act, 42 U.S.C. §1751 et seq.
 Child Nutrition Act of 1966, 42 U.S.C. §1771 et seq.
 7 C.F.R. Parts 210 and 220, Food and Nutrition Service.
 105 ILCS 125/
 23 Ill.Admin.Code Part 305, School Food Service.

CROSS REF.: 4:130 (Free and Reduced-Price Food Services), 6:50 (School Wellness)

ADOPTED:

Operational Services

Free and Reduced-Price Food Services

Notice

The Superintendent shall be responsible for implementing the District's free and reduced-price food services policy and all applicable programs.

Eligibility Criteria and Selection of Children

A student's eligibility for free and reduced-price food services shall be determined by the income eligibility guidelines, family-size income standards, set annually by the U.S. Dept. of Agriculture and distributed by the Ill. State Board of Education.

Notification

At the beginning of each school year, by letter, the District shall notify students and their parents/guardians of: (1) eligibility requirements for free and reduced-price food service; (2) the application process; (3) the name and telephone number of a contact person for the program; and (4) other information required by federal law. The Superintendent shall provide the same information to: (1) informational media, the local unemployment office, and any major area employers contemplating layoffs; and (2) the District's website (if applicable), all school newsletters, or students' registration materials. Parents/guardians enrolling a child in the District for the first time, any time during the school year, shall receive the eligibility information.

Nondiscrimination Assurance

The District shall avoid publicly identifying students receiving free or reduced-price meals and shall use methods for collecting meal payments that prevent identification of children receiving assistance.

Appeal

A family may appeal the District's decision to deny an application for free and reduced-price food services or to terminate such services as outlined by the U.S. Dept. of Agriculture in 7 C.F.R. §245.7, Determining Eligibility for Free and Reduced-Price Meals and Free Milk in Schools. The Superintendent shall establish a hearing procedure for adverse eligibility decisions and provide by mail a copy of them to the family. The District may also use these procedures to challenge a child's continued eligibility for free or reduced-price meals or milk.

During an appeal, students previously receiving food service benefits shall not have their benefits terminated. Students who were denied benefits shall not receive benefits during the appeal.

The Superintendent shall keep on file for a period of three years a record of any appeals made and the hearing record. The District shall also maintain accurate and complete records showing the data and method used to determine the number of eligible students served free and reduced-price food services. These records shall be maintained for three years.

LEGAL REF.: U.S. Dept. of Agriculture, Food and Nutrition Service, National School Lunch Program, 7 C.F.R. Part 210.
U.S. Dept. of Agriculture, Food and Nutrition Service, Determining Eligibility for Free and Reduced-Price Meals and Free Milk in Schools, 7 C.F.R. Part 245.
105 ILCS 125/ and 126/.
23 Ill.Admin.Code §305.10 et seq.

ADOPTED:

Operational Services

Waiver of Student Fees

The Superintendent will recommend to the School Board a schedule of fees, if any, to be charged students for the use of textbooks, consumable materials, extracurricular activities, and other school student fees. Students must also pay for the loss of or damage to school books or other school-owned materials.

Fees for textbooks, other instructional materials, and driver education are waived for students who meet the eligibility criteria for a fee waiver as described in this policy. In order that no student is denied educational services or academic credit due to the inability of parents/guardians to pay student fees, the Superintendent will recommend to the Board which additional fees, if any, the District will waive for students who meet the eligibility criteria for fee waiver. Students receiving a fee waiver are not exempt from charges for lost and damaged books, locks, materials, supplies, and equipment.

Notification

The Superintendent shall ensure that applications for fee waivers are widely available and distributed according to State law and Ill. State Board of Education (ISBE) rule and that provisions for assisting parents/guardians in completing the application are available.

Eligibility Criteria

A student shall be eligible for a fee waiver when the student currently lives in a household that meets the same income guidelines, with the same limits based on household size, that are used for the federal free meals program.

The Superintendent or designee will give additional consideration where one or more of the following factors are present:

- Illness in the family;
- Unusual expenses such as fire, flood, storm damage, etc.;
- Unemployment;
- Emergency situations;
- When one or more of the parents/guardians are involved in a work stoppage.

Verification

The Superintendent or designee must follow the verification requirements of 7 C.F.R. 245.6a when using the free lunch or breakfast eligibility guidelines pursuant to The National School Lunch Act as the basis for waiver of the student's fee(s).

Determination and Appeal

Within 30 calendar days after the receipt of a waiver request, the Superintendent or designee shall mail a notice to the parent/guardian whenever a waiver request is denied. The denial notice shall include: (1) the reason for the denial, (2) the process and timelines for making an appeal, and (3) a statement that the parent/guardian may reapply for a waiver any time during the school year if circumstances change. If the denial is appealed, the District shall follow the procedures for the resolution of appeals as provided in the ISBE rule on waiver of fees.

LEGAL REF.: 105 ILCS 5/10-20.13, 5/10-22.25, 5/27-24.2, and 5/28-19.2.
23 Ill.Admin.Code §1.245 [may contain unenforceable provisions].

CROSS REF.: 4:130 (Free and Reduced-Price Food Services)

ADOPTED:

Operational Services

Facility Management and Building Programs, Including Naming Buildings and Facilities

The Superintendent shall manage the District's facilities and grounds as well as facility construction and building programs in accordance with the law, the standards set forth in this policy, and other applicable School Board policies. The Superintendent or designee shall facilitate: (1) inspections of schools by the Regional Superintendent and State Fire Marshal or designee, (2) review of plans and specifications for future construction or alterations of a school if requested by the relevant municipality, county (if applicable), or fire protection district, and (3) compliance with the 10-year safety survey process required by the School Code.

Standards for Managing Buildings and Grounds

All District buildings and grounds shall be adequately maintained in order to provide an appropriate, safe, and energy efficient physical environment for learning and teaching. The Superintendent or designee shall provide the Board with periodic reports on maintenance data and projected maintenance needs that include cost analysis. Prior Board approval is needed for all renovations or permanent alterations to buildings or grounds when the total cost will exceed \$12,500, including the cost equivalent of staff time. This policy is not intended to discourage efforts to improve the appearance of buildings or grounds that are consistent with the designated use of those buildings and grounds.

Standards for Green Cleaning

For each District school with 50 or more students, the Superintendent or designee shall establish and supervise a green cleaning program that complies with the guidelines established by the Illinois Green Government Coordinating Council.

Standards for Facility Construction and Building Programs

As appropriate, the Board will authorize a comprehensive study to determine the need for facility construction and expansion. On an annual basis, the Superintendent or designee shall provide the Board with projected facility needs, enrollment trends, and other data impacting facility use. Board approval is needed for all new facility construction and expansion.

When making decisions pertaining to design and construction of school facilities, the Board will confer with members of the staff and community, the Ill. State Board of Education, and educational and architectural consultants, as it deems appropriate. The Board's facility goals are to:

1. Integrate facilities planning with other aspects of planning and goal-setting.
2. Base educational specifications for school buildings on identifiable student needs.
3. Design buildings for sufficient flexibility to permit new or modified programs.
4. Design buildings for maximum potential for community use.
5. Meet or exceed all safety requirements.
6. Meet requirements on the accessibility of school facilities to disabled persons as specified in State and federal law.
7. Provide for low maintenance costs, energy efficiency, and minimal environmental impact.

Naming Buildings and Facilities

Recognizing that the name for a school building, facility, or ground or field reflects on its public image, the Board's primary consideration will be to select a name that enhances the credibility and

stature of the school or facility. Any request to name or rename an existing facility should be submitted to the Board. When a facility is to be named or renamed, the Board President will appoint a special committee to consider nominations and make a recommendation, along with supporting rationale, to the Board. The Board will make the final selection. The Superintendent or designee may name a room or designate some area on a school's property in honor of an individual or group that has performed outstanding service to the school without using the process in this policy.

LEGAL REF.: 42 U.S.C. §12101 et seq., Americans with Disabilities Act of 1990, implemented by 28 C.F.R. Parts 35 and 36.
20 ILCS 3130/, Green Buildings Act.
105 ILCS 5/2-3.12, 5/10-20.49, 5/10-22.36, 5/10-20.63, and 5/17-2.11.
105 ILCS 140/, Green Cleaning Schools Act.
105 ILCS 230/, School Construction Law.
410 ILCS 25/, Environmental Barriers Act.
410 ILCS 35/25, Equitable Restrooms Act.
820 ILCS 130/, Prevailing Wage Act.
23 Ill.Admin.Code Part 151, School Construction Program; Part 180, Health/Life Safety Code for Public Schools; and Part 2800, Green Cleaning for Elementary and Secondary Schools.
71 Ill.Admin.Code Part 400, Ill. Accessibility Code.

CROSS REF.: 2:150 (Committees), 2:170 (Procurement of Architectural, Engineering, and Land Surveying Services), 4:60 (Purchases and Contracts), 8:70 (Accommodating Individuals with Disabilities)

ADOPTED:

Operational Services

Environmental Quality of Buildings and Grounds

The Superintendent shall take all reasonable measures to protect: (1) the safety of District personnel, students, and visitors on District premises from risks associated with hazardous materials, and (2) the environmental quality of the District's buildings and grounds. Before pesticides are used on District premises, the Superintendent or designee shall notify employees and parents/guardians of students as required by the Structural Pest Control Act, 225 ILCS 235/, and the Lawn Care Products Application and Notice Act, 415 ILCS 65/.

LEGAL REF.: 29 C.F.R. §1910.1030, Occupational Exposure to Bloodborne Pathogens, as adopted by the Illinois Department of Labor, 56 Ill.Admin.Code §350.700(b).
 29 C.F.R. §1910.1200, Occupational Safety and Health Administration Hazard Communication Standards, as adopted by 820 ILCS 255/1.5, Toxic Substances Disclosure to Employees Act.
 20 ILCS 3130/, Green Buildings Act.
 105 ILCS 5/10-20.17a; 5/10-20.48.
 105 ILCS 135/, Toxic Art Supplies in Schools Act.
 105 ILCS 140/, Green Cleaning School Act.
 225 ILCS 235/, Structural Pest Control Act.
 415 ILCS 65/, Lawn Care Products Application and Notice Act.
 820 ILCS 255/, Toxic Substances Disclosure to Employees Act. (*inoperative*)
 23 Ill.Admin.Code §1.330.

CROSS REF.: 4:150 (Facility Management and Building Programs), 4:170 (Safety)

ADOPTED:

Operational Services

Safety

Safety and Security


All District operations, including the education program, shall be conducted in a manner that will promote the safety and security of everyone on District property or at a District event. The Superintendent or designee shall develop, implement, and maintain a comprehensive safety and security plan that includes, without limitation:

1. An emergency operations and crisis response plan(s) addressing prevention, preparation, response, and recovery for each school;
2. Provisions for a coordinated effort with local law enforcement and fire officials, emergency medical services personnel, and the Board Attorney;
3. A school safety drill plan;
4. Instruction in safe bus riding practices; and
5. A clear, rapid, factual, and coordinated system of internal and external communication.

In the event of an emergency that threatens the safety of any person or property, students and staff are encouraged to follow the best practices discussed for their building regarding the use of any available cellular telephones.

School Safety Drill Plan

During every academic year, each school building that houses school children shall conduct, at a minimum, each of the following in accordance with the School Safety Drill Act (105 ILCS 128/):

1. Three school evacuation drills to address and prepare students and school personnel for fire incidents. One of these three drills shall require the participation of the local fire department or district.
 2. One bus evacuation drill.
 3. One severe weather and shelter-in-place drill to address and prepare students and school personnel for possible tornado incidents.
 4. One law enforcement drill to address a school shooting incident and to evaluate the preparedness of school personnel and students. This drill shall occur no later than 90 days after the first day of school of each year, and shall require the participation of all school personnel and students present at school at the time of the drill, except for those exempted by administrators or school support personnel.
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Annual Review

The Board or its designee will annually review each school building's emergency operations and crisis response plan(s), protocols, and procedures, as well as each building's compliance with the school safety drill plan. This annual review shall be in accordance with the School Safety Drill Act (105 ILCS 128/) and the Joint Rules of the Office of the State Fire Marshal and the Ill. State Board of Education (ISBE). 29 Ill.Admin.Code Part 1500.

Automated External Defibrillator (AED)

The Superintendent or designee shall implement a written plan for responding to medical emergencies at the District's physical fitness facilities in accordance with the Fitness Facility Medical Emergency Preparedness Act and shall file a copy of the plan with the Ill. Dept. of Public Health (IDPH). The plan shall provide for at least one automated external defibrillator (AED) to be available at every physical fitness facility on the premises according to State law requirements.

The District shall have an AED on site as well as a trained AED user: (1) on staff during staffed business hours; and (2) available during activities or events sponsored and conducted or supervised by the District. The Superintendent or designee shall ensure that every AED on the District's premises is properly tested and maintained in accordance with rules developed by the IDPH. This policy does not create an obligation to use an AED.

Carbon Monoxide Alarms

The Superintendent or designee shall implement a plan with the District's local fire officials to:

1. Determine which school buildings to equip with approved *carbon monoxide alarms* or *carbon monoxide detectors*,
2. Locate the required carbon monoxide alarms or carbon monoxide detectors within 20 feet of a carbon monoxide emitting device, and
3. Incorporate carbon monoxide alarm or detector activation procedures into each school building that requires a carbon monoxide alarm or detector. The Superintendent or designee shall ensure each school building annually reviews these procedures.

Soccer Goal Safety

The Superintendent or designee shall implement the Movable Soccer Goal Safety Act in accordance with the guidance published by the IDPH. Implementation of the Act shall be directed toward improving the safety of movable soccer goals by requiring that they be properly anchored.

Unsafe School Choice Option

The unsafe school choice option provided in State law permits students to transfer to another school within the District in certain situations. This transfer option is unavailable in this District because each grade is in only one attendance center. A student, who would otherwise have qualified for the choice option, or such a student's parent/guardian, may request special accommodations from the Superintendent or designee.

Lead Testing in Water

The Superintendent or designee shall implement testing for lead in each source of drinking water in school buildings in accordance with the Ill. Plumbing License Law and guidance published by the IDPH. The Superintendent or designee shall notify parent(s)/guardian(s) about the sampling results from their children's respective school buildings.

Emergency Closing

The Superintendent is authorized to close school(s) in the event of hazardous weather or other emergency that threatens the safety of students, staff members, or school property.

LEGAL REF.: 105 ILCS 5/10-20.2, 5/10-20.57, 5/18-12, and 5/18-12.5.
105 ILCS 128/, School Safety Drill Act, implemented by 29 Ill.Admin.Code Part 1500.
210 ILCS 74/, Physical Fitness Facility Medical Emergency Preparedness Act.
225 ILCS 320/35.5, Ill. Plumbing License Law.

CROSS REF.: 4:110 (Transportation), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 4:180 (Pandemic Preparedness), 5:30 (Hiring Process and Criteria), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

Operational Services

Convicted Child Sex Offender; Screening; Notifications

Persons Prohibited on School Property without Prior Permission

State law prohibits a child sex offender from being present on school property or loitering within 500 feet of school property when persons under the age of 18 are present, unless the offender meets either of the following two exceptions:

1. The offender is a parent/guardian of a student attending the school and has notified the Building Principal of his or her presence at the school for the purpose of: (i) attending a conference with school personnel to discuss the progress of his or her child academically or socially, (ii) participating in child review conferences in which evaluation and placement decisions may be made with respect to his or her child regarding special education services, or (iii) attending conferences to discuss other student issues concerning his or her child such as retention and promotion; or
2. The offender received permission to be present from the School Board, Superintendent, or Superintendent's designee. If permission is granted, the Superintendent or Board President shall provide the details of the offender's upcoming visit to the Building Principal.

In all cases, the Superintendent or designee shall supervise a child sex offender whenever the offender is in a child's vicinity. If a student is a sex offender, the Superintendent or designee shall develop guidelines for managing his or her presence in school.

Screening

The Superintendent or designee shall perform fingerprint-based criminal history records information checks and/or screenings required by State law or Board policy for employees; student teachers; students doing field or clinical experience other than student teaching; contractors' employees who have direct, daily contact with one or more children; and resource persons and volunteers. He or she shall take appropriate action based on the result of any criminal background check and/or screen.

Notification to Parents/Guardians

The Superintendent shall develop procedures for the distribution and use of information from law enforcement officials under the Sex Offender Community Notification Law and the Murderer and Violent Offender Against Youth Community Notification Law. The Superintendent or designee shall serve as the District contact person for purposes of these laws. The Superintendent and Building Principal shall manage a process for schools to notify the parents/guardians during school registration that information about sex offenders is available to the public as provided in the Sex Offender Community Notification Law. This notification must occur during school registration and at other times as the Superintendent or Building Principal determines advisable.

LEGAL REF.: 20 ILCS 2635/, Uniform Conviction Information Act.
720 ILCS 5/11-9.3.
730 ILCS 152/, Sex Offender Community Notification Law.
730 ILCS 154/75-105, Murderer and Violent Offender Against Youth Community Notification Law.

CROSS REF.: 5:30 (Hiring Process and Criteria), 5:260 (Student Teachers), 6:250 (Community Resource Persons and Volunteers), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

Operational Services

Pandemic Preparedness

The School Board recognizes that the District will play an essential role along with the local health department and emergency management agencies in protecting the public's health and safety if an influenza pandemic occurs. Pandemic influenza is a worldwide outbreak of a virus for which there is little or no natural immunity and no vaccine; it spreads quickly to people who have not been previously exposed to the new virus.

To prepare the School District community for a pandemic, the Superintendent or designee shall: (1) learn and understand the roles that the federal, State, and local government would play in an epidemic; (2) form a pandemic planning team consisting of appropriate District personnel and community members to identify priorities and oversee the development and implementation of a comprehensive pandemic influenza school action plan; and (3) build awareness of the final plan among staff, students, and community.

Emergency School Closing

In the case of a pandemic, any decision for an emergency school closing will be made by the Superintendent in consultation with and, if necessary, at the direction of the District's local health department, emergency management agencies, and Regional Office of Education.

LEGAL REF.: 105 ILCS 5/10-16.7 and 5/10-20.5.
 Ill. Dept. of Public Health Act (Part 1), 20 ILCS 2305/2(b).
 Ill. Emergency Management Agency Act, 20 ILCS 3305.
 Ill. Educational Labor Relations Act, 115 ILCS 5/.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:20 (Powers and Duties of the School Board; Indemnification), 4:170 (Safety), 7:90 (Release During School Hours), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

Operational Services

Targeted School Violence Prevention Program

Threats and acts of targeted school violence harm the District's environment and school community, diminishing students' ability to learn and a school's ability to educate. Providing students and staff with access to a safe and secure District environment is an important Board goal. While it is not possible for the District to completely eliminate threats in its environment, a Targeted School Violence Prevention Program (Program) using the collective efforts of local school officials, staff, students, families, and the community helps the District reduce these risks to its environment.

The Superintendent or designee shall develop and implement the Program. The Program oversees the maintenance of a District environment that is conducive to learning and working by identifying, assessing, classifying, responding to, and managing threats and acts of targeted school violence. The Program shall be part of the District's Comprehensive Safety and Security Plan, required by Board policy 4:170, *Safety*, and shall:

1. Establish a District-level School Violence Prevention Team to: (a) develop a District-level Targeted School Violence Prevention Plan, and (b) oversee the District's Building-level Threat Assessment Team(s).
2. Establish Building-level Threat Assessment Team(s) to assess and intervene with individuals whose behavior may pose a threat to safety. This team may serve one or more schools.
3. Comply with State and federal law and align with Board policies.

The Local Governmental and Governmental Employees Tort Immunity Act protects the District from liability. The Program does not: (1) replace the care of a physician licensed to practice medicine in all of its branches or a licensed medical practitioner or professional trained in violence prevention, assessments and counseling services, (2) extend beyond available resources within the District, (3) extend beyond the school day and/or school-sponsored events, or (4) guarantee or ensure the safety of students, District staff, or visitors.

LEGAL REF.: 105 ILCS 5/10-20.14, 5/10-21.7, 5/10-27.1A, 5/10-27.1B, 5/24-24, and 5/27-23.7.
105 ILCS 128/, School Safety Drill Act.
745 ILCS 10/, Local Governmental and Governmental Employees Tort Immunity Act.
29 Ill.Admin.Code Part 1500.

CROSS REF.: 2:240 (Board Policy Development), 4:170 (Safety), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:230 (Maintaining Student Discipline), 6:65 (Student Social and Emotional Development), 6:270 (Guidance and Counseling Program), 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:250 (Student Support Services), 7:290 (Suicide and Depression Awareness and Prevention), 7:340 (Student Records), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

Compare Results

Old File:

**Pages from Draft Manual 1.16.20-5 Section 5
MCHS.pdf**

75 pages (5.14 MB)
3/10/2020 4:44:42 PM

versus

New File:

**Pages from Draft Manual 1.16.20-5 Section 5
No Ex No Wtrmrk.pdf**

63 pages (267 KB)
3/10/2020 8:42:44 AM

Total Changes

450

Text only comparison

Content

194 Replacements
137 Insertions
119 Deletions

Styling and Annotations

0 Styling
0 Annotations

[Go to First Change \(page 1\)](#)

General Personnel

Equal Employment Opportunity and Minority Recruitment

The School District shall provide equal employment opportunities to all persons regardless of their race; color; creed; religion; national origin; sex; sexual orientation; age; ancestry; marital status; arrest record; military status; order of protection status; unfavorable military discharge; citizenship status provided the individual is authorized to work in the United States; use of lawful products while not at work; being a victim of domestic violence, sexual violence, or gender violence; genetic information; physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation; pregnancy, childbirth, or related medical conditions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Program Act, 410 ILCS 130/.

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager for the Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she: (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or (2) initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager for the Uniform Grievance Procedure. The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

John Troy, Asst. Superintendent

Name

26655 W Eames St Channahon, IL 60410

Address

jtroy@mchs.net

Email

(815) 521- 4294

Telephone

Complaint Managers:

Dr. Janel Grzetich

Name

26655 W Eames St Channahon, IL 60410

Address

jgrzetich@mchs.net

Email

(815) 521-4001

Telephone

Joe Pacetti

Name

26655 W Eames St Channahon, IL 60410

Address

jpacetti@mchs.net

Email

(815) 467-2140

Telephone

The Superintendent shall also use reasonable measures to inform staff members and applicants that the District is an equal opportunity employer, such as, by posting required notices and including this policy in the appropriate handbooks.

Minority Recruitment

The District will attempt to recruit and hire minority employees. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments. This policy, however, does not require or permit the District to give preferential treatment or special rights based on a protected status without evidence of past discrimination.



LEGAL REF.:

- 8 U.S.C. §1324a et seq., Immigration Reform and Control Act.
- 20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972, implemented by 34 C.F.R. Part 106.
- 29 U.S.C. §206(d), Equal Pay Act.
- 29 U.S.C. §621 et seq., Age Discrimination in Employment Act.
- 29 U.S.C. §701 et seq., Rehabilitation Act of 1973.
- 38 U.S.C. §4301 et seq., Uniformed Services Employment and Reemployment Rights Act (1994).
- 42 U.S.C. §1981 et seq., Civil Rights Act of 1991.
- 42 U.S.C. §2000e et seq., Title VII of the Civil Rights Act of 1964, implemented by 29 C.F.R. Part 1601.
- 42 U.S.C. §2000ff et seq., Genetic Information Nondiscrimination Act of 2008.
- 42 U.S.C. §2000d et seq., Title VI of the Civil Rights Act of 1964.
- 42 U.S.C. §2000e(k), Pregnancy Discrimination Act.
- 42 U.S.C. §12111 et seq., Americans with Disabilities Act, Title I.
- Ill. Constitution, Art. I, §§17, 18, and 19.
- 105 ILCS 5/10-20.7, 5/20.7a, 5/21.1, 5/22.4, 5/23.5, 5/22-19, 5/24-4, 5/24-4.1, and 5/24-7.
- 410 ILCS 130/40, Compassionate Use of Medical Cannabis Program Act.
- 410 ILCS 513/25, Genetic Information Privacy Act.
- 740 ILCS 174/, Ill. Whistleblower Act.
- 775 ILCS 5/1-103, 5/2-102, 103, and 5/6-101, Ill. Human Rights Act.
- 775 ILCS 35/5, Religious Freedom Restoration Act.
- 820 ILCS 55/10, Right to Privacy in the Workplace Act.
- 820 ILCS 70/, Employee Credit Privacy Act.
- 820 ILCS 75/, Job Opportunities for Qualified Applicants Act.
- 820 ILCS 112/, Ill. Equal Pay Act of 2003.
- 820 ILCS 180/30, Victims' Economic Security and Safety Act.

820 ILCS 260/, Nursing Mothers in the Workplace Act.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 5:70 (Religious Holidays), 5:180 (Temporary Illness or Temporary Incapacity), 5:200 (Terms and Conditions of Employment and Dismissal), 5:250 (Leaves of Absence), 5:270 (Employment, At-Will, Compensation, and Assignment), 5:300 (Schedules and Employment Year), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 8:70 (Accommodating Individuals with Disabilities)

ADOPTED:

General Personnel

Workplace Harassment Prohibited

The School District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's actual or perceived race, color, religion, national origin, ancestry, sex, sexual orientation, age, citizenship status, disability, pregnancy, marital status, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's other protected status identified in Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policy 7:20, *Harassment of Students Prohibited*.

The District will take remedial and corrective action to address unlawful workplace harassment, including sexual harassment.

Sexual Harassment Prohibited

The School District shall provide a workplace environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. The District provides annual sexual harassment prevention training in accordance with State law.

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment prohibited by this policy includes, but is not limited to, verbal, physical, or other conduct. The terms intimidating, hostile, or offensive include, but are not limited to, conduct that has the effect of humiliation, embarrassment, or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

Making a Complaint

Employees and *nonemployees* (persons who are not otherwise employees and are directly performing services for the District pursuant to a contract with the District, including contractors and consultants) are encouraged to promptly report information regarding violations of this policy. Individuals may choose to report to a person of the individual's same gender. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available.

Aggrieved individuals, if they feel comfortable doing so, should directly inform the person engaging in the harassing conduct or communication that such conduct or communication is offensive and must stop.

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager. Employees may also report claims

using Board policy 2:260, *Uniform Grievance Procedure*. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

John Troy, Asst. Superintendent
Name
26655 W Eames St Channahon, IL 60410
Address
jtroy@mchs.net
Email
(815) 521- 4294
Telephone


 **Complaint Managers:**

Dr. Janel Grzetich
Name
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Address
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Joe Pacetti
Name
26655 W Eames St Channahon, IL 60410
Address
jpacetti@mchs.net
Email
(815) 467-2140
Telephone

Investigation Process

Supervisors, Building Principals, or administrators who receive a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. A supervisor or administrator who fails to promptly forward a report or complaint may be disciplined, up to and including discharge.

 Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain a workplace environment that is productive, respectful, and free of unlawful discrimination, including harassment. The District shall investigate alleged workplace harassment when the Nondiscrimination Coordinator or a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.

Enforcement

A violation of this policy by an employee may result in discipline, up to and including discharge. A violation of this policy by a third party will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, i.e., vendor, parent, invitee, etc. Any employee making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, up to and including discharge.

Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing bona fide complaints or providing information about harassment is prohibited (see Board policy

2:260, *Uniform Grievance Procedure*), and whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/).

An employee should report allegations of retaliation to his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees who retaliate against others for reporting or complaining of violations of this policy or for participating in the reporting or complaint process will be subject to disciplinary action, up to and including discharge.

Recourse to State and Federal Fair Employment Practice Agencies

The District encourages all employees who have information regarding violations of this policy to report the information pursuant to this policy. The following government agencies are available to assist employees: the Ill. Dept. of Human Rights and the U. S. Equal Employment Opportunity Commission.

The Superintendent shall also use reasonable measures to inform staff members, applicants, and nonemployees of this policy, which shall include posting on the District website and/or making this policy available in the District's administrative office, and including this policy in the appropriate handbooks.

LEGAL REF.: Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq., implemented by 29 C.F.R. §1604.11.
Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., implemented by 34 C.F.R. Part 106.
State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a).
Ill. Human Rights Act, 775 ILCS 5/2-101(E) and (E-1), 5/2-102(A), (A-10), (D-5), 5/2-102(E-5), 5/2-109, 5/5-102, and 5/5-102.2.
56 Ill. Admin.Code Parts 2500, 2510, 5210, and 5220.
Burlington Industries v. Ellerth, 524 U.S. 742 (1998).
Crawford v. Metro. Gov't of Nashville & Davidson County, 555 U.S. 271 (2009).
Faragher v. City of Boca Raton, 524 U.S. 775 (1998).
Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992).
Harris v. Forklift Systems, 510 U.S. 17 (1993).
Jackson v. Birmingham Bd. of Educ., 544 U.S. 167 (2005).
Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986).
Oncale v. Sundowner Offshore Services, 523 U.S. 75 (1998).
Porter v. Erie Foods International, Inc., 576 F.3d 629 (7th Cir. 2009).
Sangamon County Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).
Vance v. Ball State University, 133 S. Ct. 2434 (2013).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 7:20 (Harassment of Students Prohibited)

ADOPTED:

General Personnel

Hiring Process and Criteria

*The District hires the most qualified personnel consistent with budget and staffing requirements and in compliance with School Board policy on equal employment opportunity and minority recruitment. The Superintendent is responsible for recruiting personnel and making hiring recommendations to the Board. If the Superintendent's recommendation is rejected, the Superintendent must submit another. The Superintendent may select personnel on a short-term basis for a specific project or emergency condition before the Board's approval. No individual will be employed who has been convicted of a criminal offense listed in 105 ILCS 5/21B-80(c).

All applicants must complete a District application in order to be considered for employment.

Job Descriptions

The Board maintains the Superintendent's job description and directs, through policy, the Superintendent, in his or her charge of the District's administration.

The Superintendent shall develop and maintain a current comprehensive job description for each position or job category; however, a provision in a collective bargaining agreement or individual contract will control in the event of a conflict.

Investigations

The Superintendent or designee shall ensure that a fingerprint-based criminal history records check and a check of the Statewide Sex Offender Database and Violent Offender Against Youth Database is performed on each applicant as required by State law. When the applicant is a successful superintendent candidate who has been offered employment by the Board, the Board President shall ensure that these checks are completed. The Superintendent or designee, or if the applicant is a successful superintendent candidate, then the Board President shall notify an applicant if the applicant is identified in either database. The School Code requires the Board President to keep a conviction record confidential and share it only with the Superintendent, Regional Superintendent, State Superintendent, State Educator Preparation and Licensure Board, any other person necessary to the hiring decision, or for purposes of clarifying the information, the Ill. Dept. of State Police and/or Statewide Sex Offender Database. The Board reserves its right to authorize additional background inquiries beyond a fingerprint-based criminal history records check when it deems it appropriate to do so, in accordance with applicable laws.

Each newly hired employee must complete a U.S. Citizenship and Immigration Services Form as required by federal law.

The District retains the right to discharge any employee whose criminal background investigation reveals a conviction for committing or attempting to commit any of the offenses outlined in 105 ILCS 5/21B-80 or who falsifies, or omits facts from, his or her employment application or other employment documents. If an indicated finding of abuse or neglect of a child has been issued by the Ill. Department of Children and Family Services or by a child welfare agency of another jurisdiction for any applicant for student teaching, applicant for employment, or any District employee, then the Board must consider that person's status as a condition of employment.

The Superintendent shall ensure that the District does not engage in any investigation or inquiry prohibited by law and complies with each of the following:

1. The District uses an applicant's credit history or report from a consumer reporting agency only when a satisfactory credit history is an established bona fide occupational requirement of a particular position.
2. The District does not screen applicants based on their current or prior wages or salary histories, including benefits or other compensation, by requiring that the wage or salary history satisfy minimum or maximum criteria.
3. The District does not request or require a wage or salary history as a condition of being considered for employment, being interviewed, continuing to be considered for an offer of employment, an offer of employment, or an offer of compensation.
4. The District does not request or require an applicant to disclose wage or salary history as a condition of employment.
5. The District does not ask an applicant or applicant's current or previous employers about wage or salary history, including benefits or other compensation.
6. The District does not ask an applicant or applicant's previous employers about claim(s) made or benefit(s) received under the Workers' Compensation Act.
7. The District does not request of an applicant or employee access in any manner to his or her personal online account, such as social networking websites, including a request for passwords to such accounts.
8. The District provides equal employment opportunities to all persons. See policy 5:10, *Equal Employment Opportunity and Minority Recruitment*.

Physical Examinations

Each new employee must furnish evidence of physical fitness to perform assigned duties and freedom from communicable disease. The physical fitness examination must be performed by a physician licensed in Illinois, or any other state, to practice medicine and surgery in any of its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations. The employee must have the physical examination performed no more than 90 days before submitting evidence of it to the District.

Any employee may be required to have an additional examination by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations, if the examination is job-related and consistent with business necessity. The Board will pay the expenses of any such examination.

Orientation Program

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The District's staff will provide an orientation program for new employees to acquaint them with the District's policies and procedures, the school's rules and regulations, and the responsibilities of their position. Before beginning employment, each employee must sign the *Acknowledgement of Mandated Reporter Status* form as provided in policy 5:90, *Abused and Neglected Child Reporting*.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-20.7, 5/10-21.4, 5/10-21.9, 5/21B-10, 5/21B-80, 5/10-22.34, 5/10-22.34b, 5/22-6.5, and 5/24-5.
20 ILCS 2630/3.3, Criminal Identification Act.
820 ILCS 55/, Right to Privacy in the Workplace Act.
820 ILCS 70/, Employee Credit Privacy Act.
Americans with Disabilities Act, 42 U.S.C. §12112, and 29 C.F.R. Part 1630.
Fair Credit Reporting Act, 15 U.S.C. § 1681 et seq.
Immigration Reform and Control Act, 8 U.S.C. §1324a et seq.
Duldulao v. St. Mary of Nazareth Hospital, 136 Ill. App. 3d 763 (1st Dist. 1985),
aff'd in part and remanded 115 Ill.2d 482(Ill. 1987).
Kaiser v. Dixon, 127 Ill. App. 3d 251 (2nd Dist. 1984).
Molitor v. Chicago Title & Trust Co., 325 Ill. App. 124 (1st Dist. 1945).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 3:50 (Administrative Personnel Other Than the Superintendent), 4:60 (Purchases and Contracts), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:40 (Communicable and Chronic Infectious Disease), 5:90 (Abused and Neglected Child Reporting), 5:125 (Personal Technology and Social Media; Usage and Conduct), 5:220 (Substitute Teachers), 5:280 (Educational Support Personnel - Duties and Qualifications)

ADOPTED:

General Personnel

Compliance with the Fair Labor Standards Act

Job Classifications

The Superintendent will ensure that all job positions are identified as either “exempt” or “non-exempt” according to State law and the Fair Labor Standards Act (FLSA) and that employees are informed whether they are “exempt” or “non-exempt.” “Exempt” and “non-exempt” employee categories may include certificated and non-certificated job positions. All non-exempt employees, whether paid on a salary or hourly basis, are covered by minimum wage and overtime provisions.

Workweek and Compensation

The workweek for District employees will be 12:00 a.m. Saturday until 11:59 p.m. Friday. Non-exempt employees will be compensated for all hours worked in a workweek including overtime. For non-exempt employees paid a salary, the salary is paid for a 40-hour workweek even if an employee is scheduled for less than 40 hours. “Overtime” is time worked in excess of 40 hours in a single workweek.

Overtime

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

A non-exempt employee shall not work overtime without his or her supervisor’s express approval. All supervisors of non-exempt employees shall: (1) monitor overtime use on a weekly basis and report such use to the business office, (2) seek the Superintendent or designee’s written pre-approval for any long term or repeated use of overtime that can be reasonably anticipated, (3) ensure that overtime provisions of this policy and the FLSA are followed, and (4) ensure that employees are compensated for any overtime worked. Accurate and complete time sheets of actual hours worked during the workweek shall be signed by each employee and submitted to the business office. The business office will review work records of employees on a regular basis, make an assessment of overtime use, and provide the assessment to the Superintendent. In lieu of overtime compensation, non-exempt employees may receive compensatory time-off, according to Board policy 5:310, *Compensatory Time-Off*.

Suspension Without Pay

No exempt employee shall have his or her salary docked, such as by an unpaid suspension, if the deduction would cause a loss of the exempt status. Licensed employees may be suspended without pay in accordance with Board policy 5:240, *Professional Personnel - Suspension*. Non-licensed employees may be suspended without pay in accordance with Board policy 5:290, *Educational Support Personnel - Employment Termination and Suspensions*.

Implementation

The Superintendent or designee shall implement the policy in accordance with the FLSA, including its required notices to employees. In the event of a conflict between the policy and State or federal law, the latter shall control.

LEGAL REF.: 820 ILCS 105/4a.
Fair Labor Standards Act, 29 U.S.C. §201 et seq., 29 C.F.R. Parts 516, 541, 548,
553, 778, and 785.

CROSS REF.: 5:240 (Suspension), 5:290 (Employment Termination and Suspensions), 5:310
(Compensatory Time-Off)

ADOPTED:

General Personnel

Communicable and Chronic Infectious Disease

✶ The Superintendent or designee shall develop and implement procedures for managing known or suspected cases of a communicable and chronic infectious disease involving District employees that are consistent with State and federal law, Illinois Department of Public Health rules, and School Board policies.

An employee with a communicable or chronic infectious disease is encouraged to inform the Superintendent immediately and grant consent to being monitored by the District's Communicable and Chronic Infectious Disease Review Team. The Review Team, if used, provides information and recommendations to the Superintendent concerning the employee's conditions of employment and necessary accommodations. The Review Team shall hold the employee's medical condition and records in strictest confidence, except to the extent allowed by law.

An employee with a communicable or chronic infectious disease will be permitted to retain his or her position whenever, after reasonable accommodations and without undue hardship, there is no substantial risk of transmission of the disease to others, provided an employee is able to continue to perform the position's essential functions. An employee with a communicable and chronic infectious disease remains subject to the Board's employment policies including sick and/or other leave, physical examinations, temporary and permanent disability, and termination.

LEGAL REF.: Americans With Disabilities Act, 42 U.S.C. §12101 et seq.; 29 C.F.R. §1630.1 et seq., amended by the Americans with Disabilities Act Amendments Act (ADAAA), Pub. L. 110-325.
 Rehabilitation Act of 1973, 29 U.S.C. §791; 34 C.F.R. §104.1 et seq.
 Department of Public Health Act, 20 ILCS 2305/6.
 105 ILCS 5/24-5.
 Personnel Record Review Act, 820 ILCS 40/.
 Control of Communicable Diseases, 77 Ill.Admin.Code Part 690.

CROSS REF.: 2:150 (Committees), 5:30 (Hiring Process and Criteria), 5:180 (Temporary Illness or Temporary Incapacity)

ADOPTED:

General Personnel

Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition

All District workplaces are drug- and alcohol-free workplaces.

All employees are prohibited from engaging in any of the following activities while on District premises or while performing work or being *on call* for the District:

1. Unlawful manufacture, dispensing, distribution, possession, or use of an illegal or controlled substance.
2. Distribution, consumption, use, possession, or being impaired by or under the influence of an alcoholic beverage; being present on District premises or while performing work for the District when alcohol consumption is detectable, regardless of when and/or where the use occurred.
3. Distribution, consumption, possession, use, or being impaired by or under the influence of cannabis; being present on District premises or while performing work for the District when impaired by or under the influence of cannabis, regardless of when and/or where the use occurred, unless distribution, possession, and/or use is by a school nurse or school administrator pursuant to *Ashley's Law*, 105 ILCS 5/22-33. The District considers employees impaired by or under the influence of cannabis when there is a good faith belief that an employee manifests the specific articulable symptoms listed in the Cannabis Regulation and Tax Act (CRTA).

For purposes of this policy a controlled substance means a substance that is:

1. Not legally obtainable,
2. Being used in a manner different than prescribed,
3. Legally obtainable, but has not been legally obtained, or
4. Referenced in federal or State controlled substance acts.

For purposes of this policy, *District premises* means workplace as defined in the CRTA in addition to District and school buildings, grounds, and parking areas; vehicles used for school purposes; and any location used for a School Board meeting, school athletic event, or other school-sponsored or school-sanctioned events or activities. *School grounds* means the real property comprising any school, any conveyance used to transport students to school or a school-related activity, and any public way within 1,000 feet of any school ground, designated school bus stops where students are waiting for the school bus, and school-sponsored or school-sanctioned events or activities. "Vehicles used for school purposes" means school buses or other school vehicles.

As a condition of employment, each employee shall:

1. Abide by the terms of the Board policy respecting a drug- and alcohol-free workplace; and
2. Notify his or her supervisor of his or her conviction under any criminal drug statute for a violation occurring on the District premises or while performing work for the District, no later than five calendar days after such a conviction.

Unless otherwise prohibited by this policy, prescription and over-the-counter medications are not prohibited when taken in standard dosages and/or according to prescriptions from the employee's licensed health care provider, provided that an employee's work performance is not impaired.

To make employees aware of the dangers of drug and alcohol abuse, the Superintendent or designee shall perform each of the following:

1. Provide each employee with a copy of this policy.
2. Post notice of this policy in a place where other information for employees is posted.
3. Make available materials from local, State, and national anti-drug and alcohol-abuse organizations.
4. Enlist the aid of community and State agencies with drug and alcohol informational and rehabilitation programs to provide information to District employees.
5. Establish a drug-free awareness program to inform employees about:
 - a. The dangers of drug abuse in the workplace,
 - b. Available drug and alcohol counseling, rehabilitation, re-entry, and any employee assistance programs, and
 - c. The penalties that the District may impose upon employees for violations of this policy.
6. Remind employees that policy 6:60, *Curriculum Content*, requires the District to educate students, depending upon their grade, about drug and substance abuse prevention and relationships between drugs, alcohol, and violence.

E-Cigarette, Tobacco, and Cannabis Prohibition

All employees are covered by the conduct prohibitions contained in policy 8:30, *Visitors to and Conduct on School Property*. The prohibition on the use of e-cigarettes, tobacco, and cannabis products applies both (1) when an employee is on school property, and (2) while an employee is performing work for the District at a school event regardless of the event's location.

Tobacco shall have the meaning provided in 105 ILCS 5/10-20.5b.

Cannabis shall have the meaning provided in the CRTA, 410 ILCS 705/1-10.

E-Cigarette is short for electronic cigarette and includes, but is not limited to, any electronic nicotine delivery system (ENDS), electronic cigar, electronic cigarillo, electronic pipe, electronic hookah, vape pen, or similar product or device, and any components or parts that can be used to build the product or device.

District Action Upon Violation of Policy

An employee who violates this policy may be subject to disciplinary action, including termination. In addition or alternatively, the Board may require an employee to successfully complete an appropriate drug- or alcohol-abuse rehabilitation program.

The Board shall take disciplinary action with respect to an employee convicted of a drug offense in the workplace within 30 days after receiving notice of the conviction.

Should District employees be engaged in the performance of work under a federal contract or grant, or under a State contract or grant of \$5,000 or more, the Superintendent shall notify the appropriate State or federal agency from which the District receives contract or grant monies of the employee's conviction within 10 days after receiving notice of the conviction.

Disclaimer

The Board reserves the right to interpret, revise or discontinue any provision of this policy pursuant to the **Suspension of Policies** subhead in policy 2:240, *Board Policy Development*.

LEGAL REF.:

Americans With Disabilities Act, 42 U.S.C. §12114.
Controlled Substances Act, 21 U.S.C. §812; 21 C.F.R. §1308.11-1308.15.
Drug-Free Workplace Act of 1988, 41 U.S.C. §8101 et seq.
Safe and Drug-Free School and Communities Act of 1994, 20 U.S.C. §7101 et seq.
30 ILCS 580/, Drug-Free Workplace Act.
105 ILCS 5/10-20.5b.
410 ILCS 82/, Smoke Free Illinois Act.
410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act.
410 ILCS 705/1-1 et seq., Cannabis Regulation and Tax Act.
720 ILCS 675, Prevention of Tobacco Use by Persons under 21 Years of Age
and Sale and Distribution of Tobacco Products Act.
820 ILCS 55/, Right to Privacy in the Workplace Act.
21 C.F.R. Parts 1100, 1140, and 1143.
23 Ill.Admin.Code §22.20.

CROSS REF.:

5:10 (Equal Employment Opportunity and Minority Recruitment), 5:120
(Employee Ethics; Conduct; and Conflict of Interest), 6:60 (Curriculum Content),
8:30 (Visitors to and Conduct on School Property)

ADOPTED:

General Personnel

Expenses

The Board regulates the reimbursement of all travel, meal, and lodging expenses by resolution. Money shall not be advanced or reimbursed, or purchase orders issued for: (1) the expenses of any person except the employee, (2) anyone's personal expenses, or (3) entertainment expenses. Entertainment includes, but is not limited to, shows, amusements, theaters, circuses, sporting events, or any other place of public or private entertainment or amusement, unless the entertainment is ancillary to the purpose of the program or event. The District is not responsible for losses due to an employee's own negligence, losses due to normal wear, or losses due to theft, unless the theft was a result of the District's negligence. Employees must submit the appropriate itemized, signed, standardized form(s) to support any requests for expense advancements, reimbursements, or purchase orders that show the following:

1. The amount of the estimated or actual expense, with attached receipts for actual incurred expenses.
2. The name and title of the employee who is requesting the expense advancement or reimbursement. Receipts from group functions must include the names, offices, and job titles of all participants.
3. The date(s) of the official business on which the expense advancement, reimbursement, or purchase order will be or was expended.
4. The nature of the official business conducted when the expense advancement, reimbursement, or purchase order will be or was expended.

Advancements

The Superintendent may advance expenses to teachers and other licensed employees for the anticipated actual and necessary expenses to be incurred while attending meetings that are related to their duties and will contribute to their professional development, provided they fall below the maximum allowed in the Board's expense regulations.

Expense advancement requests must be submitted to the Superintendent or designee on the District's standardized estimated expense approval form for employees. After spending expense advancements, employees must use the District's standardized expense reimbursement form and submit to the Superintendent: (a) the itemized, signed advancement voucher that was issued, and (b) the amount of actual expenses by attaching receipts. Any portion of an expense advancement not used must be returned to the District. Expense advancements and vouchers shall be presented to the Board in its regular bill process.

Reimbursements and Purchase Orders

Expense reimbursements and purchase orders may be issued by the Superintendent or designee to employees, along with other expenses necessary for the performance of their duties, provided the expenses fall below the maximum allowed in the Board's expense regulations.

Expense reimbursements and purchase order approvals are not guaranteed and, when possible, employees should seek pre-approval of expenses by providing an estimation of expenses on the District's standardized estimated expense approval form for employees, except in situations when the expense is diminutive. When pre-approval is not sought, employees must seek reimbursement on the

District's standardized expense reimbursement form for employees. Expense reimbursements and purchase orders shall be presented to the Board in its regular bill process.

Use of Credit and Procurement Cards

Credit and procurement card usage is governed by policy 4:55, *Use of Credit and Procurement Cards*.

Exceeding the Maximum Allowable Expense Amount(s)

All requests for expense advancements, reimbursements, and purchase orders exceeding the maximum allowed in the Board's expense regulations may only be approved when:

1. The Board's resolution to regulate expenses allows for such approval;
2. An emergency or other extraordinary circumstance exists; and
3. The request is approved by a roll call vote at an open Board meeting.

Registration

When possible, registration fees will be paid by the District in advance.

Travel

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The least expensive method of travel will be used, provided that no hardship will be caused to the employee. Employees will be reimbursed for:

1. Air travel at the coach or economy class commercial airline rate. First class or business class air travel will be reimbursed only if emergency circumstances warrant. The emergency circumstances must be explained on the expense form and Board approval of the additional expense is required. Copies of airline tickets must be attached to the expense form.
2. Rail or bus travel at actual cost. Rail or bus travel costs may not exceed the cost of coach airfare. Copies of tickets must be attached to the expense form to substantiate amounts.
3. Use of personal automobiles at the standard mileage rate approved by the Internal Revenue Service for income tax purposes. The reimbursement may not exceed the cost of coach airfare. Mileage for use of personal automobiles in trips to and from transportation terminals will also be reimbursed. Toll charges and parking costs will be reimbursed.
4. Automobile rental costs when the vehicle's use is warranted. The circumstances for such use must be explained on the expense form.
5. Taxis, airport limousines, or other local transportation costs.

Meals

Meals charged to the District should represent mid-fare selections for the hotel/meeting facility or general area. Tips are included with meal charges. Expense forms must explain the meal charges incurred. Alcoholic beverages will not be reimbursed.

Lodging

Employees should request conference rate or mid-fare room accommodations. A single room rate will be reimbursed. Employees should pay personal expenses at checkout. If that is impossible, deductions for the charges should be made on the expense form.

Miscellaneous Expenses

Employees may seek reimbursement for other expenses incurred while attending a meeting sponsored by organizations described herein by fully describing the expenses on the expense form, attaching receipts.

LEGAL REF.: 50 ILCS 150/, Local Government Travel Expense Control Act.
105 ILCS 5/10-22.32.
820 ILCS 115/9.5, Ill. Wage Payment and Collection Act.

CROSS REF.: 2:125 (Board Member Compensation; Expenses), 2:240 (Board Policy Development), 4:50 (Payment Procedures), 4:55 (Use of Credit and Procurement Cards)

ADOPTED:

General Personnel

Religious Holidays

*The Superintendent shall grant an employee's request for time off to observe a religious holiday if the employee gives at least five days' prior notice and the absence does not cause an undue hardship.

Employees may use earned vacation time or personal leave to make up the absence, provided such time is consistent with the District's operational needs. A per diem deduction may also be requested by the employee.

LEGAL REF.: Religious Freedom Restoration Act, 775 ILCS 35/15.
Illinois Human Rights Act, 775 ILCS 5/2-101 and 5/2-102.

ADOPTED:

General Personnel

Court Duty

The District will pay full salary during the time an employee is absent due to court duty or, pursuant to a subpoena, serves as a witness or has a deposition taken in any school-related matter pending in court.

The District will deduct any fees that an employee receives for such duties, less mileage and meal expenses, from the employee's compensation, or make arrangements for the employee to endorse the fee check to the District.

An employee should give at least five days' prior notice of pending court duty to the District.

Jury Duty

Please refer to the applicable collective bargaining agreement(s).

LEGAL REF.: 105 ILCS 5/10-20.7.

ADOPTED:

General Personnel

Abused and Neglected Child Reporting

Any District employee who suspects or receives knowledge that a student may be an abused or neglected child or, for a student aged 18 through 21, an abused or neglected individual with a disability, shall: (1) immediately report or cause a report to be made to the Ill. Dept. of Children and Family Services (DCFS) on its Child Abuse Hotline 1-800-25-ABUSE (1-800-252-2873)(within Illinois); 1-217-524-2606 (outside of Illinois); or 1-800-358-5117 (TTY), and (2) follow directions given by DCFS concerning filing a written report within 48 hours with the nearest DCFS field office. Any District employee who believes a student is in immediate danger of harm, shall first call 911. The employee shall also promptly notify the Superintendent or Building Principal that a report has been made. The Superintendent or Building Principal shall immediately coordinate any necessary notifications to the student's parent(s)/guardian(s) with DCFS, the applicable school resource officer (SRO), and/or local law enforcement.

Negligent failure to report occurs when a District employee personally observes an instance of suspected child abuse or neglect and reasonably believes, in his or her professional or official capacity, that the instance constitutes an act of child abuse or neglect under the Abused and Neglected Child Reporting Act (ANCRA) and he or she, without willful intent, fails to immediately report or cause a report to be made of the suspected abuse or neglect to DCFS.

Any District employee who discovers child pornography on electronic and information technology equipment shall immediately report it to local law enforcement, the National Center for Missing and Exploited Children's CyberTipline 1-800-THE-LOST (1-800-843-5678) or online at report.cybertip.org/ or www.missingkids.org. The Superintendent or Building Principal shall also be promptly notified of the discovery and that a report has been made.

Any District employee who observes any act of hazing that does bodily harm to a student must report that act to the Building Principal, Superintendent, or designee who will investigate and take appropriate action. If the hazing results in death or great bodily harm, the employee must first make the report to law enforcement and then to the Superintendent or Building Principal. Hazing is defined as any intentional, knowing, or reckless act directed to or required of a student for the purpose of being initiated into, affiliating with, holding office in, or maintaining membership in any group, organization, club, or athletic team whose members are or include other students.

Abused and Neglected Child Reporting Act (ANCRA), School Code, and Erin's Law Training

The Superintendent or designee shall provide staff development opportunities for District employees in the detection, reporting, and prevention of child abuse and neglect.

All District employees shall:

1. Before beginning employment, sign the *Acknowledgement of Mandated Reporter Status* form provided by DCFS. The Superintendent or designee shall ensure that the signed forms are retained.
2. Complete mandated reporter training as required by law within three months of initial employment and at least every three years after that date.

The Superintendent will encourage all District educators to complete continuing professional development that addresses the traits and identifiers that may be evident in students who are victims of child sexual abuse, including recognizing and reporting child sexual abuse and providing appropriate follow-up and care for abused students as they return to the classroom setting.

Alleged Incidents of Sexual Abuse: Investigations

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A, that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

If a District employee reports an alleged incident of sexual abuse to DCFS and DCFS accepts the report for investigation, DCFS will refer the matter to the local Children's Advocacy Center (CAC). The Superintendent or designee will implement procedures to coordinate with the CAC.

DCFS and/or the appropriate law enforcement agency will inform the District when its investigation is complete or has been suspended, as well as the outcome of its investigation. The existence of a DCFS and/or law enforcement investigation will not preclude the District from conducting its own parallel investigation into the alleged incident of sexual abuse in accordance with policy 7:20, *Harassment of Students Prohibited*.

Special Superintendent Responsibilities

The Superintendent shall execute the requirements in Board policy 5:150, *Personnel Records*, whenever another school district requests a reference concerning an applicant who is or was a District employee and was the subject of a report made by a District employee to DCFS.

The Superintendent shall notify the State Superintendent and the Regional Superintendent in writing when he or she has reasonable cause to believe that a license holder was dismissed or resigned from the District as a result of an act that made a child an abused or neglected child. The Superintendent must make the report within 30 days of the dismissal or resignation and mail a copy of the notification to the license holder.

Special School Board Member Responsibilities

Each individual Board member must, if an allegation is raised to the member during an open or closed Board meeting that a student is an abused child as defined in ANCRA, direct or cause the Board to direct the Superintendent or other equivalent school administrator to comply with ANCRA's requirements concerning the reporting of child abuse.

If the Board determines that any District employee, other than an employee licensed under 105 ILCS 5/21B, has willfully or negligently failed to report an instance of suspected child abuse or neglect as required by ANCRA, the Board may dismiss that employee immediately.

LEGAL REF.: 105 ILCS 5/10-21.9.
20 ILCS 1305/1-1 et seq., Department of Human Services Act.
325 ILCS 5/, Abused and Neglected Child Reporting Act.
720 ILCS 5/12C-50.1, Criminal Code of 2012.

CROSS REF.: 2:20 (Powers and Duties of the School Board; Indemnification), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:200 (Terms and Conditions of Employment and Dismissal), 5:290 (Employment Terminations and Suspensions), 6:120 (Education of Children with Disabilities), 6:250 (Community Resource Persons and Volunteers), 7:20 (Harassment of Students Prohibited), 7:150 (Agency and Police Interviews)

ADOPTED:

General Personnel

Staff Development Program

The Superintendent or designee shall implement a staff development program. The goal of such program shall be to update and improve the skills and knowledge of staff members in order to achieve and maintain a high level of job performance and satisfaction. Additionally, the development program for licensed staff members shall be designed to effectuate the District and School Improvement Plans so that student learning objectives meet or exceed goals established by the District and State.

The staff development program shall provide, at a minimum, at least once every two years, the in-service training of licensed school personnel and administrators on current best practices regarding the identification and treatment of attention deficit disorder and attention deficit hyperactivity disorder, the application of non-aversive behavioral interventions in the school environment, and the use of psychotropic or psychostimulant medication for school-age children.

The staff development program shall provide, at a minimum, once every two years, the in-service training of all District staff on educator ethics, teacher-student conduct, and school employee-student conduct.

In addition, the staff development program shall include each of the following:

1. At least, once every two years, training of all District staff by a person with expertise on anaphylactic reactions and management.
2. At least every two years, an in-service to train school personnel, at a minimum, to understand, provide information and referrals, and address issues pertaining to youth who are parents, expectant parents, or victims of domestic or sexual violence.
3. Training that, at a minimum, provides District staff with a basic knowledge of matters relating to acquired immunodeficiency syndrome (AIDS) and the availability of appropriate sources of counseling and referral.
4. Training for licensed school personnel and administrators who work with students in grades 9 through 12 to identify the warning signs of mental illness and suicidal behavior in youth along with appropriate intervention and referral techniques.
5. Abused and Neglected Child Reporting Act (ANCRA), School Code, and *Erin's Law* Training as follows:
 - a. Staff development for local school site personnel who work with students in grades kindergarten through 8, in the detection, reporting and prevention of child abuse and neglect (see policy 5:90, *Abused and Neglected Child Reporting*).
 - b. Within three months of employment, each staff member must complete mandated reporter training from a provider or agency with expertise in recognizing and reporting child abuse. Mandated reporter training must be completed again at least every three years (see policy 5:90, *Abused and Neglected Child Reporting*).
 - c. Informing educators about the recommendation in the *Erin's Law* Taskforce Report requesting them to attend continuing professional development programs that address the prevention and identification of child sexual abuse (see policy 5:90, *Abused and Neglected Child Reporting*).
6. Education for staff instructing students in grades 9 through 12, concerning teen dating violence as recommended by the District's Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students or Complaint Manager.

7. Ongoing professional development for teachers, administrators, school resource officers, and staff regarding the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, the appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.
8. Annual continuing education and/or training opportunities (*professional standards*) for school nutrition program directors, managers, and staff. Each school food authority's director shall document compliance with this requirement by the end of each school year and maintain documentation for a three year period.
9. All high school coaching personnel, including the head and assistant coaches, and athletic directors must obtain online concussion certification by completing online concussion awareness training in accordance with 105 ILCS 25/1.15. Coaching personnel and athletic directors hired on or after 8-19-2014 must be certified before their position's start date.
10. The following individuals must complete concussion training as specified in the Youth Sports Concussion Safety Act: coaches and assistant coaches (whether volunteer or employee) of an interscholastic athletic activity; nurses, licensed and/or non-licensed healthcare professionals serving on the Concussion Oversight Team; athletic trainers; game officials of an interscholastic athletic activity; and physicians serving on the Concussion Oversight Team.
11. Every two years, school personnel who work with students must complete an in-person or online training program on the management of asthma, the prevention of asthma symptoms, and emergency response in the school setting.
12. Training for school personnel to develop cultural competency, including understanding and reducing implicit racial bias.
13. For school personnel who work with hazardous or toxic materials on a regular basis, training on the safe handling and use of such materials.
14. For nurses, administrators, guidance counselors, teachers, persons employed by a local health department and assigned to a school, and persons who contract with the District to perform services in connection with a student's seizure action plan, training in the basics of seizure recognition, first aid, and appropriate emergency protocols.
15. For all District staff, annual sexual harassment prevention training.

The Superintendent shall develop protocols for administering youth suicide awareness and prevention education to staff consistent with Board policy 7:290, *Suicide and Depression Awareness and Prevention*.

An opportunity shall be provided for all staff members to acquire, develop, and maintain the knowledge and skills necessary to properly administer life-saving techniques and first aid, including the Heimlich maneuver, cardiopulmonary resuscitation, and the use of an automated external defibrillator, in accordance with a nationally recognized certifying organization. Physical fitness facilities' staff must be trained in cardiopulmonary resuscitation and use of an automated external defibrillator.

LEGAL REF.: Healthy, Hunger-Free Kids Act of 2010, 42 U.S.C. §1758b, Pub. L. 111-296.
7 C.F.R. Parts 210 and 235.
105 ILCS 5/2-3.62, 5/10-20.17a, 5/10-20.61, 5/10-22.6(c-5), 5/10-22.39, 5/10-23.12, 5/22-80(h), and 5/24-5.
105 ILCS 25/1.15, Interscholastic Athletic Organization Act.
105 ILCS 150/25, Seizure Smart School Act.
105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.
325 ILCS 5/4, Abused and Neglected Child Reporting Act.
745 ILCS 49/, Good Samaritan Act.
775 ILCS 5/2-109, Ill. Human Rights Act.
23 Ill.Admin.Code §§ 22.20, 226.800, and Part 525.
77 Ill.Admin.Code §527.800.

CROSS REF.: 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 4:160 (Environmental Quality of Buildings and Grounds), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:250 (Leaves of Absence), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:50 (School Wellness), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:270 (Administering Medicines to Students), 7:285 (Food Allergy Management Program), 7:290 (Suicide and Depression Awareness and Prevention), 7:305 (Student Athlete Concussions and Head Injuries)

ADOPTED:

General Personnel

Recognition for Service

The School Board will periodically recognize those District employees who contribute significantly to the educational programs and welfare of the students.

ADOPTED:

General Personnel

Employee Ethics; Conduct; and Conflict of Interest

Professional and Appropriate Conduct

All District employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain professional and appropriate relationships with students, parents, staff members, and others. In addition, the *Code of Ethics for Illinois Educators*, adopted by the Illinois State Board of Education, is incorporated by reference into this policy. Any employee who sexually harasses a student, willfully or negligently fails to report an instance of suspected child abuse or neglect as required by the Abused and Neglected Child Reporting Act (325 ILCS 5/), or otherwise violates an employee conduct standard will be subject to discipline up to and including dismissal.

Statement of Economic Interests

The following employees must file a *Statement of Economic Interests* as required by the Illinois Governmental Ethics Act:

1. Superintendent;
2. Building Principal;
3. Head of any department;
4. Any employee who, as the District's agent, is responsible for negotiating one or more contracts including collective bargaining agreement(s), in the amount of \$1,000 or greater;
5. Hearing officer;
6. Any employee having supervisory authority for 20 or more employees; and
7. Any employee in a position that requires an administrative or a chief school business official endorsement.

Ethics and Gift Ban

School Board policy 2:105, *Ethics and Gift Ban*, applies to all District employees. Students shall not be used in any manner for promoting a political candidate or issue.

Prohibited Interests; Conflict of Interest; and Limitation of Authority

In accordance with Section 22-5 of the School Code, "no school officer or teacher shall be interested in the sale, proceeds, or profits of any book, apparatus, or furniture used or to be used in any school with which such officer or teacher may be connected," except when the employee is the author or developer of instructional materials listed with the Illinois State Board of Education and adopted for use by the Board. An employee having an interest in instructional materials must file an annual statement with the Board Secretary.

For the purpose of acquiring profit or personal gain, no employee shall act as an agent of the District nor shall an employee act as an agent of any business in any transaction with the District. This includes participation in the selection, award or administration of a contract supported by a federal award or State award governed by the Grant Accountability and Transparency Act (GATA) (30 ILCS 708/) when the employee has a real or apparent conflict of interest. A conflict of interest arises when an employee or any of the following individuals has a financial or other interest in the entity selected for the contract:

1. Any person that has a close personal relationship with an employee that may compromise or impair the employee's fairness and impartiality, including a member of the employee's immediate family or household;
2. An employee's business partner; or
3. An entity that employs or is about to employ the employee or one of the individuals listed in one or two above.

Employees shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to agreements or contracts. Situations in which the interest is not substantial or the gift is an unsolicited item of nominal value must comply with State law and Board policy 2:105, *Ethics and Gift Ban*.

Outside Employment

Employees shall not engage in any other employment or in any private business during regular working hours or at such other times as are necessary to fulfill appropriate assigned duties.



Incorporated

by reference: 5:120-E (Code of Ethics for Illinois Educators)

LEGAL REF.:

U.S. Constitution, First Amendment.
 2 C.F.R. §200.318(c)(1).
 5 ILCS 420/4A-101, Ill. Governmental Ethics Act.
 5 ILCS 430/, State Officials and Employee Ethics Act.
 30 ILCS 708/, Grant Accountability and Transparency Act.
 50 ILCS 135/, Local Governmental Employees Political Rights Act.
 105 ILCS 5/10-22.39 and 5/22-5.
 325 ILCS 5/, Abused and Neglected Child Reporting Act.
 775 ILCS 5/5A-102, Ill. Human Rights Act.
 23 Ill.Admin.Code Part 22, Code of Ethics for Illinois Educators.
Pickering v. Board of Township H.S. Dist. 205, 391 U.S. 563 (1968).
Garcetti v. Ceballos, 547 U.S. 410 (2006).

CROSS REF.:

2:105 (Ethics and Gift Ban), 4:60 (Purchases and Contracts), 5:100 (Staff Development Program), 5:125 (Personal Technology and Social Media; Usage and Conduct)

ADOPTED:

General Personnel

Personal Technology and Social Media; Usage and Conduct

Definitions

Includes - Means “includes without limitation” or “includes, but is not limited to.”

Social media - Media for social interaction, using highly accessible communication techniques through the use of web-based and mobile technologies to turn communication into interactive dialogue. This includes, but is not limited to, services such as *Facebook*, *LinkedIn*, *Twitter*, *Instagram*, *Snapchat*, and *YouTube*.

Personal technology - Any device that is not owned or leased by the District or otherwise authorized for District use and: (1) transmits sounds, images, text, messages, videos, or electronic information, (2) electronically records, plays, or stores information, or (3) accesses the Internet, or private communication or information networks. This includes laptop computers (e.g., laptops, ultrabooks, and chromebooks), tablets (e.g., iPads®, Kindle®, Microsoft Surface®, and other Android® platform or Windows® devices), smartphones (e.g., iPhone®, BlackBerry®, Android® platform phones, and Windows Phone®), and other devices (e.g., iPod®).

Usage and Conduct

All District employees who use personal technology and social media shall:

1. Adhere to the high standards for appropriate school relationships required by policy 5:120, *Employee Ethics; Conduct; and Conflict of Interest*, at all times, regardless of the ever-changing social media and personal technology platforms available. This includes District employees posting images or private information about themselves or others in a manner readily accessible to students and other employees that is inappropriate as defined by policy 5:20, *Workplace Harassment Prohibited*; 5:100, *Staff Development Program*; 5:120, *Employee Ethics; Conduct; and Conflict of Interest*; 6:235, *Access to Electronic Networks*; 7:20, *Harassment of Students Prohibited*; and the Ill. Code of Educator Ethics, 23 Ill.Admin.Code §22.20.
2. Choose a District-provided or supported method whenever possible to communicate with students and their parents/guardians.
3. Not interfere with or disrupt the educational or working environment, or the delivery of education or educational support services.
4. Comply with policy 5:130, *Responsibilities Concerning Internal Information*. This means that personal technology and social media may not be used to share, publish, or transmit information about or images of students and/or District employees without proper approval. For District employees, proper approval may include implied consent under the circumstances.
5. Refrain from using the District’s logos without permission and follow Board policy 5:170, *Copyright*, and all District copyright compliance procedures.
6. Use personal technology and social media for personal purposes only during non-work times or hours. Any duty-free use must occur during times and places that the use will not interfere with job duties or otherwise be disruptive to the school environment or its operation.

7. Assume all risks associated with the use of personal technology and social media at school or school-sponsored activities, including students' viewing of inappropriate Internet materials through the District employee's personal technology or social media. The Board expressly disclaims any responsibility for imposing content filters, blocking lists, or monitoring of its employees' personal technology and social media.
8. Be subject to remedial and any other appropriate disciplinary action for violations of this policy ranging from prohibiting the employee from possessing or using any personal technology or social media at school to dismissal and/or indemnification of the District for any losses, costs, or damages, including reasonable attorney fees, incurred by the District relating to, or arising out of, any violation of this policy.

The Superintendent shall:

1. Inform District employees about this policy during the in-service on educator ethics, teacher-student conduct, and school employee-student conduct required by Board policy 5:120, *Employee Ethics; Conduct; and Conflict of Interest*.
2. Direct Building Principals to annually:
 - a. Provide their building staff with a copy of this policy.
 - b. Inform their building staff about the importance of maintaining high standards in their school relationships.
 - c. Remind their building staff that those who violate this policy will be subject to remedial and any other appropriate disciplinary action up to and including dismissal.
3. Build awareness of this policy with students, parents, and the community.
4. Ensure that no one for the District, or on its behalf, requests of an employee or applicant access in any manner to his or her social networking website or requests passwords to such sites.
5. Periodically review this policy and any procedures with District employee representatives and electronic network system administrator(s) and present proposed changes to the Board.

LEGAL REF.: 105 ILCS 5/21B-75 and 5/21B-80.
 Ill. Human Rights Act, 775 ILCS 5/5A-102.
 Code of Ethics for Ill. Educators, 23 Ill.Admin.Code §22.20.
Garcetti v. Ceballos, 547 U.S. 410 (2006).
Pickering v. High School Dist. 205, 391 U.S. 563 (1968).
Mayer v. Monroe County Community School Corp., 474 F.3d 477 (7th Cir. 2007).

CROSS REF.: 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:130 (Responsibilities Concerning Internal Information), 5:150 (Personnel Records), 5:170 (Copyright), 5:200 (Terms and Conditions of Employment and Dismissal), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:340 (Student Records)

ADOPTED:

General Personnel

Responsibilities Concerning Internal Information

✖ District employees are responsible for maintaining: (1) the integrity and security of all internal information, and (2) the privacy of confidential records, including but not limited to: student school records, personnel records, and the minutes of, and material disclosed in, a closed School Board meeting. Internal information is any information, oral or recorded in electronic or paper format, maintained by the District or used by the District or its employees. The Superintendent or designee shall manage procedures for safeguarding the integrity, security, and, as appropriate, confidentiality of internal information.

LEGAL REF.: Family Educational and Privacy Rights Act, 20 U.S.C. §1232g.
Uses and Disclosures of Protected Health Information; General Rules, 45 C.F.R. §164.502.
Ill. Freedom of Information Act, 5 ILCS 140/.
Local Records Act, 50 ILCS 205/.
105 ILCS 10/.
Personnel Record Review Act, 820 ILCS 40/.

CROSS REF.: 2:140 (Communications To and From the Board), 2:250 (Access to District Public Records), 5:150 (Personnel Records), 7:340 (Student Records)

ADOPTED:

General Personnel

Solicitations By or From Staff

✖ District employees shall not solicit donations or sales, nor shall they be solicited for donations or sales, on school grounds without prior approval from the Superintendent.

CROSS REF.: 8:90 (Parent Organizations and Booster Clubs)

ADOPTED:

General Personnel

Personnel Records

The Superintendent or designee shall manage a process for responding to inquiries by a prospective employer concerning a current or former employee’s job performance. The Superintendent shall execute the requirements in the Abused and Neglected Child Reporting Act whenever another school district asks for a reference concerning an applicant who is or was a District employee and was the subject of a report made by a District employee to DCFS.

When requested for information about an employee by an entity other than a prospective employer, the District will only confirm position and employment dates unless the employee has submitted a written request to the Superintendent or designee.

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

*The Superintendent or designee shall manage the maintenance of personnel records in accordance with State and federal law and School Board policy. Records, as determined by the Superintendent, are retained for all employment applicants, employees, and former employees given the need for the District to document employment-related decisions, evaluate program and staff effectiveness, and comply with government recordkeeping and reporting requirements. Personnel records shall be maintained in the District’s administrative office, under the Superintendent’s direct supervision.

Access to personnel records is available as follows:

1. An employee will be given access to his or her personnel records according to State law and guidelines developed by the Superintendent.
2. An employee’s supervisor or other management employee who has an employment or business-related reason to inspect the record is authorized to have access.
3. Anyone having the respective employee’s written consent may have access.
4. Access will be granted to anyone authorized by State or federal law to have access.
5. All other requests for access to personnel information are governed by Board policy 2:250, *Access to District Public Records*.

LEGAL REF.: 745 ILCS 46/10.
820 ILCS 40/.
23 Ill.Admin.Code §1.660.

CROSS REF.: 2:250 (Access to District’s Public Records), 7:340 (Student Records)

ADOPTED:

General Personnel

Copyright

Works Made for Hire

The Superintendent shall manage the development of instructional materials and computer programs by employees during the scope of their employment in accordance with State and federal laws and School Board policies. Whenever an employee is assigned to develop instructional materials and/or computer programs, or otherwise performs such work within the scope of his or her employment, it is assured the District shall be the owner of the copyright.

Copyright Compliance

While staff members may use appropriate supplementary materials, it is each staff member’s responsibility to abide by the District’s copyright compliance procedures and to obey the copyright laws. The District is not responsible for any violations of the copyright laws by its staff or students. A staff member should contact the Superintendent or designee whenever the staff member is uncertain about whether using or copying material complies with the District’s procedures or is permissible under the law, or wants assistance on when and how to obtain proper authorization. No staff member shall, without first obtaining the permission of the Superintendent or designee, install or download any program on a District-owned computer. At no time shall it be necessary for a District staff member to violate copyright laws in order to properly perform his or her duties.

Copyright Infringement; Designation of District Digital Millennium Copyright Act (DMCA) Agent

The employee listed below receives complaints about copyright infringement within the use of the District’s online services. The Superintendent or designee will register this information with the federal Copyright Office as required by federal law.

District DMCA Agent:

Name

Address

Email

Telephone

LEGAL REF.: Federal Copyright Law of 1976, 17 U.S.C. §101 et seq.
105 ILCS 5/10-23.10.

CROSS REF.: 6:235 (Access to Electronic Networks)

ADOPTED:

General Personnel

Temporary Illness or Temporary Incapacity

✶ A temporary illness or temporary incapacity is an illness or other capacity of ill-being that renders an employee physically or mentally unable to perform assigned duties. During such a period, the employee can use accumulated sick leave benefits. However, income received from other sources (worker's compensation, District-paid insurance programs, etc.) will be deducted from the District's compensation liability to the employee. The School Board's intent is that in no case will the employee, who is temporarily disabled, receive more than 100 percent of his or her gross salary.

Those insurance plans privately purchased by the employee and to which the District does not contribute, are not applicable to this policy.

If illness, incapacity, or any other condition causes a teacher or other licensed employee to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board may begin dismissal proceedings subject to State and federal law, including the Americans with Disabilities Act. The Superintendent may recommend this paragraph's use when circumstances strongly suggest that the teacher or other licensed employee returned to work intermittently in order to avoid this paragraph's application. This paragraph shall not be considered a limitation on the Board's authority to take any action concerning an employee that is authorized by State and federal law.

Any employee may be required to have an examination, at the District's expense, by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, a licensed advanced practice registered nurse, or a licensed physician assistant if the examination is job-related and consistent with business necessity.

Please also refer to the applicable collective bargaining agreement(s).

LEGAL REF.: 42 U.S.C. §12101 et seq., Americans with Disabilities Act.
105 ILCS 5/10-22.4, 5/24-12, and 5/24-13.
Elder v. School Dist. No.127 1/2, 60 Ill.App.2d 56 (1st Dist. 1965).
School District No. 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987).

CROSS REF.: 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:185 (Family and Medical Leave), 5:250 (Leaves of Absence), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

ADOPTED:

General Personnel

Family and Medical Leave

Leave Description

An eligible employee may use unpaid family and medical leave (FMLA leave), guaranteed by the federal Family and Medical Leave Act. The U.S. Department of Labor's rules (federal rules) implementing FMLA, as they may be amended from time to time, control FMLA leave.

An eligible employee may take FMLA leave for up to a combined total of 12 weeks each 12-month period, beginning September 1 and ending August 31 of the next year.

During a single 12-month period, an eligible employee's FMLA leave entitlement may be extended to a total of 26 weeks of unpaid leave to care for a covered servicemember (defined in the federal rules) with a serious injury or illness. The "single 12-month period" is measured forward from the date the employee's first FMLA leave to care for the covered servicemember begins.

While FMLA leave is normally unpaid, the District will substitute an employee's accrued compensatory time-off and/or paid leave for unpaid FMLA leave. All policies and rules regarding the use of paid leave apply when paid leave is substituted for unpaid FMLA leave. Any substitution of paid leave for unpaid FMLA leave will count against the employee's FMLA leave entitlement. Use of FMLA leave shall not preclude the use of other applicable unpaid leave that will extend the employee's leave beyond 12 weeks, provided that the use of FMLA leave shall not serve to extend such other unpaid leave. Any full workweek period during which the employee would not have been required to work, including summer break, winter break and spring break, is not counted against the employee's FMLA leave entitlement.

FMLA leave is available in one or more of the following instances:

1. The birth and first-year care of a son or daughter.
2. The adoption or foster placement of a son or daughter, including absences from work that are necessary for the adoption or foster care to proceed and expiring at the end of the 12-month period beginning on the placement date.
3. The serious health condition of an employee's spouse, child, or parent.
4. The employee's own serious health condition that makes the employee unable to perform the functions of his or her job.
5. The existence of a qualifying exigency arising out of the fact that the employee's spouse, child, or parent is a military member on covered active duty or has been notified of an impending call or order to active duty, as provided by federal rules.
6. To care for the employee's spouse, child, parent, or next of kin who is a covered servicemember with a serious injury or illness, as provided by federal rules.

If spouses are employed by the District, they may together take only 12-weeks for FMLA leaves when the reason for the leave is 1 or 2, above, or to care for a parent with a serious health condition, or a combined total of 26 weeks for item 6 above.

An employee may be permitted to work on an intermittent or reduced-leave schedule in accordance with federal rules.

Eligibility

To be eligible for FMLA leave, an employee must be employed at a worksite where at least 50 employees are employed within 75 miles. In addition, one of the following provisions must describe the employee:


1. The employee has been employed by the District for at least 12 months and has been employed for at least 1,250 hours of service during the 12-month period immediately before the beginning of the leave. The 12 months an employee must have been employed by the District need not be consecutive. However, the District will not consider any period of previous employment that occurred more than seven years before the date of the most recent hiring, except when the service break is due to fulfillment of a covered service obligation under the employee's Uniformed Services Employment and Reemployment Rights Act (USERRA), 38 U.S.C. 4301, et seq., or when a written agreement exists concerning the District's intention to rehire the employee.
2. The employee is a full-time classroom teacher.

Requesting Leave

If the need for the FMLA leave is foreseeable, an employee must provide the Superintendent or designee with at least 30 days' advance notice before the leave is to begin. If 30 days' advance notice is not practicable, the notice must be given as soon as practicable. The employee shall make a reasonable effort to schedule a planned medical treatment so as not to disrupt the District's operations, subject to the approval of the health care provider administering the treatment. The employee shall provide at least verbal notice sufficient to make the Superintendent or designee aware that he or she needs FMLA leave, and the anticipated timing and duration of the leave. Failure to give the required notice for a foreseeable leave may result in a delay in granting the requested leave until at least 30 days after the date the employee provides notice.

Certification

Within 15 calendar days after the Superintendent or designee makes a request for certification for a FMLA leave, an employee must provide one of the following:

1. When the leave is to care for the employee's covered family member with a serious health condition, the employee must provide a complete and sufficient certificate signed by the family member's health care provider.
2. When the leave is due to the employee's own serious health condition, the employee must provide a complete and sufficient certificate signed by the employee's health care provider.
3.  When the leave is to care for a covered servicemember with a serious illness or injury, the employee must provide a complete and sufficient certificate signed by an authorized health care provider for the covered servicemember.
4. When the leave is because of a qualified exigency, the employee must provide: (a) a copy of the covered military member's active duty orders or other documentation issued by the military indicating that the military member is on active duty or call to active duty status, and the dates of the covered military member's active duty service, and (b) a statement or description, signed by the employee, of appropriate facts regarding the qualifying exigency for which FMLA leave is requested.

The District may require an employee to obtain a second and third opinion at its expense when it has reason to doubt the validity of a medical certification.

The District may require recertification at reasonable intervals, but not more often than once every 30 days. Regardless of the length of time since the last request, the District may request recertification when the, (1) employee requests a leave extension, (2) circumstances described by the original

certification change significantly, or (3) District receives information that casts doubt upon the continuing validity of the original certification. Recertification is at the employee's expense and must be provided to the District within 15 calendar days after the request. The District may request recertification every six months in connection with any absence by an employee needing an intermittent or reduced schedule leave for conditions with a duration in excess of six months.

Failure to furnish a complete and sufficient certification on forms provided by the District may result in a denial of the leave request.

Continuation of Health Benefits

During FMLA leave, employees are entitled to continuation of health benefits that would have been provided if they were working. Any share of health plan premiums being paid by the employee before taking the leave, must continue to be paid by the employee during the FMLA leave. A District's obligation to maintain health insurance coverage ceases if an employee's premium payment is more than 30 days late and the District notifies the employee at least 15 days before coverage will cease.

Changed Circumstances and Intent to Return

An employee must provide the Superintendent or designee reasonable notice of changed circumstances (i.e., within two business days if the changed circumstances are foreseeable) that will alter the duration of the FMLA leave. The Superintendent or designee, taking into consideration all of the relevant facts and circumstances related to an individual's leave situation, may ask an employee who has been on FMLA leave for eight consecutive weeks whether he or she intends to return to work.

Return to Work

If returning from FMLA leave occasioned by the employee's own serious health condition, the employee is required to obtain and present certification from the employee's health care provider that he or she is able to resume work.

An employee returning from FMLA leave will be given an equivalent position to his or her position before the leave, subject to: (1) permissible limitations the District may impose as provided in the FMLA or implementing regulations, and (2) the District's reassignment policies and practices.

Classroom teachers may be required to wait to return to work until the next semester in certain situations as provided by the FMLA regulations.

Implementation

The Superintendent or designee shall ensure that: (1) all required notices and responses to leave requests are provided to employees in accordance with the FMLA; and (2) this policy is implemented in accordance with the FMLA. In the event of a conflict between the policy and the FMLA or its regulations, the latter shall control. The terms used in this policy shall be defined as in the FMLA regulations.

LEGAL REF.: Family and Medical Leave Act, 29 U.S.C. §2601 et seq., 29 C.F.R. Part 825.

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:250 (Leaves of Absence), 5:310 (Compensatory Time-Off), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

ADOPTED:

Professional Personnel

Teacher Qualifications

A teacher, as the term is used in this policy, refers to a District employee who is required to be licensed under State law. The following qualifications apply:

1. Each teacher must:
 - a. Have a valid Illinois Professional Educator License issued by the State Superintendent of Education with the required endorsements as provided in the School Code.
 - b. Provide the District Office with a complete official transcript of credits earned in institutions of higher education.
 - c. On or before September 1 of each year, unless otherwise provided in an applicable collective bargaining agreement, provide the District Office with an official transcript of any credits earned since the date the last transcript was filed.
 - d. Notify the Superintendent of any change in the teacher's transcript.
2. All teachers working in a program supported with federal funds under Title I, Part A must meet applicable State certification and licensure requirements.

The Superintendent or designee shall:

1. Monitor compliance with State and federal law requirements that teachers be appropriately licensed;
2. Through incentives for voluntary transfers, professional development, recruiting programs, or other effective strategies, ensure that minority students and students from low-income families are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers; and
3. Ensure parents/guardians of students in schools receiving Title I funds are notified of their right to request their students' classroom teachers' professional qualifications.

LEGAL REF.: 20 U.S.C. §6312(e)(1)(A).
 105 ILCS 5/10-20.15, 5/21-11.4, 5/21B-15, 5/21B-20, 5/21B-25, and 5/24-23.
 23 Ill.Admin.Code §1.610 et seq., §1.705 et seq., and Part 25.

CROSS REF.: 6:170 (Title I Programs)

ADOPTED:

Professional Personnel

Terms and Conditions of Employment and Dismissal

*The School Board delegates authority and responsibility to the Superintendent to manage the terms and conditions for the employment of professional personnel. The Superintendent shall act reasonably and comply with State and federal law as well as any applicable collective bargaining agreement in effect. The Superintendent is responsible for making dismissal recommendations to the Board consistent with the Board's goal of having a highly qualified, high performing staff.

School Year and Day, Duty-Free Lunch, Salary, Assignments and Transfers, Dismissal, Evaluation

Please refer to the applicable collective bargaining agreement(s).

Nursing Mothers

The District accommodates employees who are nursing mothers according to provisions in State and federal law.

School Social Worker Services Outside of District Employment

School social workers may not provide services outside of their District employment to any student(s) attending school in the District. *School social worker* has the meaning stated in 105 ILCS 5/14-1.09a.

***LEGAL REF.:** 105 ILCS 5/10-19, 5/10-19.05, 5/10-20.65, 5/14-1.09a, 5/22.4, 5/24-16.5, 5/24-2, 5/24-8, 5/24-9, 5/24-11, 5/24-12, 5/24-21, 5/24A-1 through 24A-20.
820 ILCS 260/1 et seq.
23 Ill.Admin.Code Parts 50 (Evaluation of Educator Licensed Employees) and 51 (Dismissal of Tenured Teachers).
Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532(1985).

CROSS REF.: 5:290 (Employment Termination and Suspensions), 6:20 (School Year Calendar and Day)

ADOPTED:

Professional Personnel

Resignations *

* Tenured teachers may resign at any time with consent of the School Board or by written notice sent to the Board Secretary at least 30 days before the intended date of resignation. However, no teacher may resign during the school term in order to accept another teaching position without the consent of the Board.

LEGAL REF.: 105 ILCS 5/24-14.
Park Forest Heights School Dist. v. State Teacher Certification Bd., 842 N.E.2d
1230 (Ill.App.1st 2006).

ADOPTED:

Professional Personnel

Substitute Teachers

✶ The Superintendent may employ substitute teachers as necessary to replace teachers who are temporarily absent.

A substitute teacher must hold either a valid teaching or substitute license or short-term substitute license and may teach in the place of a licensed teacher who is under contract with the Board. There is no limit on the number of days that a substitute teacher may teach in the District during the school year, except as follows:

1. A substitute teacher holding a substitute license may teach for any one licensed teacher under contract with the District only for a period not to exceed 90 paid school days in any one school term.
2. A teacher holding a Professional Educator License or Educator License with Stipulations may teach for any one licensed teacher under contract with the District only for a period not to exceed 120 paid school days.
3. A short-term substitute teacher holding a short-term substitute teaching license may teach for any one licensed teacher under contract with the District only for a period not to exceed five consecutive school days.

The Illinois Teachers' Retirement System (TRS) limits a substitute teacher who is a TRS annuitant to substitute teaching for a period not to exceed 120 paid days or 600 paid hours in each school year, but not more than 100 paid days in the same classroom. Beginning July 1, 2020, a substitute teacher who is a TRS annuitant may substitute teach for a period not to exceed 100 paid days or 500 paid hours in any school year, unless the subject area is one where the Regional Superintendent has certified that a personnel shortage exists.

The School Board establishes a daily rate of pay for substitute teachers. Substitute teachers receive only monetary compensation for time worked and no other benefits.

Short-Term Substitute Teachers

A short-term substitute teacher must hold a valid short-term substitute teaching license and have completed the District's short-term substitute teacher training program. Short-term substitutes may teach no more than five consecutive school days for each licensed teacher who is under contract with the Board.

Emergency Situations

A substitute teacher may teach when no licensed teacher is under contract with the Board if the District has an emergency situation as defined in State law. During an emergency situation, a substitute teacher is limited to 30 calendar days of employment per each vacant position. The Superintendent shall notify the appropriate Regional Office of Education within five business days after the employment of a substitute teacher in an emergency situation.

LEGAL REF.: 105 ILCS 5/10-20.68, 5/21B-20(2), 5/21B-20(3), and 5/21B-20(4).
23 Ill.Admin.Code §1.790 (Substitute Teacher) and §25.520 (Substitute Teaching License).

CROSS REF.: 5:30 (Hiring Process and Criteria)

ADOPTED:

Professional Personnel

Maintaining Student Discipline

✶ Maintaining an orderly learning environment is an essential part of each teacher's instructional responsibilities. A teacher's ability to foster appropriate student behavior is an important factor in the teacher's educational effectiveness. The Superintendent shall ensure that all teachers, other certificated employees, and persons providing a student's related service(s): (1) maintain discipline in the schools as required in the School Code, and (2) follow the School Board policies and administrative procedures on student conduct, behavior, and discipline.

When a student's behavior is unacceptable, the teacher should first discuss the matter with the student, if appropriate. If the unacceptable behavior continues, the teacher should consult with the Building Principal and/or discuss the problem with the parent(s)/guardian(s). A teacher may remove any student from the learning setting whose behavior interferes with the lessons or participation of fellow students. A student's removal must be in accordance with Board policy and administrative procedures.

Teachers shall not use disciplinary methods that may be damaging to students, such as ridicule, sarcasm, or excessive temper displays. Corporal punishment (including slapping, paddling, or prolonged maintenance of a student in physically painful positions, and intentional infliction of bodily harm) may not be used. Teachers may use reasonable force as needed to keep students, school personnel, and others safe, or for self-defense or defense of property.

LEGAL REF.: 105 ILCS 5/24-24.
23 Ill.Admin.Code §1.280.

CROSS REF.: 2:150 (Committees), 7:190 (Student Behavior), 7:230 (Misconduct by Students with Disabilities)

ADOPTED:

Professional Personnel

Suspension

Suspension Without Pay

The School Board may suspend without pay: (1) a professional employee pending a dismissal hearing, or (2) a teacher as a disciplinary measure for up to 10 employment days for misconduct that is detrimental to the School District. Administrative staff members may not be suspended without pay as a disciplinary measure.

Misconduct that is detrimental to the School District includes:

- Insubordination, including any failure to follow an oral or written directive from a supervisor;
- Violation of Board policy or Administrative Procedure;
- Conduct that disrupts or may disrupt the educational program or process;
- Conduct that violates any State or federal law that relates to the employee's duties; and
- Other sufficient causes.

The Superintendent or designee is authorized to issue a pre-suspension notification to a professional employee. This notification shall include the length and reason for the suspension as well as the deadline for the employee to exercise his or her right to appeal the suspension to the Board or Board-appointed hearing examiner before it is imposed. At the request of the professional employee made within five calendar days of receipt of a pre-suspension notification, the Board or Board-appointed hearing examiner will conduct a pre-suspension hearing. The Board or its designee shall notify the professional employee of the date and time of the hearing. At the pre-suspension hearing, the professional employee or his/her representative may present evidence. If the employee does not appeal the pre-suspension notification, the Superintendent or designee shall report the action to the Board at its next regularly scheduled meeting.

Suspension With Pay

The Board or Superintendent or designee may suspend a professional employee with pay: (1) during an investigation into allegations of disobedience or misconduct whenever the employee's continued presence in his or her position would not be in the School District's best interests, (2) as a disciplinary measure for misconduct that is detrimental to the School District as defined above, or (3) pending a Board hearing to suspend a teacher without pay.

The Superintendent shall meet with the employee to present the allegations and give the employee an opportunity to refute the charges. The employee will be told the dates and times the suspension will begin and end.

Employees Under Investigation by Illinois Dept. of Children and Family Services (DCFS)

Upon receipt of a DCFS recommendation that the District remove an employee from his or her position when he or she is the subject of a pending DCFS investigation that relates to his or her employment with the District, the Board or Superintendent or designee, in consultation with the Board Attorney, will determine whether to:

1. Let the employee remain in his or her position pending the outcome of the investigation; or
2. Remove the employee as recommended by DCFS, proceeding with:
 - a. A suspension with pay; or

- b. A suspension without pay.

Repayment of Compensation and Benefits

If a professional employee is suspended with pay, either voluntarily or involuntarily, pending the outcome of a criminal investigation or prosecution, and the employee is later dismissed as a result of his or her criminal conviction, the employee must repay to the District all compensation and the value of all benefits received by him or her during the suspension. The Superintendent will notify the employee of this requirement when the employee is suspended.

LEGAL REF.: 5 ILCS 430/5-60(b).
105 ILCS 5/24-12.
325 ILCS 5/7.4(c-10).
Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532 (1985).
Barszcz v. Community College District No. 504, 400 F.Supp. 675 (N.D. Ill., 1975).
Massie v. East St. Louis Sch. District No.189, 203 Ill.App.3d 965 (5th Dist. 1990).

CROSS REF.: 5:290 (Educational Support Personnel - Employment Termination and Suspensions)

ADOPTED:

Professional Personnel

Leaves of Absence

Each of the provisions in this policy applies to all professional personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

Sick and Bereavement Leave, Personal Leave, Leave of Absence Without Pay

Please refer to the applicable collective bargaining agreement(s).

The use of paid sick leave for adoption or placement for adoption is limited to 30 days unless a longer leave is provided in an applicable collective bargaining agreement. The Superintendent may require that the employee provide evidence that the formal adoption process is underway.

Child Bereavement Leave

State law allows a maximum of 10 unpaid work days for eligible employees (Family and Medical Leave Act of 1993, 20 U.S.C. §2601 *et seq.*) to take child bereavement leave. The purpose, requirements, scheduling, and all other terms of the leave are governed by the Child Bereavement Leave Act. Child bereavement leave allows for: (1) attendance by the bereaved staff member at the funeral or alternative to a funeral of his or her child, (2) making arrangements necessitated by the death of the staff member's child, or (3) grieving the death of the staff member's child, without any adverse employment action.

The leave must be completed within 60 days after the date on which the employee received notice of the death of his or her child. However, in the event of the death of more than one child in a 12-month period, an employee is entitled to up to a total of six weeks of bereavement leave during the 12-month period, subject to certain restrictions under State and federal law. Other existing forms of leave may be substituted for the leave provided in the Child Bereavement Leave Act. This policy does not create any right for an employee to take child bereavement leave that is inconsistent with the Child Bereavement Leave Act.

Sabbatical Leave

Sabbatical leave may be granted in accordance with the School Code.

Leave to Serve as an Election Judge

Any staff member who was appointed to serve as an election judge under State law may, after giving at least 20-days' written notice to the District, be absent without pay for the purpose of serving as an election judge. The staff member is not required to use any form of paid leave to serve as an election judge. No more than 10% of the District's employees may be absent to serve as election judges on the same Election Day.

Child-Rearing Leave

The Board shall grant a professional staff member's request for a non-paid, child-rearing leave, not to exceed the balance of the school year plus one additional school year (but in no event shall such leave exceed three semesters), provided the request complies with this policy. Nothing in this section shall prohibit a professional staff member from using paid sick days as provided in this policy.

A teacher should request, if possible, a child-rearing leave by notifying the Superintendent in writing no later than 90 days before the requested leave's beginning date. The request should include the proposed leave dates. The leave shall end before a new school year begins or at the semester break.

Subject to the insurance carrier's approval, the teacher may maintain insurance benefits at his or her own expense during a child-rearing leave.

A professional staff member desiring to return before the leave's expiration will be assigned to an available vacancy for which the teacher is qualified, subject to scheduling efficiency and instruction continuity.

Leaves for Service in the Military

Leaves for service in the U.S. Armed Services or any of its reserve components and the National Guard, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in military service does not acquire tenure.

General Assembly Leave

Leaves for service in the General Assembly, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in the General Assembly does not acquire tenure.

Leave for Employment in Department of Defense

The Board may grant teachers a leave of absence to accept employment in a Dept. of Defense overseas school.

School Visitation Leave

An eligible professional staff member is entitled to eight hours during any school year, no more than four hours of which may be taken on any given day, to attend school conferences, behavioral meetings, or academic meetings related to the teacher's child, if the conference or meeting cannot be scheduled during non-work hours. Professional staff members must first use all accrued vacation leave, personal leave, compensatory leave, and any other leave that may be granted to the professional staff member, except sick, and disability leave.

The Superintendent shall develop administrative procedures implementing this policy consistent with the School Visitation Rights Act.

Leaves for Victims of Domestic Violence, Sexual Violence, or Gender Violence

An unpaid leave from work is available to any staff member who: (1) is a victim of domestic violence, sexual violence, or gender violence, or (2) has a family or household member who is a victim of such violence whose interests are not adverse to the employee as it relates to the domestic violence, sexual violence, or gender violence. The unpaid leave allows the employee to seek medical help, legal assistance, counseling, safety planning, and other assistance without suffering adverse employment action.

The Victims' Economic Security and Safety Act governs the purpose, requirements, scheduling, and continuity of benefits, and all other terms of the leave. Accordingly, if the District employs at least 50 employees, an employee is entitled to a total of 12 work weeks of unpaid leave during any 12-month period. Neither the law nor this policy creates a right for an employee to take unpaid leave that exceeds the unpaid leave time allowed under, or is in addition to the unpaid leave time permitted by, the federal Family and Medical Leave Act of 1993 (29 U.S.C. §2601 et seq.).

Leaves to Serve as an Officer or Trustee of a Specific Organization

Upon request, the Board will grant: (1) an unpaid leave of absence to an elected officer of a State or national teacher organization that represents teachers in collective bargaining negotiations, (2) twenty days of paid leave of absence per year to a trustee of the Teachers' Retirement System in accordance with 105 ILCS 5/24-6.3, and (3) a paid leave of absence for the local association president of a State teacher association that is an exclusive bargaining agent in the District, or his or her designee, to attend meetings, workshops, or seminars as described in 105 ILCS 5/24-6.2.

LEGAL REF.:

10 ILCS 5/13-2.5

105 ILCS 5/24-6, 5/24-6.1, 5/24-6.2, 5/24-6.3, 5/24-13, and 5/24-13.1.

330 ILCS 61/, Service Member Employment and Reemployment Rights Act.

820 ILCS 147/, School Visitation Rights Act.

820 ILCS 154/, Child Bereavement Leave Act.

820 ILCS 180/, Victims' Economic Security and Safety Act.

CROSS REF.:

5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

ADOPTED:

Professional Personnel

Student Teachers

* The Superintendent is authorized to accept students from university-approved teacher-training programs to do student teaching in the District. No individual who has been convicted of a criminal offense that would subject him or her to license suspension or revocation pursuant to Section 5/21B-80 of the School Code or who has been found to be the perpetrator of sexual or physical abuse of a minor under 18 years of age pursuant to proceedings under Article II of the Juvenile Court Act of 1987 is permitted to student teach.

Before permitting an individual to student teach or begin a required internship in the District, the Superintendent or designee shall ensure that:

1. The District performed a *105 ILCS 5/10-21.9(g) Check* as described below; and
2. The individual furnished evidence of physical fitness to perform assigned duties and freedom from communicable disease pursuant to 105 ILCS 5/24-5.

A *105 ILCS 5/10-21.9(g) Check* shall include:

1. Fingerprint-based checks through (a) the Illinois State Police (ISP) for criminal history records information (CHRI) pursuant to the Uniform Conviction Information Act (20 ILCS 2635/1), and (b) the FBI national crime information databases pursuant to the Adam Walsh Child Protection and Safety Act (P.L. 109-248);
2. A check of the Illinois Sex Offender Registry (see the Sex Offender Community Notification Law (730 ILCS 152/101 et seq.); and
3. A check of the Illinois Murderer and Violent Offender Against Youth Registry (Murderer and Violent Offender Against Youth Community Notification Law (730 ILCS 154/75-105).

The School Code requires each individual student teaching or beginning a required internship to provide the District with written authorization for, and pay the costs of, his or her 105 ILCS 5/10-21.9(g) check (including any applicable vendor's fees). Upon receipt of this authorization and payment, the Superintendent or designee will submit the student teacher's name, sex, race, date of birth, social security number, fingerprint images, and other identifiers, as prescribed by the Department of State Police, to the Department of State Police. The Superintendent or designee will provide each student teacher with a copy of his or her report.

Assignment

The Superintendent or designee shall be responsible for coordinating placements of all student teachers within the District. Student teachers should be assigned to supervising teachers whose qualifications are acceptable to the District and the students' respective colleges or universities.

LEGAL REF.: Adam Walsh Child Protection and Safety Act, P.L. 109-248.
Uniform Conviction Information Act, 20 ILCS 2635/1.
105 ILCS 5/10-21.9, 5/10-22.34, and 5/24-5.

CROSS REF.: 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:190 (Teacher Qualifications)

ADOPTED:

Educational Support Personnel

Employment At-Will, Compensation, and Assignment

Employment At-Will

Unless otherwise specifically provided, District employment is at-will, meaning that employment may be terminated by the District or employee at any time for any reason, other than a reason prohibited by law, or no reason at all. Nothing in School Board policy is intended or should be construed as altering the employment at-will relationship.

Exceptions to employment at-will may include employees who are employed annually, have an employment contract, or are otherwise granted a legitimate interest in continued employment. The Superintendent is authorized to make exceptions to employing nonlicensed employees at-will but shall maintain a record of positions or employees who are not at-will.

Compensation

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The Board will determine salary and wages for educational support personnel. Increments are dependent on evidence of continuing satisfactory performance. An employee covered by the overtime provisions in State or federal law, shall not work overtime without the prior authorization from the employee's immediate supervisor. Educational support personnel are paid twice a month.

Assignment

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The Superintendent is authorized to make assignments and transfers of educational support personnel.

LEGAL REF.: 105 ILCS 5/10-22.34 and 5/10-23.5.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:35 (Compliance with the Fair Labor Standards Act), 5:290 (Educational Support Personnel - Employment Termination and Suspensions), 5:310 (Educational Support Personnel - Compensatory Time-Off)

ADOPTED:

Educational Support Personnel

Duties and Qualifications

All support staff: (1) must meet qualifications specified in job descriptions, (2) must be able to perform the essential tasks listed and/or assigned, and (3) are subject to School Board policies as they may be changed from time to time at the Board's sole discretion.

Paraprofessionals

Paraprofessionals provide supervised instructional support. Service as a paraprofessional requires an educator license with stipulations endorsed for a paraprofessional educator unless a specific exemption is authorized by the Illinois State Board of Education (ISBE).

Individuals with only non-instructional duties (e.g., providing technical support for computers, providing personal care services, or performing clerical duties) are not paraprofessionals, and the requirements in this section do not apply. In addition, individuals completing their clinical experiences and/or student teaching do not need to comply with this section, provided their service otherwise complies with ISBE rules.

Noncertificated and Unlicensed Personnel Working with Students and Performing Non-Instructional Duties

Noncertificated and unlicensed personnel performing non-instructional duties may be used:

1. For supervising study halls, long-distance teaching reception areas used incident to instructional programs transmitted by electronic media (e.g., computers, video, and audio), detention and discipline areas, and school-sponsored extracurricular activities;
2. As supervisors, chaperones, or sponsors for non-academic school activities; or
3. For non-teaching duties not requiring instructional judgment or student evaluation.

Nothing in this policy prevents a noncertificated person from serving as a guest lecturer or resource person under a certificated teacher's direction and with the administration's approval.

Coaches and Athletic Trainers

Athletic coaches and trainers shall have the qualifications required by any association in which the School District maintains membership. Regardless of whether the athletic activity is governed by an association, the Superintendent or designee shall ensure that each athletic coach: (1) is knowledgeable regarding coaching principles, (2) has first aid training, and (3) is a trained Automated External Defibrillator user according to rules adopted by the Illinois Department of Public Health. Anyone performing athletic training services shall be licensed under the Illinois Athletic Trainers Practice Act, be an athletic trainer aide performing care activities under the on-site supervision of a licensed athletic trainer, or otherwise be qualified to perform athletic trainer activities under State law.

Bus Drivers

All school bus drivers must have a valid school bus driver permit. The Superintendent or designee shall inform the Illinois Secretary of State, within 30 days of being informed by a school bus driver, that the bus driver permit holder has been called to active duty. New bus drivers and bus drivers who are returning from a lapse in their employment are subject to the requirements contained in Board policy 5:30, *Hiring Process and Criteria* and Board policy 5:285, *Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers*.

LEGAL REF.:

34 C.F.R. §§200.58 and 200.59.
105 ILCS 5/10-22.34, 5/10-22.34a, and 5/10-22.34b.
625 ILCS 5/6-104 and 5/6-106.1.
23 Ill.Admin.Code §§1.630 and 23.510.

CROSS REF.:

4:110 (Transportation), 4:170 (Safety), 5:30 (Hiring Process and Criteria), 5:35 (Compliance with the Fair Labor Standards Act), 5:285 (Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers), 6:250 (Community Resource Persons and Volunteers)

ADOPTED:

Educational Support Personnel

Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers

* The District shall adhere to State and federal law and regulations requiring a drug and alcohol testing program for school bus and commercial vehicle drivers. The Superintendent or designee manages a program to implement State and federal law defining the circumstances and procedures for the testing.

LEGAL REF.: 625 ILCS 5/6-106.1 and 5/6-106.1c.
49 U.S.C. §31306, Alcohol and Controlled Substances Testing (Omnibus Transportation Employee Testing Act of 1991, P.L. 102-143).
49 C.F.R. Parts 40 (Procedures for Transportation Workplace Drug and Alcohol Testing Programs), 382 (Controlled Substance and Alcohol Use and Testing), and 395 (Hours of Service of Drivers).

CROSS REF.: 4:110 (Transportation), 5:30 (Hiring Process and Criteria), 5:280 (Duties and Qualifications)

ADOPTED:

Educational Support Personnel

Employment Termination and Suspensions

Resignation and Retirement

An employee is requested to provide two weeks' notice of a resignation. A resignation notice cannot be revoked once given. An employee planning to retire should notify his or her supervisor at least two months before the retirement date.

Non-RIF Dismissal

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The District may terminate an at-will employee at any time for any or no reason, but not for a reason prohibited by State or federal law.

Employees who are employed annually or have a contract, or who otherwise have a legitimate expectation of continued employment, may be dismissed: (1) at the end of the school year or at the end of their respective contract after being provided appropriate notice and after compliance with any applicable contractual provisions, or (2) mid-year or mid-contract provided appropriate due process procedures are provided.

The Superintendent is responsible for making dismissal recommendations to the School Board consistent with the Board's goal of having a highly qualified, high performing staff. This includes recommending a non-licensed employee for immediate dismissal for willful or negligent failure to report an instance of suspected child abuse or neglect as required by 325 ILCS 5/.

Reduction in Force and Recall

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The Board may, as necessary or prudent, decide to decrease the number of educational support personnel or to discontinue some particular type of educational support service and, as a result of that action, dismiss or reduce the hours of one or more educational support employees. When making decisions concerning reduction in force and recall, the Board will follow Sections 10-22.34c (outsourcing non-instructional services) and 10-23.5 (procedures) of the School Code, to the extent they are applicable and not superseded by legislation or an applicable collective bargaining agreement.

Final Paycheck

A terminating employee's final paycheck will be adjusted for any unused, earned vacation credit. Employees are paid for all earned vacation. Terminating employees will receive their final pay on the next regular payday following the date of termination, except that an employee dismissed due to a reduction in force shall receive his or her final paycheck on or before the next regular pay date following the last day of employment.

Suspension

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Except as provided below, the Superintendent is authorized to suspend an employee without pay as a disciplinary measure, during an investigation into allegations of misconduct or pending a dismissal hearing whenever, in the Superintendent's judgment, the employee's presence is detrimental to the District. A disciplinary suspension shall be with pay: (1) when the employee is exempt from the overtime provisions, or (2) until an employee with an employment contract for a definite term is provided a notice and hearing according to the suspension policy for professional employees. Upon receipt of a recommendation from the Ill. Dept. Children and Family Services (DCFS) that the District remove an employee from his or her position when he or she is the subject of a pending DCFS investigation that relates to his or her employment with the District, the Board or Superintendent or designee, in consultation with the Board Attorney, will determine whether to:

1. Let the employee remain in his or her position pending the outcome of the investigation; or
2. Remove the employee as recommended, proceeding with:
 - a. A suspension with pay; or
 - b. A suspension without pay.

Any criminal conviction resulting from the investigation or allegations shall require the employee to repay to the District all compensation and the value of all benefits received by the employee during the suspension. The Superintendent will notify the employee of this requirement when the employee is suspended.

LEGAL REF.: 5 ILCS 430 et seq.
105 ILCS 5/10-22.34c and 5/10-23.5.
325 ILCS 5/7.4(c-10).
820 ILCS 105/4a.

CROSS REF.: 5:90 (Abused and Neglected Child Reporting), 5:240 (Suspension), 5:270 (Employment At-Will, Compensation, and Assignment)

ADOPTED:

Educational Support Personnel

Schedules and Employment Year

*The Superintendent shall supervise a process for setting work schedules and an employment year for educational support employees in accordance with State and federal law, School Board policy, and applicable agreements and shall:

1. Assign each employee one supervisor who will establish a work schedule, including breaks, as required by building or District needs, work load, and the efficient management of human resources;
2. Allow for the ability to respond to changing circumstances by altering work schedules as needed; and
3. Consider the well-being of the employee. The Superintendent’s approval is required to establish a flexible work schedule or job-sharing.

Breaks

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

An employee who works at least 7.5 continuous hours shall receive a 30-minute duty-free meal break that begins within the first five hours of the employee’s workday.

Nursing Mothers

The District accommodates employees who are nursing mothers according to State and federal law.

LEGAL REF.: Fair Labor Standards Act, 29 U.S.C. §207 et seq.
 105 ILCS 5/10-20.14a, 5/10-22.34, and 5/10-23.5.
 740 ILCS 137/, Right to Breastfeed Act.
 820 ILCS 105/, Minimum Wage Law.
 820 ILCS 260/, Nursing Mothers in the Workplace Act.

CROSS REF.: 5:35 (Compliance with the Fair Labor Standards **Act**)

ADOPTED:

Educational Support Personnel

Compensatory Time-Off

This policy governs the use of compensatory time-off by employees who: (1) are covered by the overtime provisions of the Fair Labor Standards Act, 29 U.S.C. §201 et seq., and (2) are not represented by an exclusive bargaining representative.

Employees may be given 1-1/2 hours of compensatory time-off in lieu of cash payment for each hour of overtime worked. Other than as provided below, at no time may an employee's accumulated compensatory time-off exceed 240 hours, which represents compensation for 160 hours of overtime. An employee whose work regularly includes public safety, emergency response, or seasonal activities may accumulate a maximum of 480 hours of compensatory time, which represents compensation for 320 hours of overtime. If an employee accrues the maximum number of compensatory time-off hours, the employee: (1) is paid for any additional overtime hours worked, at the rate of one and one-half times the employee's regular hourly rate of pay, and (2) does not accumulate compensatory time-off until the employee uses an equal amount of accrued time-off.

An employee who has accrued compensatory time-off shall be permitted to use such time in at least half-day components provided such requests do not unduly disrupt the District's operations. The employee's supervisor must approve a request to use compensatory time-off.

Upon termination of employment, an employee will be paid for unused compensatory time at the higher of:

1. The average regular rate received by such employee during the last three years of employment; or
2. The final regular rate received by such employee.

Compensatory time-off is time during which the employee is not working and is, therefore, not counted as "hours worked" for purposes of overtime compensation.

Implementation

The Superintendent or designee shall implement this policy in accordance with the FLSA. In the event of a conflict between the policy and the FLSA, the latter shall control.

LEGAL REF.: Fair Labor Standards Act, 29 U.S.C. §201 et seq.; 29 C.F.R. Part 553.

CROSS REF.: 5:35 (Compliance with the Fair Labor Standards Act), 5:185 (Family and Medical Leave), 5:270 (Employment At-Will, Compensation, and Assignment)

ADOPTED:

Educational Support Personnel

Evaluation

*The Superintendent is responsible for designing and implementing a program for evaluating the job performance of each educational support staff member according to standards contained in School Board policies as well as in compliance with State law and any applicable collective bargaining agreement.

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The standards for the evaluation program shall include, but not be limited to:

1. Each employee shall be evaluated annually, preferably before the annual salary review.
2. The direct supervisor shall provide input.
3. The employee's work quality, promptness, attendance, reliability, conduct, judgment, and cooperation shall be considered.
4. The employee shall receive a copy of the annual evaluation.
5. All evaluations shall comply with State and federal law.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:150 (Personnel Records)

ADOPTED:

Educational Support Personnel

Sick Days, Vacation, Holidays, and Leaves

Each of the provisions in this policy applies to all educational support personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

Sick and Bereavement Leave

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Full or part-time educational support personnel who work at least 600 hours per year receive 10 paid sick leave days per year. Part-time employees will receive sick leave pay equivalent to their regular workday. Unused sick leave shall accumulate to the maximum number of days that IMRF will recognize for retirement credit purposes, including the leave of the current year.

Sick leave is defined in State law as personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. The Superintendent and/or designee shall monitor the use of sick leave.

As a condition for paying sick leave after three days absence for personal illness or 30 days for birth or as the Board or Superintendent deem necessary in other cases, the Board or Superintendent may require that the staff member provide a certificate from: (1) a physician licensed in Illinois to practice medicine and surgery in all its branches, (2) a chiropractic physician licensed under the Medical Practice Act, (3) a licensed advanced practice registered nurse, (4) a licensed physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or (5) if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee's faith. If the Board or Superintendent requires a certificate during a leave of less than three days for personal illness, the District shall pay the expenses incurred by the employee.

The use of paid sick leave for adoption or placement for adoption is limited to 30 days unless a longer leave is provided in an applicable collective bargaining agreement. The Superintendent may require that the employee provide evidence that the formal adoption process is underway.

Vacation

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Employees working 260 days earn vacation time, during which they may be absent from work without loss of pay. *July 1 is the date from which a full year of service is determined for purposes of the incremental increases in vacation time as described below.*

- Upon initial employment, employees are awarded five vacation days, prorated for the actual time worked between July 1 and June 30 of the initial year. *The initial year of employment, unless employed on July 1, does not count as a full year of employment for purposes of determining incremental increases in vacation as described below.*

- During the first full year of employment, from July 1 until June 30, employees are provided five vacation days.
- After completing the first full year of employment from July 1 until June 30, and for full years two through six, employees are provided 10 vacation days.
- After completing six full years of employment from July 1 until June 30, and for full years seven and thereafter, employees are provided 15 vacation days.

Vacation days earned in one fiscal year must be used by the end of the following fiscal year; they do not accumulate. Employees resigning or whose employment is terminated are entitled to the monetary equivalent of all earned vacation. However, the District may require the employee to take their vacation rather than pay it out.

Holidays

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Unless the District has a waiver or modification of the School Code pursuant to Section 2-3.25g or 24-2(b) allowing it to schedule school on a holiday listed below, District employees will not be required to work on:

- | | |
|-----------------------------------|------------------|
| New Year's Day | Labor Day |
| Martin Luther King Jr.'s Birthday | Columbus Day |
| Abraham Lincoln's Birthday | Veteran's Day |
| Casimir Pulaski's Birthday | Thanksgiving Day |
| Memorial Day | Christmas Day |
| Independence Day | |

A holiday will not cause a deduction from an employee's time or compensation. The District may require educational support personnel to work on a school holiday during an emergency or for the continued operation and maintenance of facilities or property.

Personal Leave

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Full-time educational support personnel have one paid personal leave day per year. The use of a personal day is subject to the following conditions:

1. Except in cases of emergency or unavoidable situations, a personal leave request should be submitted to the Building Principal three days before the requested date.
2. No personal leave day may be used immediately before or immediately after a holiday, or during the first and/or last five days of the school year, unless the Superintendent grants prior approval.
3. Personal leave may not be used in increments of less than one-half day.
4. Personal leave is subject to any necessary replacement's availability.
5. Personal leave may not be used on an in-service training day and/or institute training days.
6. Personal leave may not be used when the employee's absence would create an undue hardship.

Leave to Serve as a Trustee of the Illinois Municipal Retirement Fund

Upon request, the Board will grant 20 days of paid leave of absence per year to a trustee of the Ill. Municipal Retirement Fund in accordance with 105 ILCS 5/24-6.3.

Other Leaves

Educational support personnel receive the following leaves on the same terms and conditions granted professional personnel in Board policy 5:250, *Leaves of Absence*:

1. Leaves for Service in the Military and General Assembly.
2. School Visitation Leave.
3. Leaves for Victims of Domestic Violence, Sexual Violence, or Gender Violence.
4. Child Bereavement Leave.
5. Leave to serve as an election judge.

LEGAL REF.:

105 ILCS 5/10-20.7b, 5/24-2, and 5/24-6.
330 ILCS 61/, Service Member Employment and Reemployment Rights Act.
820 ILCS 147, School Visitation Rights Act.
820 ILCS 154/, Child Bereavement Leave Act.
820 ILCS 180/, Victims' Economic Security and Safety Act.
School Dist. 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987); Elder v. Sch. Dist. No.127 1/2, 60 Ill.App.2d 56 (1st Dist. 1965).

CROSS REF.:

5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:250 (Leaves of Absence)

ADOPTED:

Compare Results

Old File:

**Pages from Draft Manual 1.16.20-6 Section 6
MCHS.pdf**

64 pages (5.55 MB)
3/10/2020 4:46:36 PM

versus

New File:

**Pages from Draft Manual 1.16.20-6 Section 6
No Ex No Wtrmrk.pdf**

52 pages (220 KB)
3/10/2020 8:35:28 AM

Total Changes

462

Text only comparison

Content

225 Replacements
107 Insertions
130 Deletions

Styling and Annotations

0 Styling
0 Annotations

[Go to First Change \(page 1\)](#)

Instruction

Educational Philosophy and Objectives

The District's educational program will seek to provide an opportunity for each student to develop to his or her maximum potential. The objectives for the educational program are to:

1. Foster students' self-discovery, self-awareness, and self-discipline.
2. Develop students' awareness of and appreciation for cultural diversity.
3. Stimulate students' intellectual curiosity and growth.
4. Provide students with fundamental career concepts and skills.
5. Help students develop sensitivity to the needs and values of others and a respect for individual and group differences.
6. Help each student strive for excellence and instill a desire to reach the limit of his or her potential.
7. Encourage students to become life long learners.
8. Provide an educational climate and culture free of bias concerning the protected classifications identified in policy 7:10, *Equal Educational Opportunities*.

In order for the Board to monitor whether the educational program is attaining these objectives and to be knowledgeable of current and future resource needs, the Superintendent shall prepare an annual report that includes:

1. A review and evaluation of the present curriculum.
2. A projection of curriculum and resource needs.
3. An evaluation of, and plan to eliminate, any bias in the curriculum or instructional materials and methods concerning the classifications referred to in item 8, above.
4. Any plan for new or revised instructional program implementation.
5. A review of present and future facility needs.

CROSS REF: 1:30 (School District Philosophy), 3:10 (Goals and Objectives), 6:15 (School Accountability), 7:10 (Equal Educational Opportunities)

ADOPTED:

Instruction

School Accountability

According to the Illinois General Assembly, the primary purpose of schooling is the transmission of knowledge and culture through which students learn in areas necessary to their continuing development and entry into the world of work. To fulfill that purpose, the Ill. State Board of Education (ISBE) prepared State Goals for Learning with accompanying Illinois Learning Standards.

The School Board gives priority in the allocation of resources, including funds, time, personnel, and facilities, to fulfilling this purpose.

Quality Assurance

The Board continuously monitors student achievement and the quality of the District's work. The Superintendent shall supervise the following quality assurance components, in accordance with State law and ISBE rules, and continuously keep the Board informed:

1. Prepare each school's annual recognition application and quality assurance appraisal, whether internal or external, to assess each school's continuous school improvement.
2. Continuously assess the District's and each school's overall performance in terms of both academic success and equity. This includes, without limitation, a thorough analysis of ISBE's balanced accountability measure and each school's Multiple Measure Index and corresponding Annual Measurable Objective provided by ISBE.
3. If applicable, develop District and School Improvement Plans, present them for Board approval, and supervise their implementation.
4. Prepare a school report card, present it at a regular Board meeting, and disseminate it as provided in State law.
5. In accordance with 105 ILCS 5/2-3.153, annually administer a climate survey on the instructional environment within the school to, at minimum, students in grades 9 through 12 and teachers.

LEGAL REF.: 105 ILCS 5/2-3.25, 5/2-3.25a, 5/2-3.25b, 5/2-3.25c, 5/2-3.25d-5, 5/2-3.25e-5, 5/2-3.25f, 5/2-3.25f-5, 5/2-3.63, 5/2-3.64a-5, 5/2-3.153, 5/10-21.3a, and 5/27-1.
23 Ill.Admin.Code Part 1, Subpart A: Recognition Requirements.

CROSS REF.: 6:170 (Title I Programs), 6:340 (Student Testing and Assessment Program), 7:10 (Equal Educational Opportunities)

ADOPTED:

Instruction

School Year Calendar and Day

School Calendar

The School Board, upon the Superintendent's recommendation and subject to State regulations, annually establishes the dates for opening and closing classes, teacher institutes and in-services, the length and dates of vacations, and the days designated as legal school holidays. The school calendar shall have a minimum of 185 days to ensure 176 days of actual student attendance.

Commemorative Holidays

The teachers and students shall devote a portion of the school day on each commemorative holiday designated in the School Code to study and honor the commemorated person or occasion. The Board may, from time to time, designate a regular school day as a commemorative holiday.

School Day

The Board establishes the length of the school day with the recommendation of the Superintendent and subject to State law requirements. The Superintendent or designee shall ensure that observances required by State law are followed during each day of school attendance.

LEGAL REF.: 105 ILCS 5/10-19, 5/10-19.05, 5/10-24.46, 5/18-12, 5/18-12.5, 5/24-2, 5/27-3, 5/27-18, 5/27-19, 5/27-20, 5/27-20.1, 5/27-20.2, and 20/1.
 10 ILCS 5/11-4.1.
 23 Ill.Admin.Code §1.420(f).
Metzl v. Leininger, 850 F.Supp. 740 (N.D. Ill. 1994), *aff'd* by 57 F.3d 618 (7th Cir. 1995).

CROSS REF.: 2:20 (Powers and Duties of the School Board; Indemnification), 5:200 (Terms and Conditions of Employment and Dismissal), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 6:60 (Curriculum Content), 6:70 (Teaching About Religions), 7:90 (Release During School Hours)

ADOPTED:

Instruction

Organization of Instruction

The School District has instructional levels for grades 9 through 12. The Superintendent shall annually present to the School Board a plan for organizing instructional levels and assigning them to school facilities in order to:

1. Support the District's educational program,
2. Maximize facility usage without undue overcrowding, and
3. Provide substantially comparable instructional programs across the District.

Students, for instructional purposes, may be placed in groups within a school that do not necessarily follow grade level designations. For purposes of attendance reporting and other records, however, each student is assigned a grade-level placement.

LEGAL REF.: 105 ILCS 5/10-20.19a, 5/10-20.37, and 5/10-22.18.
23 Ill.Admin.Code §1.420.

CROSS REF.: 6:40 (Curriculum Development), 6:170 (Title I Programs), 7:30 (Student Assignment), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students)

ADOPTED:

Instruction

Curriculum Development

Adoption

The Superintendent shall recommend a comprehensive curriculum that is aligned with:

1. The District's educational philosophy and goals,
2. Student needs as identified by research, demographics, and student achievement and other data,
3. The knowledge, skills, and abilities required for students to become life-long learners,
4. The minimum requirements of State and federal law and regulations for curriculum and graduation requirements,
5. The curriculum of non-District schools that feed into or from a District school, provided that the necessary cooperation and information is available,
6. The Illinois State Learning Standards and any District learning standards, and
7. Any required State or federal student testing.

The School Board will adopt, upon recommendation of the Superintendent, a curriculum that meets the above criteria.

Experimental Educational Programs and Pilot Projects

The Superintendent may recommend experimental educational programs and/or pilot projects for Board consideration. Proposals must include goals, material needs, anticipated expenses, and an evaluation process. The Superintendent shall submit to the Board periodic progress reports for programs that exceed one year in duration and a final evaluation with recommendation upon the program's completion.

Single-Gender Classes and Activities

The Superintendent may recommend a program of nonvocational single-gender classes and/or activities to provide diverse educational opportunities and/or meet students' identified educational needs. Participation in the classes or activities must be voluntary, both genders must be treated with substantial equality, and the program must otherwise comply with State and federal law and with Board policy 7:10, *Equal Educational Opportunities*. The Superintendent must periodically evaluate any single-gender class or activity to ensure that: (1) it does not rely on overly broad generalizations about the different talents, capabilities, or preferences of either gender, and (2) it continues to comply with State and federal law and with Board policy 7:10, *Equal Educational Opportunities*.

Development


The Superintendent shall develop a curriculum review program to monitor the current curriculum and promptly suggest changes to make the curriculum more effective, to take advantage of improved teaching methods and materials, and to be responsive to social change, technological developments, student needs, and community expectations.

The Superintendent shall report to the Board as appropriate, the curriculum review program's efforts to:

1. Regularly evaluate the curriculum and instructional program.
2. Ensure the curriculum continues to meet the stated adoption criteria.
3. Include input from a cross-section of teachers, administrators, parents/guardians, and students, representing all schools, grade levels, disciplines, and specialized and alternative programs.
4. Coordinate with the process for evaluating the instructional program and materials.

Curriculum Guides and Course Outlines

The Superintendent shall develop and provide subject area curriculum guides to appropriate staff members.

 LEGAL REF.: 20 U.S.C. §1681, Title IX of the Education Amendments of 1972, implemented by 34 C.F.R. Part 106.
105 ILCS 5/10-20.8 and 5/10-19.

CROSS REF.: 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:70 (Teaching About Religions), 6:80 (Teaching About Controversial Issues) 6:100 (Using Animals in the Educational Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:120 (Education of Children with Disabilities), 6:130 (Program for the Gifted), 6:135 (Accelerated Placement Program), 6:140 (Education of Homeless Children), 6:145 (Migrant Students), 6:150 (Home and Hospital Instruction), 6:160 (English Learners), 6:170 (Title I Programs), 6:180 (Extended Instructional Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights)

ADOPTED:

Instruction

School Wellness

Student wellness, including good nutrition and physical activity, shall be promoted in the District's educational program, school-based activities, and meal programs. This policy shall be interpreted consistently with Section 204 of the Child Nutrition and WIC Reauthorization Act of 2004 and the Healthy Hunger-Free Kids Act of 2010 (HHFKA).

The Superintendent will ensure:

1. Each school building complies with this policy;
2. The policy is available to the community on an annual basis through copies of or online access to the Board Policy Manual; and
3. The community is informed about the progress of this policy's implementation.

Goals for Nutrition Education and Nutrition Promotion

The goals for addressing nutrition education and nutrition promotion include the following:

- Schools will support and promote sound nutrition for students.
- Schools will foster the positive relationship between sound nutrition, physical activity, and the capacity of students to develop and learn.
- Nutrition education will be part of the District's comprehensive health education curriculum. See Board policy 6:60, *Curriculum Content*.

Goals for Physical Activity

The goals for addressing physical activity include the following:

- Schools will support and promote an active lifestyle for students.
- Physical education will be taught in all grades and shall include a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle. See Board policy 6:60, *Curriculum Content* and Board policy 7:260, *Exemption from Physical Education*.
- During the school day, all students will be required to engage in a daily physical education course, unless otherwise exempted. See Board policy 6:60, *Curriculum Content* and Board policy 7:260, *Exemption from Physical Education*.
- The curriculum will be consistent with and incorporate relevant *Illinois Learning Standards for Physical Development and Health* as established by the Illinois State Board of Education (ISBE).

Nutrition Guidelines for Foods Available During the School Day; Marketing Prohibited

Students will be offered and schools will promote nutritious food and beverage choices during the school day that are consistent with Board policy 4:120, *Food Services* (requiring compliance with the nutrition standards specified in the U.S. Dept. of Agriculture's (USDA) *Smart Snacks* rules).

In addition, in order to promote student health and reduce childhood obesity, the Superintendent or designee shall:

1. Restrict the sale of *competitive foods*, as defined by the USDA, in the food service areas during meal periods;
2. Comply with all ISBE rules; and

3. Prohibit marketing during the school day of foods and beverages that do not meet the standards listed in Board policy 4:120, *Food Services*, i.e., in-school marketing of food and beverage items must meet *competitive foods* standards.

Competitive foods standards do not apply to foods and beverages available, but not sold in school during the school day; e.g., brown bag lunches, foods for classroom parties, school celebrations, and reward incentives.

Exempted Fundraising Day (EFD) Requests

All food and beverages sold to students on the school campuses of participating schools during the school day must comply with the “general nutrition standards for competitive foods” specified in federal law.

The Superintendent or designee in a participating school may grant an EFD for grades 9 through 12 in participating schools. To request an EFD and learn more about the District’s related procedure(s), contact the Superintendent or designee. The District’s procedures are subject to change. The number of EFDs for grades 9 through 12 in participating schools is set by ISBE rule.

Guidelines for Reimbursable School Meals

Reimbursable school meals served shall meet, at a minimum, the nutrition requirements and regulations for the National School Lunch Program and/or School Breakfast Program.

Monitoring

At least every three years, the Superintendent shall provide implementation data and/or reports to the Board concerning this policy’s implementation sufficient to allow the Board to monitor and adjust the policy (a triennial report). This triennial report must include without limitation each of the following:

- An assessment of the District’s implementation of the policy
- The extent to which schools in the District are in compliance with the policy
- The extent to which the policy compares to model local school wellness policies
- A description of the progress made in attaining the goals of the policy
- How the District will make the results of the assessment available to the public
- Where the District will retain records of the assessment

The Board will monitor and adjust the policy pursuant to policy 2:240, *Board Policy Development*.

Community Involvement

The Board and Superintendent will actively invite suggestions and comments concerning the development, implementation, periodic reviews, and updates of the school wellness policy from parents, students, representatives of the school food authority, teachers of physical education, school health professionals, the school board, school administrators, and the community. Community involvement methods shall align their suggestions and comments to policy 2:140, *Communications To and From the Board* and/or the **Community Engagement** subhead in policy 8:10, *Connection with the Community*.

Recordkeeping

The Superintendent shall retain records to document compliance with this policy, the District’s records retention protocols, and the Local Records Act.

LEGAL REF.: Child Nutrition and WIC Reauthorization Act of 2004, Pub. L. 108-265, Sec. 204.
Child Nutrition Act of 1966, 42 U.S.C. §1771 et seq.
* National School Lunch Act, 42 U.S.C. §1751 et seq.
Healthy, Hunger-Free Kids Act of 2010, 42 U.S.C. §1758b, Pub. L. 111-296.
42 U.S.C. §1779, as implemented by 7 C.F.R. §§210.11 and 210.31.
Local Records Act, 50 ILCS 205/.
105 ILCS 5/2-3.139.
23 Ill.Admin.Code Part 305, Food Program.
ISBE's "School Wellness Policy" Goal, adopted Oct. 2007.

CROSS REF.: 2:140 (Communications To and From the Board), 2:150 (Committees), 2:240 (Board Policy Development), 4:120 (Food Services), 5:100 (Staff Development Program), 6:60 (Curriculum Content), 7:260 (Exemption from Physical Education), 8:10 (Connection with the Community)

ADOPTED:

Instruction



Curriculum Content

The curriculum shall contain instruction on subjects required by State statute or regulation as follows:

1. In grades 9 through 12, subjects include: (a) language arts, (b) writing intensive course, (c) science, (d) mathematics, (e) social studies including U.S. history, American government and one semester of civics, (f) foreign language, (g) music, (h) art, (i) driver and safety education, and (j) vocational education.

Students otherwise eligible to take a driver education course must receive a passing grade in at least eight courses during the previous two semesters before enrolling in the course. The Superintendent or designee may waive this requirement if he or she believes a waiver to be in the student's best interest. The course shall include: (a) instruction necessary for the safe operation of motor vehicles, including motorcycles, to the extent that they can be taught in the classroom, (b) classroom instruction on distracted driving as a major traffic safety issue, (c) instruction on required safety and driving precautions that must be observed at emergency situations, highway construction and maintenance zones, and railroad crossings and their approaches, and (d) instruction concerning law enforcement procedures for traffic stops, including a demonstration of the proper actions to be taken during a traffic stop and appropriate interactions with law enforcement. Automobile safety instruction covering traffic regulations and highway safety must include instruction on the consequences of alcohol consumption and the operation of a motor vehicle. The eligibility requirements contained in State law for the receipt of a certificate of completion from the Secretary of State shall be provided to students in writing at the time of their registration.

2. In each grade, as well as in interscholastic athletic programs, steroid abuse prevention must be taught.
3. In each grade, provided it can be funded by private grants or the federal government, violence prevention and conflict resolution must be stressed, including: (a) causes of conflict, (b) consequences of violent behavior, (c) non-violent resolution, and (d) relationships between drugs, alcohol, and violence.
4. In each grade, age-appropriate Internet safety must be taught, the scope of which shall be determined by the Superintendent or designee. The curriculum must incorporate policy 6:235, *Access to Electronic Networks* and, at a minimum, include: (a) education about appropriate online behavior, (b) interacting with other individuals on social networking websites and in chat rooms, and (c) cyberbullying awareness and response.
5. In all grades, character education must be taught including respect, responsibility, fairness, caring, trustworthiness, and citizenship in order to raise students' honesty, kindness, justice, discipline, respect for others, and moral courage. Instruction in all grades will include examples of behaviors that violate policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*.
6. In all schools, citizenship values must be taught, including: (a) patriotism, (b) democratic principles of freedom, justice, and equality, (c) proper use and display of the American flag, (d) the Pledge of Allegiance, and (e) the voting process.

7.  In all grades, physical education must be taught including a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle. Unless otherwise exempted, all students are required to engage with such frequency as determined by the Board, but at a minimum of three days per five-day week, during the school day, except on block scheduled days, in a physical education course. For exemptions and substitutions, see policies 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students* and 7:260, *Exemption from Physical Education*.
8. In all schools, health education must be stressed, including: (a) proper nutrition, (b) physical fitness, (c) components necessary to develop a sound mind in a healthy body, (d) dangers and avoidance of abduction, and (e) age-appropriate sexual abuse and assault awareness and prevention education in all grades. The Superintendent shall implement a comprehensive health education program in accordance with State law.
9. In all schools, career/vocational education must be taught, including: (a) the importance of work, (b) the development of basic skills to enter the world of work and/or continue formal education, (c) good work habits and values, (d) the relationship between learning and work, and (e) if possible, a student work program that provides the student with work experience as an extension of the regular classroom. A career awareness and exploration program must be available at all grade levels.
10.  In grades 9 through 12, consumer education must be taught, including: (a) financial literacy, including consumer debt and installment purchasing (including credit scoring, managing credit debt, and completing a loan application); budgeting; savings and investing; banking (including balancing a checkbook, opening a deposit account, and the use of interest rates); understanding simple contracts; State and federal income taxes; personal insurance policies; the comparison of prices; higher education student loans; identity-theft security; and homeownership (including the basic process of obtaining a mortgage and the concepts of fixed and adjustable rate mortgages, subprime loans, and predatory lending); and (b) the roles of consumers interacting with agriculture, business, labor unions and government in formulating and achieving the goals of the mixed free enterprise system.
11. In all schools, conservation of natural resources must be taught, including: (a) home ecology, (b) endangered species, (c) threats to the environment, and (d) the importance of the environment to life as we know it.
12. In all schools, United States (U.S.) history must be taught, including: (a) the principles of representative government, (b) the Constitutions of the U.S. and Illinois, (c) the role of the U.S. in world affairs, (d) the role of labor unions, (e) the role and contributions of ethnic groups, including but not limited to, the African Americans, Albanians, Asian Americans, Bohemians, Czechs, French, Germans, Hispanics (including the events related to the forceful removal and illegal deportation of Mexican-American U.S. citizens during the Great Depression), Hungarians, Irish, Italians, Lithuanians, Polish, Russians, Scots, and Slovaks in the history of this country and State, (f) a study of the roles and contributions of lesbian, gay, bisexual, and transgender (LGBT) people in the history of the U.S. and Illinois, and (g) Illinois history.

In addition, all schools shall hold an educational program on the United States Constitution on Constitution Day, each September 17, commemorating the September 17, 1787 signing of the Constitution. However, when September 17 falls on a Saturday, Sunday, or holiday, Constitution Day shall be held during the preceding or following week.

13. In all high school courses concerning U.S. history or a combination of U.S. history and American government, students must view a Congressional Medal of Honor film made by the Congressional Medal of Honor Foundation, provided there is no cost for the film.
14. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the Holocaust and crimes of genocide, including Nazi atrocities of 1933-1945, Armenian Genocide, the Famine-Genocide in Ukraine, and more recent atrocities in Cambodia, Bosnia, Rwanda, and Sudan.
15. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the history, struggles, and contributions of women.
16. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on Black History, including the history of the African slave trade, slavery in America, and the vestiges of slavery in this country, as well as the struggles and contributions of African-Americans.
17. In all schools offering a secondary agricultural education program, the curriculum includes courses as required by 105 ILCS 5/2-3.80.
18. In all schools, instruction during courses as determined by the Superintendent or designee on disability history, awareness, and the disability rights movement.

LEGAL REF.: Pub. L. No. 108-447, Section 111 of Division J, Consolidated Appropriations Act of 2005.
 Pub. L. No. 110-385, Title II, 122 stat. 4096 (2008), Protecting Children in the 21st Century Act.
 47 C.F.R. §54.520
 5 ILCS 465/3 and 465/3a.
 20 ILCS 2605/2605-480.
 105 ILCS 5/2-3.80(e) and (f), 5/27-3, 5/27-3.5, 5/27-5, 5/27-6, 5/27-6.5, 5/27-7, 5/27-12, 5/27-12.1, 5/27-13.1, 5/27-13.2, 5/27-20.3, 5/27-20.4, 5/27-20.5, 5/27-20.7, 5/27-21, 5/27-22, 5/27-23.3, 5/27-23.4, 5/27-23.7, 5/27-23.8, 5/27-23.10, 5/27-23.11, 5/27-24.2, 435/, and 110/3.
 625 ILCS 5/6-408.5.
 23 Ill.Admin.Code §§1.420, 1.425, 1.430, and 1.440.

CROSS REF.: 6:20 (School Year Calendar and Day), 6:40 (Curriculum Development), 6:70 (Teaching About Religions), 6:235 (Access to Electronic Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:260 (Exemption from Physical Education)

ADOPTED:

Instruction

Student Social and Emotional Development

Social and emotional learning (SEL) is defined as the process through which students enhance their ability to integrate thinking, feeling, and behaving to achieve important life tasks. Students competent in SEL are able to recognize and manage their emotions, establish healthy relationships, set positive goals, meet personal and social needs, and make responsible and ethical decisions.

The Superintendent shall incorporate SEL into the District's curriculum and other educational programs consistent with the District's mission and the goals and benchmarks of the Ill. Learning Standards. The Ill. Learning Standards include three goals for students:

1. Develop self-awareness and self-management skills to achieve school and life success.
2. Use social-awareness and interpersonal skills to establish and maintain positive relationships.
3. Demonstrate decision-making skills and responsible behaviors in personal, school, and community contexts.

The incorporation of SEL objectives into the District's curriculum and other educational programs may include but is not limited to:

1. Classroom and school-wide programming to foster a safe, supportive learning environment where students feel respected and valued. This may include incorporating scientifically based, age-and-culturally appropriate classroom instruction, District-wide, and school-wide strategies that teach SEL skills, promote optimal mental health, and prevent risk behaviors for all students.
2. Staff development and training to promote students' SEL development. This may include providing all personnel with age-appropriate academic and SEL and how to promote it.
3. Parent/Guardian and family involvement to promote students' SEL development. This may include providing parents/guardians and families with learning opportunities related to the importance of their children's optimal SEL development and ways to enhance it.
4. Community partnerships to promote students' SEL development. This may include establishing partnerships with diverse community agencies and organizations to assure a coordinated approach to addressing children's mental health and SEL development.
5. Early identification and intervention to enhance students' school readiness, academic success, and use of good citizenship skills. This may include development of a system and procedures for periodic and universal screening, assessment, and early intervention for students who have significant risk factors for social, emotional, or mental health conditions that impact learning.
6. Treatment to prevent or minimize mental health conditions in students. This may include building and strengthening referral and follow-up procedures for providing effective clinical services for students with social, emotional, and mental health conditions that impact learning. This may include student and family support services, school-based behavioral health services, and school-community linked services and supports.
7. Assessment and accountability for teaching SEL skills to all students. This may include implementation of a process to assess and report baseline information and ongoing progress

about school climate, students' social and emotional development, and academic performance.

LEGAL REF.: Children's Mental Health Act of 2003, 405 ILCS 49/.

CROSS REF.: 1:30, (School District Philosophy), 6:10 (Educational Philosophy and Objectives), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:270 (Guidance and Counseling Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services)

ADOPTED:

Instruction

Teaching About Religions

✖ The School District's curriculum may include the study of religions as they relate to geography, history, culture, and the development of various ethnic groups. The study of religions shall give neither preferential nor derogatory treatment to any single religion, religious belief, or to religion in general. The study of religions shall be treated as an academic subject with no emphasis on the advancement or practice of religion.

LEGAL REF.: School Dist. of Abington Twp v. Schempp, 374 U.S. 203 (1963).
Allegheny County v. ACLU Pittsburgh Chapter, 492 U.S. 573 (1989).

CROSS REF.: 6:20 (School Year Calendar and Day), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:255 (Assemblies and Ceremonies)

ADOPTED:

Instruction

Teaching About Controversial Issues

The Superintendent shall ensure that all school-sponsored presentations and discussions of controversial or sensitive topics in the instructional program, including those made by guest speakers, are:

- Age-appropriate. Proper decorum, considering the students' ages, should be followed.
- Consistent with the curriculum and serve an educational purpose.
- Informative and present a balanced view.
- Respectful of the rights and opinions of everyone. Emotional criticisms and hurtful sarcasm should be avoided.
- Not tolerant of profanity or slander.

The District specifically reserves its right to stop any school-sponsored activity that it determines violates this policy, is harmful to the District or the students, or violates State or federal law.

CROSS REF.: 6:40 (Curriculum Development), 6:255 (Assemblies and Ceremonies)

ADOPTED:

Instruction



Using Animals in the Educational Program

- ✖ Animals may be brought into school facilities for educational purposes according to procedures developed by the Superintendent assuring: (a) the animal is appropriately housed, humanely cared for, and properly handled, and (b) students will not be exposed to a dangerous animal or an unhealthy environment.

Animal Experiments

Experiments on living animals are prohibited; however, behavior studies that do not impair an animal's health or safety are permissible.

Animal Dissection

The dissection of dead animals or parts of dead animals shall be allowed in the classroom only when the dissection exercise contributes to or is a part of an illustration of pertinent study materials. All dissection of animals shall be confined to the classroom and must comply with the School Code.

Students who object to performing, participating in, or observing the dissection of animals are excused from classroom attendance without penalty during times when such activities are taking place. No student will be penalized or disciplined for refusing to perform, participate in, or observe a dissection. The Superintendent or designee shall inform students of: (1) their right to refrain from performing, participating in, or observing dissection, and (2) which courses contain a dissection unit and which of those courses offers an alternative project.

LEGAL REF.: 105 ILCS 5/2-3.122, 5/27-14, and 112/.

CROSS REF.: 6:40 (Curriculum Development)

ADOPTED:

Instruction

Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program

The Superintendent or designee shall develop, maintain, and supervise a program for students at risk of academic failure or dropping out of school. The program shall include education and support services addressing individual learning styles, career development, and social needs, and may include without limitation one or more of the following:

- Parent-teacher conferences
- Counseling services by social workers and/or guidance counselors
- Counseling services by psychologists
- Psychological testing
- Truants' alternative and optional education program
- Alternative school placement
- Community agency services
- Alternative learning opportunities program, in conformity with the Alternative Learning Opportunities Law, as it may be amended from time to time
- Graduation incentives program
- Remediation program

Any student who is below the age of 20 years is eligible to enroll in a graduation incentives program if he or she:

1. Is considered a dropout according to State law;
2. Has been suspended or expelled;
3. Is pregnant or is a parent;
4. Has been assessed as chemically dependent; or
5. Is enrolled in a bilingual education or English Language Learners program.

LEGAL REF.: 105 ILCS 5/2-3.41, 5/2-3.66, 5/10-20.9a, 5/13B, 5/26-2a, 5/26-13, 5/26-14, and 5/26-16.

CROSS REF.: 6:280 (Grading and Promotion), 6:300 (Graduation Requirements), 7:70 (Attendance and Truancy)

ADOPTED:

Instruction



Education of Children with Disabilities

The School District shall provide a free appropriate public education in the least restrictive environment and necessary related services to all children with disabilities enrolled in the District, as required by the Individuals With Disabilities Education Act (IDEA) and implementing provisions of the School Code, Section 504 of the Rehabilitation Act of 1973, and the Americans With Disabilities Act. The term *children with disabilities*, as used in this policy, means children between ages 15 and 21 (inclusive) for whom it is determined, through definitions and procedures described in the III. State Board of Education (ISBE) *Special Education* rules, that special education services are needed.

It is the intent of the District to ensure that students who are disabled within the definition of Section 504 of the Rehabilitation Act of 1973 are identified, evaluated, and provided with appropriate educational services. Students may be disabled within the meaning of Section 504 of the Rehabilitation Act even though they do not require services pursuant to the IDEA.

For students eligible for services under IDEA, the District shall follow procedures for identification, evaluation, placement, and delivery of services to children with disabilities provided in the ISBE *Special Education* rules. For those students who are not eligible for services under IDEA, but, because of disability as defined by Section 504 of the Rehabilitation Act of 1973, need or are believed to need special instruction or related services, the District shall establish and implement a system of procedural safeguards. The safeguards shall cover students' identification, evaluation, and educational placement. This system shall include notice, an opportunity for the student's parent(s)/guardian(s) to examine relevant records, an impartial hearing with opportunity for participation by the student's parent(s)/guardian(s), representation by counsel, and a review procedure.

The District may maintain membership in one or more cooperative associations of school districts that shall assist the District in fulfilling its obligations to the District's disabled students.

If necessary, students may also be placed in nonpublic special education programs or education facilities.

LEGAL REF.: 20 U.S.C. §1400 et seq., Individuals With Disabilities Education Improvement Act of 2004.
 29 U.S.C. §794, Rehabilitation Act of 1973, Section 504.
 42 U.S.C. §12101 et seq., Americans With Disabilities Act.
 34 C.F.R. §300.
 105 ILCS 5/14-1.01 et seq., 5/14-7.02, and 5/14-7.02b.
 23 Ill.Admin.Code Part 226.

CROSS REF.: 2:150 (Committees), 7:230 (Misconduct by Students with Disabilities)

ADOPTED:

Instruction



Program for the Gifted

The Superintendent or designee shall implement an education program for gifted and talented learners that is responsive to student needs and is within the budget parameters as set by the Board.

Eligibility to participate in the gifted program shall not be conditioned upon race, religion, sex, disability, or any factor other than the student's identification as gifted or talented learner.

The School Board will monitor this program's performance by meeting periodically with the Superintendent or designee to determine and/or review the indicators and data that evidence whether the educational program for gifted and talented learners is accomplishing its goals and objectives and is otherwise in compliance with this policy.

LEGAL REF.: 105 ILCS 5/14A.
23 Ill.Admin.Code Part 227.

CROSS REF.: 6:135 (Accelerated Placement Program)

ADOPTED:

Instruction

Accelerated Placement Program

The District provides an Accelerated Placement Program (APP). The APP advances the District's goal of providing educational programs with opportunities for each student to develop to his or her maximum potential. The APP provides an educational setting with curriculum options usually reserved for students who are older or in higher grades than the student participating in the APP. APP options include, but may not be limited to: (a) accelerating a student in a single subject; and (b) other grade-level acceleration. Participation in the APP is open to all students who demonstrate high ability and who may benefit from accelerated placement. It is not limited to students who have been identified as gifted and talented. Eligibility to participate in the District's APP shall not be conditioned upon the protected classifications identified in Board policy 7:10, *Equal Educational Opportunities*, or any factor other than the student's identification as an accelerated learner.

The Superintendent or designee shall implement an APP that includes:

1. Decision-making processes that are fair, equitable, and involve multiple individuals, e.g. District administrators, teachers, and school support personnel, and a student's parent(s)/guardian(s);
2. Notification processes that notify a student's parent(s)/guardian(s) of a decision affecting a student's participation in the APP; and
3. Assessment processes that include multiple valid, reliable indicators.

The Superintendent or designee shall annually notify the community, parent(s)/guardian(s), students, and school personnel about the APP, the process for referring a student for possible evaluation for accelerated placement, and the methods used to determine whether a student is eligible for accelerated placement. Notification may: (a) include varied communication methods, such as student handbooks and District or school websites; and (b) be provided in multiple languages, as appropriate.

LEGAL REF.: 105 ILCS 5/14A.

CROSS REF.: 6:10 (Educational Philosophy and Objectives), 6:130 (Program for the Gifted), 7:10 (Equal Educational Opportunities), 7:50 (School Admissions and Student Transfers To and From Non-District Schools)

ADOPTED:

Instruction

Education of Homeless Children

Each child of a homeless individual and each homeless youth has equal access to the same free, appropriate public education as provided to other children and youths. A *homeless child* is defined as provided in the McKinney-Vento Homeless Assistance Act and the Ill. Education for Homeless Children Act. The Superintendent or designee shall act as or appoint a Liaison for Homeless Children to coordinate this policy's implementation.

A homeless child may attend the District school that the child attended when permanently housed or in which the child was last enrolled. A homeless child living in any District school's attendance area may attend that school.

The Superintendent or designee shall review and revise rules or procedures that may act as barriers to the enrollment of homeless children and youths. In reviewing and revising such procedures, consideration shall be given to issues concerning transportation, immunization, residency, birth certificates, school records and other documentation, and guardianship. Transportation shall be provided in accordance with the McKinney-Vento Homeless Assistance Act and State law. The Superintendent or designee shall give special attention to ensuring the enrollment and attendance of homeless children and youths who are not currently attending school. If a child is denied enrollment or transportation under this policy, the Liaison for Homeless Children shall immediately refer the child or his or her parent/guardian to the ombudsperson appointed by the Regional Superintendent and provide the child or his or her parent/guardian with a written explanation for the denial. Whenever a child and his or her parent/guardian who initially share the housing of another person due to loss of housing, economic hardship, or a similar hardship continue to share the housing, the Liaison for Homeless Children shall, after the passage of 18 months and annually thereafter, conduct a review as to whether such hardship continues to exist in accordance with State law.


LEGAL REF.: McKinney-Vento Homeless Assistance Act, 42 U.S.C. §11431 et seq.
Ill. Education for Homeless Children Act, 105 ILCS 45/.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:110 (Transportation), 7:10 (Equal Educational Opportunities), 7:30 (Student Assignment), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students)

ADOPTED:

Instruction

Migrant Students

 The Superintendent will develop and implement a program to address the needs of migrant children in the District.

This program will include a means to:


1. Identify migrant students and assess their educational and related health and social needs.
2. Provide a full range of services to migrant students through appropriate local, State and federal educational programs, including applicable Title I programs, special education, gifted education, vocational education, language programs, counseling programs, and elective classes.
3. Provide migrant children with full and appropriate opportunities to meet the same challenging State academic standards that all children are expected to meet.
4. Provide advocacy and outreach programs to migrant children and their families and professional development for District staff.
5. Provide programs, activities, and procedures for the engagement of parents/guardians and family members of migrant students in an understandable format and language.

Migrant Education Program for Parent/Guardian and Family Member Engagement

Parents/guardians and family members of migrant students will be involved in and regularly consulted about the development, implementation, operation, and evaluation of the migrant program.

Parents/guardians and family members of migrant students will receive instruction regarding their role in improving the academic achievement of their children.

LEGAL REF.: 20 U.S.C. §6318.
 20 U.S.C. §6391 et seq.
 34 C.F.R. §200.80 et seq.

 CROSS REF.: 6:170 (Title I Programs)

ADOPTED:

Instruction

Home and Hospital Instruction

A student who is absent from school, or whose physician, physician assistant, or advanced practice registered nurse anticipates that the student will be absent from school, because of a medical condition may be eligible for instruction in the student's home or hospital. Eligibility shall be determined by State law and the Illinois State Board of Education rules governing (1) the continuum of placement options for students who have been identified for special education services or (2) the home and hospital instruction provisions for students who have not been identified for special education services. Appropriate educational services from qualified staff will begin no later than five school days after receiving a written statement from: (1) a physician licensed to practice medicine in all of its branches, (2) a licensed physician assistant, or (3) a licensed advanced practice registered nurse. Instructional or related services for a student receiving special education services will be determined by the student's individualized education program.

A student who is unable to attend school because of pregnancy will be provided home instruction, correspondence courses, or other courses of instruction (1) before the birth of the child when the student's physician, physician assistant, or advanced practice registered nurse indicates, in writing, that she is medically unable to attend regular classroom instruction, and (2) for up to three months after the child's birth or a miscarriage.

Periodic conferences will be held between appropriate school personnel, parent(s)/guardian(s), and hospital staff to coordinate course work and facilitate a student's return to school.

LEGAL REF.: 105 ILCS 5/10-19.05(e), 5/10-22.6a, 5/14-13.01, and 5/18-4.5.
23 Ill.Admin.Code §§1.520, 1.610, and 226.300.

CROSS REF.: 6:120 (Education of Children with Disabilities), 7:10 (Equal Educational Opportunity), 7:280 (Communicable and Chronic Infectious Disease)

ADOPTED:

Instruction

English Learners

The District offers opportunities for resident English Learners to achieve at high levels in academic subjects and to meet the same challenging State academic standards that all children are expected to meet. The Superintendent or designee shall develop and maintain a program for English Learners that will:

1. Assist all English Learners to achieve English proficiency, facilitate effective communication in English, and encourage their full participation in school activities and programs as well as promote participation by the parents/guardians of English Learners.
2. Appropriately identify students with limited English language proficiency. ■
3. Comply with State law regarding the Transitional Bilingual Educational Program (TBE) or Transitional Program of Instruction (TPI), whichever is applicable.
4. Comply with any applicable State and federal requirements for the receipt of grant money for English Learners and programs to serve them.
5. Determine the appropriate instructional program and environment for English Learners.
6. Annually assess the English proficiency of English Learners and monitor their progress in order to determine their readiness for a mainstream classroom environment.
7. Include English Learners, to the extent required by State and federal law, in the District's student assessment program to measure their achievement in reading/language arts and mathematics.
8. Provide information to the parents/guardians of English Learners about: (a) the reasons for their child's identification, (b) their child's level of English proficiency, (c) the method of instruction to be used, (d) how the program will meet their child's needs, (e) how the program will specifically help their child learn English and meet age-appropriate academic achievement standards for grade promotion and graduation, (f) specific exit requirements of the program, (g) how the program will meet their child's individualized education program, if applicable, and (h) information on parent/guardian rights. Parents/guardians will be regularly apprised of their child's progress and involvement will be encouraged.

Parent Involvement

Parents/guardians of English Learners will be informed how they can: (1) be involved in the education of their children, and (2) be active participants in assisting their children to attain English proficiency, achieve at high levels within a well-rounded education, and meet the challenging State academic standards expected of all students.

LEGAL REF.: 20 U.S.C. §§6312, 6314, 6315, and 6318.
20 U.S.C. §6801 et seq.
34 C.F.R. Part 200.
105 ILCS 5/14C-1 et seq.
23 Ill.Admin.Code Part 228.

CROSS REF.: 6:15 (School Accountability), 6:170 (Title I Programs), 6:340 (Student Testing and Assessment Program)

ADOPTED:

Instruction

Title I Programs

*The Superintendent or designee shall pursue funding under Title I, Improving the Academic Achievement of the Disadvantaged, of the Elementary and Secondary Education Act, to supplement instructional services and activities in order to improve the educational opportunities of educationally disadvantaged or deprived children.

All District schools, regardless of whether they receive Title I funds, shall provide services that, taken as a whole, are substantially comparable. Teachers, administrators, and other staff shall be assigned to schools in a manner that ensures equivalency among the District's schools. Curriculum materials and instructional supplies shall be provided in a manner that ensures equivalency among the District's schools.

Title I Parent and Family Engagement

The District maintains programs, activities, and procedures for the engagement of parents/guardians and families of students receiving services, or enrolled in programs, under Title I. These programs, activities, and procedures are described in District-level and School-level compacts.

District-Level Parent and Family Engagement Compact

The Superintendent or designee shall develop a *District-Level Parent and Family Engagement Compact* according to Title I requirements. The *District-Level Parent and Family Engagement Compact* shall contain: (1) the District's expectations for parent and family engagement, (2) specific strategies for effective parent and family engagement activities to improve student academic achievement and school performance, and (3) other provisions as required by federal law. The Superintendent or designee shall ensure that the *Compact* is distributed to parents/guardians of students receiving services, or enrolled in programs, under Title I.

School-Level Parent and Family Engagement Compact

Each Building Principal or designee shall develop a *School-Level Parent and Family Engagement Compact* according to Title I requirements. This *School-Level Parent and Family Engagement Compact* shall contain: (1) a process for continually involving parents/guardians in its development and implementation, (2) how parents/guardians, the entire school staff, and students share the responsibility for improved student academic achievement, (3) the means by which the school and parents/guardians build and develop a partnership to help children achieve the State's high standards, and (4) other provisions as required by federal law. Each Building Principal or designee shall ensure that the *Compact* is distributed to parents/guardians of students receiving services, or enrolled in programs, under Title I.

Incorporated
by Reference:

6:170-AP1, E1 (District-Level Parent and Family Engagement Compact) and
6:170-AP1, E2 (School-Level Parent and Family Engagement Compact)

LEGAL REF.:

Title I of the Elementary and Secondary Education Act, 20 U.S.C. §6301-6514.

CROSS REF.:

2:260 (Uniform Grievance Procedure), 4:110 (Transportation), 5:190 (Teacher Qualifications), 5:280 (Duties and Qualifications), 6:15 (School Accountability), 6:140 (Education of Homeless Children), 6:145 (Migrant Students), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:30 (Student Assignment), 7:60 (Residence), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 8:95 (Parental Involvement)

ADOPTED:

Instruction

Extended Instructional Programs

The District may offer the following programs in accordance with State law and the District's educational philosophy:

1. Child care and training center for pre-school children and for students whose parents work
2. Tutorial program.
3. Adult education program.
4. Outdoor education program.
5. Summer school, whether for credit or not.
6. Independent study, whether for credit or not.
7. Support services and instruction for students who are, or whose parents/guardians are, chemically dependent.
8. Activities to address intergroup conflict.
9. Volunteer service credit program.
10. Vocational academy.
11. Advanced vocational training and/or career education program.

LEGAL REF.: 105 ILCS 5/10-22.18a, 5/10-22.18b, 5/10-22.18c, 5/10-22.20, 5/10-22.20a, 5/10-22.20b, 5/10-22.20c, 5/10-22.29, 5/10-22.33A, 5/10-22.33B, 5/10-23.2, 5/27-22.1, 5/27-22.3, 5/27-23.6, 110/3, and 433/.

CROSS REF.: 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 6:320 (High School Credit for Proficiency)

ADOPTED:

Instruction

Remote Educational Program

The Superintendent shall develop, maintain, and supervise a remote educational program consistent with 105 ILCS 5/10-29. The remote educational program shall provide an opportunity for qualifying students to participate in an educational program delivered by the District in a location outside of a school.

The remote educational program shall:

1. Align its curriculum with the Ill. Learning Standards and Board policies 6:10, *Educational Philosophy and Objectives* and 6:15, *School Accountability*.
2. Offer instruction and educational experiences consistent with those given to students at the same grade level in the District through compliance with Board policies 6:30, *Organization of Instruction* and 6:300, *Graduation Requirements*.
3. Provide instructors that meet the teacher qualifications in Board policy 5:190, *Teacher Qualifications*. Instructors are responsible for the following elements of the program:
 - a. Planning instruction,
 - b. Diagnosing learning needs,
 - c. Prescribing content delivery through class activities,
 - d. Assessing learning,
 - e. Reporting outcomes to administrators and parents/guardians, and
 - f. Evaluating the effects of instruction.
4. Provide a remote educational program anytime during the period of time from and including the opening date to the closing date of the District's regular school term. It may operate on any calendar day, notwithstanding whether it is a student attendance day or institute day on the District's calendar or any other provision of law restricting instruction on that day. The District's regular school term is established by Board policies 2:20, *Powers and Duties of the School Board*; *Indemnification*, and 6:20, *School Year Calendar and Day*. The remote educational program may be offered outside of the regular school term as part of any authorized summer school program.
5. Establish a system to determine student participation in instruction in alignment with Board policy 6:20, *School Year Calendar and Day*.
6. Limit participation to students who are juniors or seniors or demonstrate individual educational need(s). Approval of students in the program will be on a space-available basis.
7. Authorize the Superintendent or designee to approve students for participation in the program when the student shows evidence of:
 - a. Enrollment in the District pursuant to Board policies 7:60, *Residence* and 7:30, *Student Assignment and Intra-District Transfer*.
 - b. Prior approval from their individualized educational program (IEP) team, if applicable.
 - c. How the remote educational program best serves the student's individual learning needs.
 - d. A consistent, appropriate attendance record, no disciplinary record, and a 2.5 minimum grade point average.

8. Include a process for developing and approving a written remote educational plan for each student participating in the program.
9. Require students to complete their participation in the program within 12 months, unless the student's participation is extended by the District.
10. Require students to participate in all assessments administered by the District pursuant to State and federal law and Board policy 6:340, *Student Testing and Assessment Program*.
11. Align with the requirements of Board policy 7:340, *Student Records*.
12. Comply with other State and federal laws and align with all applicable Board policies. This includes the Superintendent submitting a copy of this policy to the Ill. State Board of Education along with any amendments to it and any data on student participation.
13. Be monitored by the Board pursuant to Board policy 2:240, *Board Policy Development*, and included as a topic for discussion in the annual report required by Board policy 6:10, *Educational Philosophy and Objectives*. It shall include a discussion of the process for renewal of the program when applicable.

LEGAL REF.: 105 ILCS 5/10-29.
23 Ill.Admin.Code §226.360.

CROSS REF.: 2:20 (Powers and Duties of the School Board; Indemnification), 2:240 (Board Policy Development), 5:190 (Teacher Qualifications), 6:10 (Educational Philosophy and Objectives), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:30 (Organization of Instruction), 6:300 (Graduation Requirements), 6:340 (Student Testing and Assessment Program), 7:30 (Student Assignment and Intra-District Transfer), 7:60 (Residence), 7:340 (Student Records)

ADOPTED:

Instruction

Extracurricular and Co-Curricular Activities

The Superintendent must approve an activity in order for it to be considered a District-sponsored extracurricular or co-curricular activity, using the following criteria:

1. The activity will contribute to the leadership abilities, social well-being, self-realization, good citizenship, or general growth of student-participants.
2. Fees assessed students are reasonable and do not exceed the actual cost of operation.
3. The District has sufficient financial resources for the activity.
4. Requests from students.
5. The activity will be supervised by a school-approved sponsor.

Non-school sponsored student groups are governed by School Board policy, 7:330, *Student Use of Buildings - Equal Access*.

Academic Criteria for Participation

Selection of members or participants is at the discretion of the teachers, sponsors, or coaches, provided that the selection criteria conform to the District's policies. Participation in co-curricular activities is dependent upon course selection and successful progress in those courses. In order to be eligible to participate in any school-sponsored or school-supported athletic or extracurricular activity, a student must pass 25 credit hours of high school work per week. A student must have passed and received credit toward graduation for 25 credit hours of high school work for the entire previous semester to be eligible at all during the ensuing semester. Any student-participant failing to meet these academic criteria shall be suspended from further participation in all school-sponsored and school-supported athletic and extracurricular activities until the specified academic criteria are met.

In order to participate in extra-curricular or co-curricular activities and field trips, students must also be in regular attendance at school. Students with seven absences or greater in a semester will be evaluated by administration and may be excluded from participation in these trips. Final determination of participation will be made by the administration.

LEGAL REF.: 105 ILCS 5/10-20.30 and 5/24-24.

CROSS REF.: 4:170 (Safety), 7:10 (Equal Educational Opportunities), 7:40 (Nonpublic School Students, Including Parochial and Home-Schooled Students), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:300 (Extracurricular Athletics), 7:330 (Student Use of Buildings - Equal Access), 8:20 (Community Use of School Facilities)

ADOPTED:

Instruction

Instructional Materials

All District classrooms and learning centers should be equipped with an evenly-proportioned, wide assortment of instructional materials, including textbooks, workbooks, audio-visual materials, and electronic materials. These materials should provide quality learning experiences for students and:

1. Enrich and support the curriculum;
2. Stimulate growth in knowledge, literary appreciation, aesthetic values, and ethical standards;
3. Provide background information to enable students to make informed judgments and promote critical reading and thinking;
4. Depict in an accurate and unbiased way the cultural diversity and pluralistic nature of American society; and
5. Contribute to a sense of the worth of all people regardless of sex, race, religion, nationality, ethnic origin, sexual orientation, disability, or any other differences that may exist.

The Superintendent or designee shall annually provide a list or description of textbooks and instructional materials used in the District to the School Board. Anyone may inspect any textbook or instructional material.

Teachers are encouraged to use age-appropriate supplemental material only when it will enhance, or otherwise illustrate, the subjects being taught. No R-rated movie shall be shown to students unless prior approval is received from the Superintendent or designee, and no movie rated NC-17 (no one 17 and under admitted) shall be shown under any circumstances. These restrictions apply to television programs and other media with equivalent ratings. The Superintendent or designee shall give parents/guardians an opportunity to request that their child not participate in a class showing a movie, television program, or other media with an R or equivalent rating.

Instructional Materials Selection and Adoption

The Superintendent shall recommend to the Board for consideration and adoption all textbooks and instructional materials and shall include the following information: (1) title, publisher, copyright dates, number of copies desired, and cost; (2) any texts being replaced; and (3) rationale for recommendation. The School Code governs the adoption and purchase of textbooks and instructional materials.

LEGAL REF.: 105 ILCS 5/10-20.8 and 5/28-19.1.

CROSS REF.: 6:30 (Organization of Instruction), 6:40 (Curriculum Development), 6:80 (Teaching About Controversial Issues), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 8:110 (Public Suggestions and Concerns)

ADOPTED:

Instruction

Library Media Program

The Superintendent or designee shall manage the District's library media program to comply with (1) State law and Ill. State Board of Education (ISBE) rule and (2) the following standards:

1. The program includes an organized collection of resources available to students and staff to supplement classroom instruction, foster reading for pleasure, enhance information literacy, and support research, as appropriate to students of all abilities in the grade levels served.
2. Financial resources for the program's resources and supplies are allocated to meet students' needs.
3. Students in all grades served have equitable access to library media resources.
4. The advice of an individual who is qualified according to ISBE rule is sought regarding the overall direction of the program, including the selection and organization of materials, provision of instruction in information and technology literacy, and structuring the work of library paraprofessionals.
5. Staff members are invited to recommend additions to the collection.
6. Students may freely select resource center materials as well as receive guided selection of materials appropriate to specific, planned learning experiences.

LEGAL REF.: 23 Ill.Admin.Code §1.420(o).

CROSS REF.: 6:60 (Curriculum Content), 6:170 (Title I Programs), 6:210 (Instructional Materials)

ADOPTED:

Instruction

Access to Electronic Networks

Electronic networks, including the Internet, are a part of the District's instructional program and serve to promote educational excellence by facilitating resource sharing, innovation, and communication. The Superintendent shall develop an implementation plan for this policy and appoint system administrator(s).

The School District is not responsible for any information that may be lost or damaged, or become unavailable when using the network, or for any information that is retrieved or transmitted via the Internet. Furthermore, the District will not be responsible for any unauthorized charges or fees resulting from access to the Internet.

Curriculum and Appropriate Online Behavior

The use of the District's electronic networks shall: (1) be consistent with the curriculum adopted by the District as well as the varied instructional needs, learning styles, abilities, and developmental levels of the students, and (2) comply with the selection criteria for instructional materials and library resource center materials. As required by federal law and Board policy 6:60, *Curriculum Content*, students will be educated about appropriate online behavior, including but not limited to: (1) interacting with other individuals on social networking websites and in chat rooms, and (2) cyberbullying awareness and response. Staff members may, consistent with the Superintendent's implementation plan, use the Internet throughout the curriculum.

The District's electronic network is part of the curriculum and is not a public forum for general use.

Acceptable Use

All use of the District's electronic networks must be: (1) in support of education and/or research, and be in furtherance of the goals stated herein, or (2) for a legitimate school business purpose. Use is a privilege, not a right. Students and staff members have no expectation of privacy in any material that is stored, transmitted, or received via the District's electronic networks or District computers. General rules for behavior and communications apply when using electronic networks. The District's administrative procedure, *Acceptable Use of the District's Electronic Networks*, contains the appropriate uses, ethics, and protocol. Electronic communications and downloaded material, including files deleted from a user's account but not erased, may be monitored or read by school officials.

Internet Safety

Technology protection measures shall be used on each District computer with Internet access. They shall include a filtering device that protects against Internet access by both adults and minors to visual depictions that are: (1) obscene, (2) pornographic, or (3) harmful or inappropriate for students, as defined by federal law and as determined by the Superintendent or designee. The Superintendent or designee shall enforce the use of such filtering devices. An administrator, supervisor, or other authorized person may disable the filtering device for bona fide research or other lawful purpose, provided the person receives prior permission from the Superintendent or system administrator. The Superintendent or designee shall include measures in this policy's implementation plan to address the following:

1. Ensure staff supervision of student access to online electronic networks,

2. Restrict student access to inappropriate matter as well as restricting access to harmful materials,
3. Ensure student and staff privacy, safety, and security when using electronic communications,
4. Restrict unauthorized access, including “hacking” and other unlawful activities, and
5. Restrict unauthorized disclosure, use, and dissemination of personal identification information, such as, names and addresses.


Authorization for Electronic Network Access

Each staff member must sign the *Authorization for Access to the District’s Electronic Networks* as a condition for using the District’s electronic network. Each student and his or her parent(s)/guardian(s) must sign the *Authorization* before being granted unsupervised use.

All users of the District’s computers to access the Internet shall maintain the confidentiality of student records. Reasonable measures to protect against unreasonable access shall be taken before confidential student information is loaded onto the network.

The failure of any student or staff member to follow the terms of the District’s administrative procedure, *Acceptable Use of the District’s Electronic Networks*, or this policy, will result in the loss of privileges, disciplinary action, and/or appropriate legal action.


LEGAL REF.: No Child Left Behind Act, 20 U.S.C. §6777.
 Children’s Internet Protection Act, 47 U.S.C. §254(h) and (l).
 Enhancing Education Through Technology Act, 20 U.S.C §6751 et seq.
 47 C.F.R. Part 54, Subpart F, Universal Service Support for Schools and Libraries.
 720 ILCS 5/26.5.

 CROSS REF.: 5:100 (Staff Development Program), 5:170 (Copyright), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:210 (Instructional Materials), 6:230 (Library Media Program), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:310 (Restrictions on Publications; Elementary Schools)

ADOPTED:

Instruction

Field Trips

 Field trips are permissible when the experiences are a part of the school curriculum and/or contribute to the District's educational objectives.

All field trips must have the Superintendent or designee's prior approval, except that field trips beyond a 200-mile radius of the school or extending overnight must have the prior approval of the School Board. The Superintendent or designee shall analyze the following factors to determine whether to approve a field trip: educational value, student safety, parent concerns, heightened security alerts, and liability concerns. On all field trips, a bus fee set by the Superintendent or designee may be charged to help defray the transportation costs.

Parents/guardians of students: (1) shall be given the opportunity to consent to their child's participation in any field trip, and (2) are responsible for all entrance fees, food, lodging, or other costs, except that the District will pay such costs for students who qualify for a fee waiver under Board policy 4:140, *Waiver of Student Fees*. All non-participating students shall be provided an alternative experience. Any field trip may be cancelled without notice due to an unforeseen event or condition.

Privately arranged trips, including those led by District staff members, shall not be represented as or construed to be sponsored by the District or school. The District does not provide liability protection for privately arranged trips and is not responsible for any damages arising from them.

LEGAL REF.: 105 ILCS 5/29-3.1.

CROSS REF.: 4:140 (Waiver of Student Fees), 6:10 (Educational Philosophy and Objectives), 7:10 (Equal Educational Opportunities), 7:270 (Administering Medicines to Students)

ADOPTED:

Instruction

Community Resource Persons and Volunteers

The School Board encourages the use of resource persons and volunteers to: (1) increase students' educational attainment; (2) provide enrichment experiences for students; (3) increase the effective utilization of staff time and skills; (4) give more individual attention to students; and (5) promote greater community involvement.

Resource persons and volunteers may be used:

1. For non-teaching duties not requiring instructional judgment or evaluation of students;
2. For supervising study halls, long distance teaching reception areas used incident to instructional programs transmitted by electronic media (such as computers, video, and audio), detention and discipline areas, and school-sponsored extracurricular activities;
3. To assist with academic programs under a certificated teacher's immediate supervision;
4. To assist in times of violence or other traumatic incidents within the District by providing crisis intervention services to lessen the effects of emotional trauma on staff, students, and the community, provided the volunteer meets the qualifications established by the Ill. School Crisis Assistance Team Steering Committee;
5. As a guest lecturer or resource person under a certificated teacher's direction and with the administration's approval; or
6. As supervisors, chaperones, or sponsors for non-academic school activities.

The Superintendent shall follow Board policy 4:175, *Convicted Child Sex Offender; Screening; Notifications*, to establish procedures for securing and screening resource persons and volunteers. A person who is a *sex offender*, as defined by the Sex Offender Registration Act, or a *violent offender against youth*, as defined in the Murderer and Violent Offender Against Youth Registration Act, is prohibited from being a resource person or volunteer. All volunteer coaches must comply with the requirement to report hazing in policy 5:90, *Abused and Neglected Child Reporting*.

LEGAL REF.: 105 ILCS 5/10-22.34, 5/10-22.34a, and 5/10-22.34b.
 720 ILCS 5/12C-50.1, Failure to Report Hazing.
 730 ILCS 150/1 *et seq.*, Sex Offender Registration Act.
 730 ILCS 152/101 *et seq.*, Sex Offender Community Notification Law.
 730 ILCS 154/75 *et seq.*, Murderer and Violent Offender Against Youth Community Notification Law.
 730 ILCS 154/101 *et seq.*, Murderer and Violent Offender Against Youth Registration Act.

CROSS REF.: 4:170 (Safety), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting), 5:280 (Duties and Qualifications), 8:30 (Visitors to and Conduct on School Property), 9.95 (Parental Involvement)

ADOPTED:

Instruction



Assemblies and Ceremonies

Assemblies must be approved by the Superintendent or designee and be consistent with the District's educational objectives.

The District shall not endorse or otherwise promote invocations, benedictions, and group prayers at any school assembly, ceremony, or other school-sponsored activity.

LEGAL REF.: Lee v. Weisman, 112 S.Ct. 2649 (1992).
Santa Fe Independent School District v. Doe, 120 S.Ct. 2266 (2000).
Jones v. Clear Creek Independent School District, 977 F.2d 963 (5th Cir., 1992),
reh'g denied, 983 F.2d 234 (5th Cir., 1992) and *cert. denied*, 113 S.Ct. 2950
(1993).

CROSS REF.: 6:70 (Teaching About Religion), 6:80 (Teaching About Controversial Issues)

ADOPTED:

Instruction



Complaints About Curriculum, Instructional Materials, and Programs

Persons with suggestions or complaints about curriculum, instructional materials, and programs should complete a curriculum objection form and/or use the Uniform Grievance Procedure. A parent/guardian may request that his/her child be exempt from using a particular instructional material or program by completing a curriculum objection form.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 8:110 (Public Suggestions and Concerns)

ADOPTED:

Instruction

Guidance and Counseling Program

The School District provides a guidance and counseling program for students. The Superintendent or designee shall direct the District's guidance and counseling program. School counseling services, as described by State law, may be performed by a qualified guidance specialist or any certificated staff member.

The guidance program will assist students to identify career options consistent with their abilities, interests, and personal values. Students shall be encouraged to seek the help of counselors to develop specific curriculum goals that conform to the student's career objectives. High school juniors and seniors will have the opportunity to receive career-oriented information. Representatives from colleges and universities, occupational training institutions and career-oriented recruiters, including the military, may be given access to the school campus in order to provide students and parents/guardians with information.

LEGAL REF.: 105 ILCS 5/10-22.24a and 5/10-22.24b.
23 Ill.Admin.Code §1.420(q).

CROSS REF.: 6:50 (School Wellness), 6:65 (Student Social and Emotional Development), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:120 (Education of Children with Disabilities), 6:130 (Program for the Gifted), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:250 (Student Support Services), 7:290 (Suicide and Depression Awareness and Prevention)

ADOPTED:

Instruction

Grading and Promotion

The Superintendent or designee shall establish a system of grading and reporting academic achievement to students and their parents/guardians. The system shall also determine when promotion and graduation requirements are met. The decision to promote a student to the next grade level shall be based on successful completion of the curriculum, attendance, and performance on the Illinois *Partnership for Assessment of Readiness for College and Careers* (PARCC) and/or other assessments. A student shall not be promoted based upon age or any other social reason not related to academic performance. The administration shall determine remedial assistance for a student who is not promoted.

Every teacher shall maintain an evaluation record for each student in the teacher's classroom. A District administrator cannot change the final grade assigned by the teacher without notifying the teacher. Reasons for changing a student's final grade include:

- A miscalculation of test scores,
- A technical error in assigning a particular grade or score,
- The teacher agrees to allow the student to do extra work that may impact the grade,
- An inappropriate grading system used to determine the grade, or
- An inappropriate grade based on an appropriate grading system.

Should a grade change be made, the administrator making the change must sign the changed record.

LEGAL REF.: 105 ILCS 5/2-3.64a-5, 5/10-20.9a, 5/10-21.8, and 5/27-27.

CROSS REF.: 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:300 (Graduation Requirements), 6:340 (Student Testing and Assessment Program), 7:50 (School Admissions and Student Transfers To and From Non-District Schools)

ADOPTED:

Instruction



Homework

Homework is part of the District's instructional program and has the overarching goal of increasing student achievement. Homework is assigned to further a student's educational development and is an application or adaptation of a classroom experience. The Superintendent shall provide guidance to ensure that homework:

1. Is used to reinforce and apply previously covered concepts, principles, and skills;
2. Is not assigned for disciplinary purposes;
3. Serves as a communication link between the school and parents/guardians;
4. Encourages independent thought, self-direction, and self-discipline; and
5. Is of appropriate frequency and length, and does not become excessive, according to the teacher's best professional judgment.

Assignments

Homework provides the teacher with the opportunity to increase the time-on-task for students. All teachers shall give homework assignments on a regular basis in keeping with the academic requirements of the course being taught.

Teachers shall evaluate the homework of every student assigned to their classes, being careful to maintain objective data to support professional judgments and grades. Evaluation should be regular and consistent. All homework should be evaluated in writing and should be returned within one week of the time it is received.

In most cases, students should be permitted to take the assignments home to allow for parental involvement. It is recognized, however, that there are cases where it is appropriate for the teacher to retain the assignment in the classroom.

ADOPTED:

Instruction

Graduation Requirements

To graduate from high school, unless otherwise exempted, each student is responsible for:

1. Completing all District graduation requirements that are in addition to the State requirements.
2. Completing all courses as provided in the School Code, 105 ILCS 5/27-22.
3. Completing all minimum requirements for graduation as specified by Illinois State Board of Education rule, 23 Ill.Admin.Code §1.440.
4. Passing an examination on patriotism and principles of representative government, proper use of the flag, methods of voting, and the Pledge of Allegiance.
5. Participating in State assessments that are required for graduation by the School Code, 105 ILCS 5/2-3.64a-5(c).
6. Beginning with the 2020-2021 school year, filing one of the following: (1) a Free Application for Federal Student Aid (FAFSA) with the U.S. Dept. of Education, (2) an application for State financial aid, or (3) an Ill. State Board of Education (ISBE) waiver form indicating that the student understands what these aid opportunities are and has chosen not to file an application. If the student is not at least 18 years of age or legally emancipated, the student's parent/guardian must file one of these documents on the student's behalf.

A student is exempt from this requirement if: (1) the student is unable to file a financial aid application or an ISBE waiver due to extenuating circumstances, (2) the Building Principal attests the District made a good faith effort to assist the student or the student's parent/guardian with filing a financial aid application or an ISBE waiver form, and (3) the student has met all other graduation requirements.

The Superintendent or designee is responsible for:

1. Maintaining a description of all course offerings that comply with the above graduation requirements.
2. Notifying students and their parents/guardians of graduation requirements.
3. Developing the criteria for #4 above.
4. Complying with State law requirements for students who transfer during their senior year because their parent(s)/guardian(s) are on active military duty. This includes making reasonable adjustments to ensure graduation if possible, or efforts to ensure that the original (transferor) school district issues the student a diploma.
5. Taking all other actions needed or necessary to implement this policy.

Early Graduation

The Superintendent or designee shall implement procedures for students to graduate early, provided they finish seven semesters of high school and meet all graduation requirements.

Certificate of Completion

A student with a disability who has an Individualized Education Program prescribing special education, transition planning, transition services, or related services beyond the student's four years

of high school, qualifies for a certificate of completion after the student has completed four years of high school. The student is encouraged to participate in the graduation ceremony of his or her high school graduation class. The Superintendent or designee shall provide timely written notice of this requirement to children with disabilities and their parents/guardians.

Service Member Diploma

The District will award a diploma to a service member who was killed in action while performing active military duty with the U.S. Armed Forces or an honorably discharged veteran of World War II, the Korean Conflict, or the Vietnam Conflict, provided that he or she (1) resided within an area currently within the District at the time he or she left high school, (2) left high school before graduating in order to serve in the U.S. Armed Forces, and (3) has not received a high school diploma.

LEGAL REF.: 105 ILCS 5/2-3.64a-5, 5/22-27, 5/27-3, 5/27-22, and 5/27-22.10.
105 ILCS 70/, Educational Opportunity for Military Children Act.
23 Ill.Admin.Code §1.440.

CROSS REF.: 6:30 (Organization of Instruction), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 6:315 (High School Credit for Students in Grade 7 or 8), 6:320 (High School Credit for Proficiency), 7:50 (School Admissions and Student Transfers To and From Non-District Schools)

ADOPTED:

Instruction

High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students

Credit for Non-District Experiences

A student may receive high school credit for successfully completing any of the listed courses or experiences even when it is not offered in or sponsored by the District:

1. Distance learning course, including a correspondence, virtual, or online course
2. Courses in an accredited foreign exchange program
3. Summer school or community college courses
4. College or high school courses offering dual credit at both the college and high school level
5. Foreign language courses taken in an ethnic school program approved by the Illinois State Board of Education
6. Work-related training at manufacturing facilities or agencies in a Tech Prep Program
7. Credit earned in a Vocational Academy

The student must seek approval from the Superintendent or designee to receive graduation credit for any non-District course or experience. The Superintendent or designee shall determine the amount of credit and whether a proficiency examination is required before the credit is awarded. As approval is not guaranteed, students should seek conditional approval of the experience before participating in a non-District course or experience. The student assumes responsibility for any fee, tuition, supply, or other expense. The student seeking credit is responsible for (1) providing documents or transcripts that demonstrate successful completion of the experience, and (2) taking a proficiency examination, if requested. The Superintendent or designee shall determine which, if any, non-District courses or experiences, will count toward a student's grade point average, class rank, and eligibility for athletic and extracurricular activities. This section does not govern the transfer of credits for students transferring into the District.

Substitutions for Required Courses

Vocational or technical education; registered apprenticeship program. A student in grades 9-12 may satisfy one or more high school courses (including physical education) or graduation requirements by successfully completing related vocational or technical education courses or a registered apprenticeship program if:

1. The Building Principal approves the substitution and the vocational or technical education course is completely described in curriculum material along with its relationship to the required course; and
2. The student's parent/guardian requests and approves the substitution in writing on forms provided by the District.

Advanced placement computer science. The advanced placement computer science course is equivalent to a high school mathematics course. A student in grades 9-12 may substitute the advanced placement computer science course for one year of mathematics, in accordance with Section 27-22 of

the School Code. The transcript of a student who completes the advanced placement computer science course will state that it qualifies as a mathematics-based, quantitative course.

Substitutions for physical education. A student in grades 9-12, unless otherwise stated, may submit a written request to the Building Principal to be excused from physical education courses for the reasons stated below. The Superintendent or designee shall maintain records showing that the criteria set forth in this policy were applied to the student's individual circumstances, as appropriate.

1. Ongoing participation in a marching band program for credit;
2. Ongoing participation in an interscholastic or extracurricular athletic program;
3. Enrollment in academic classes that are required for admission to an institution of higher learning (student must be in the 11th or 12th grade); or
4. Enrollment in academic classes that are required for graduation from high school, provided that failure to take such classes will result in the student being unable to graduate (student must be in the 11th or 12th grade).

A student who is eligible for special education may be excused from physical education courses pursuant to 7:260, *Exemption from Physical Education*.

Volunteer service credit. A student participating in the District's Volunteer Service Credit Program, if any, may earn credit toward graduation for the performance of community service. The amount of credit given for program participation shall not exceed that given for completion of one semester of language arts, math, science, or social studies.

Re-Entering Students

Individuals younger than 21 years of age may re-enter high school to acquire a high school diploma or an equivalency certificate, subject to the limitations in Board policy 7:50, *School Admissions and Student Transfers To and From Non-District Schools*. Re-entering students may obtain credit through the successful completion of the following (not all of these may be available at any one time):

1. District courses
2. Non-District experiences described in this policy
3. Classes in a program established under Section 10-22.20 of the School Code, in accordance with the standards established by the Illinois Community College Board
4. Proficiency testing, correspondence courses, life experiences, and other nonformal educational endeavors
5. Military service, provided the individual making the request has a recommendation from the American Council on Education

The provisions in the section **Credit for Non-District Experiences**, above, apply to the receipt of credit for any non-District course.

LEGAL REF.: 105 ILCS 5/2-3.44, 5/2-3.108, 5/2-3.115, 5/2-3.142, 5/10-22.43a, 5/27-6, 5/27-22.3, and 5/27-22.05.
110 ILCS 27/, Dual Credit Quality Act.
23 Ill.Admin.Code §§1.425(e), 1.440(f), and 1.470(c).

CROSS REF.: 6:180 (Extended Instructional Programs), 6:300 (Graduation Requirements), 6:315 (High School Credit for Students in Grade 7 or 8), 6:320 (High School Credit for Proficiency), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:260 (Exemption from Physical Education)

ADOPTED:

Instruction



High School Credit for Students in Grade 7 or 8

The Superintendent or designee may investigate, coordinate, and implement a program for students in grades 7 and 8 to enroll in a course required for a high school diploma.



If a program is available, students in grades 7 and 8 may enroll in a course required for a high school diploma when the course is offered by the high school that the elementary student would attend when the student participates in the course at the high school and the elementary student's enrollment in the course would not prevent a high school student from being able to enroll.

A student who successfully completes a course required for a high school diploma while in grades 7 and 8 shall receive academic credit for the course. That academic credit shall satisfy the requirements of Section 27-22 of the School Code for purposes of receiving a high school diploma, unless evidence about the course's rigor and content show that the course did not address the relevant Illinois learning standard at the level appropriate for the high school grade during which the course is usually taken. The student's grade in the course shall also be included in the student's grade point average.

LEGAL REF.: 105 ILCS 5/10-22.43 and 5/27-22.10.
23 Ill.Admin.Code §1.460.

CROSS REF.: 6:300 (Graduation Requirements), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 6:320 (High School Credit for Proficiency)

ADOPTED:

Instruction

High School Credit for Proficiency

Proficiency Credits

Subject to the limitations in this policy and State law, the Superintendent or designee is authorized to establish and approve a program for granting credit for proficiency with the goal of allowing a student who would not benefit from a course because the student is proficient in the subject area to receive credit without having to take the course. A student who demonstrates competency under this program will receive course credit for the applicable course and be excused from any requirement to take the course as a graduation prerequisite. No letter grade will be given for purposes of the student's cumulative grade point average. The Superintendent or designee shall notify students of the availability of and requirements for receiving proficiency credit.

Proficiency credit will be offered in the following subject areas:

Foreign language - A student is eligible to receive one year of foreign language credit if the student has graduated from an accredited elementary school and can demonstrate proficiency, according to this District's academic criteria, in a language other than English. A student who demonstrates proficiency in American Sign Language is deemed proficient in a foreign language and will receive one year of foreign language credit. A student who studied a foreign language in an approved ethnic school program is eligible to receive appropriate credit according to the level of proficiency reached; the student may be required to take a proficiency examination.

Other proficiency testing - The program for granting credit for proficiency may allow, as the Superintendent deems appropriate, course credit to be awarded on the basis of a local examination to a student who has achieved the necessary proficiency through independent study or work taken in or through another institution. Proficiency testing may also be used to determine eligible credit for other subjects whenever students enter from non-graded schools, non-recognized or non-accredited schools, or were in a home-schooling program.

LEGAL REF.: 105 ILCS 5/10-22.43, 5/10-22.43a, 5/27-22, and 5/27-24.3.
23 Ill.Admin.Code §1.460.

CROSS REF.: 6:300 (Graduation Requirements), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 6:315 (High School Credit for Students in Grade 7 or 8)

ADOPTED:

Instruction

Achievement and Awards

Grade Point Average, Class Rank, and Class Honor Roll

The Superintendent shall maintain a uniform process for secondary schools to calculate, on at least a yearly basis, each student's grade point average and class rank, as well as an honor roll for each class.

Awards and Honors

The Superintendent shall maintain a uniform process for presenting awards and honors for outstanding scholarship, achievement, and/or distinguished service in school activities in such a way as to minimize bias and promote fairness. The Superintendent shall supervise the selection of the recipient(s).


In addition to other awards, the Superintendent shall maintain a uniform process for identifying a high school senior as a valedictorian and one as a salutatorian.

All donations for awards, honors, and scholarships must receive the School Board's prior approval.

ADOPTED:

Instruction

Student Testing and Assessment Program

The District student assessment  program provides information for determining individual student achievement and instructional **needs**, curriculum and instruction **effectiveness**, and school performance measured against District student learning objectives and statewide norms.

The Superintendent or designee shall manage the student assessment program **that**, at a minimum:

1. Administers the State assessment **system** to all students and/or any other appropriate assessment methods and instruments, including norm and criterion-referenced achievement tests, aptitude tests, proficiency tests, and teacher-developed tests.
2. Informs students of the timelines and procedures applicable to their participation in every State assessment.
3. Provides each student's parents/guardians with the results or scores of each State assessment and an evaluation of the student's progress. See policy 6:280, *Grading and Promotion*.
4. Utilizes professional testing practices.

Overall student assessment data on tests required by State law will be aggregated by the District and reported, along with other information, on the District's annual report card. All reliable assessments administered by the District and scored by entities outside of the District must be (1) reported to ISBE on its form by the 30th day of each school year, and (2) made publicly available to parents/guardians of students. Board policy 7:340, *Student Records*, and its implementing procedures govern recordkeeping and access issues.

LEGAL REF.: 20 U.S.C. §1232g, Family Educational Rights and Privacy Act.
105 ILCS 10/, Illinois School Student Records Act.
105 ILCS 5/2-3.63, 5/2-3.64a-5, 5/10-17a, 5/22-82, and 5/27-1.

CROSS REF.: 6:15 (School Accountability), 6:280 (Grading and Promotion), 7:340 (Student Records)

ADOPTED:

Compare Results

Old File:

**Pages from Draft Manual 1.16.20-7 Section 7
MCHS.pdf**

93 pages (6.27 MB)
3/10/2020 4:49:48 PM

versus

New File:

**Pages from Draft Manual 1.16.20-7 Section 7
No Ex No Wtrmrk.pdf**

76 pages (344 KB)
3/10/2020 8:44:54 AM

Total Changes

527

Text only comparison

Content

229 Replacements
122 Insertions
176 Deletions


Styling and Annotations

0 Styling
0 Annotations

[Go to First Change \(page 1\)](#)

Students

Equal Educational Opportunities

 Equal educational and extracurricular opportunities shall be available for all students without regard to color, race, nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, actual or potential marital or parental status, including pregnancy. Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under School Board policy 8:20, *Community Use of School Facilities*. Any student may file a discrimination grievance by using Board policy 2:260, *Uniform Grievance Procedure*.

Sex Equity

No student shall, based on sex, sexual orientation, or gender identity be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and extracurricular programs and activities.

Any student may file a sex equity complaint by using Board policy 2:260, *Uniform Grievance Procedure*. A student may appeal the Board's resolution of the complaint to the Regional Superintendent (pursuant to 105 ILCS 5/3-10) and, thereafter, to the State Superintendent of Education (pursuant to 105 ILCS 5/2-3.8).

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator. The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and grievance procedure.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972, implemented by 34 C.F.R. Part 106.
29 U.S.C. §791 et seq., Rehabilitation Act of 1973.
42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act
Good News Club v. Milford Central Sch., 533 U.S. 98 (2001).
Ill. Constitution, Art. I, §18.
105 ILCS 5/3.25b, 5/3.25d(b), 5/10-20.12, 5/10-20.60 (P.A.s 100-29 and 100-163, final citations pending), 5/10-22.5, and 5/27-1.
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
775 ILCS 35/5, Religious Freedom Restoration Act.
23 Ill.Admin.Code §1.240 and Part 200.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:130 (Student Rights and Responsibilities), 7:160 (Student Appearance), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services), 7:330 (Student Use of Buildings - Equal Access), 7:340 (Student Records), 8:20 (Community Use of School Facilities)

ADOPTED:

Students

Student and Family Privacy Rights

Surveys

All surveys requesting personal information from students, as well as any other instrument used to collect personal information from students, must advance or relate to the District's educational objectives as identified in School Board policy 6:10, *Educational Philosophy and Objectives*, or assist students' career choices. This applies to all surveys, regardless of whether the student answering the questions can be identified and regardless of who created the survey.

Surveys Created by a Third Party

Before a school official or staff member administers or distributes a survey or evaluation created by a third party to a student, the student's parent(s)/guardian(s) may inspect the survey or evaluation, upon their request and within a reasonable time of their request.

This section applies to every survey: (1) that is created by a person or entity other than a District official, staff member, or student, (2) regardless of whether the student answering the questions can be identified, and (3) regardless of the subject matter of the questions.

Survey Requesting Personal Information

School officials and staff members shall not request, nor disclose, the identity of any student who completes any survey or evaluation (created by any person or entity, including the District) containing one or more of the following items:

1. Political affiliations or beliefs of the student or the student's parent/guardian.
2. Mental or psychological problems of the student or the student's family.
3. Behavior or attitudes about sex.
4. Illegal, anti-social, self-incriminating, or demeaning behavior.
5. Critical appraisals of other individuals with whom students have close family relationships.
6. Legally recognized privileged or analogous relationships, such as those with lawyers, physicians, and ministers.
7. Religious practices, affiliations, or beliefs of the student or the student's parent/guardian.
8. Income other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program.

The student's parent(s)/guardian(s) may:

1. Inspect the survey or evaluation upon, and within a reasonable time of, their request, and/or
2. Refuse to allow their child to participate in the activity described above. The school shall not penalize any student whose parent(s)/guardian(s) exercised this option.

Instructional Material

A student's parent(s)/guardian(s) may inspect, upon their request, any instructional material used as part of their child's educational curriculum within a reasonable time of their request.

The term “instructional material” means instructional content that is provided to a student, regardless of its format, printed or representational materials, audio-visual materials, and materials in electronic or digital formats (such as materials accessible through the Internet). The term does not include academic tests or academic assessments.

Physical Exams or Screenings

No school official or staff member shall subject a student to a non-emergency, invasive physical examination or screening as a condition of school attendance. The term *invasive physical examination* means any medical examination that involves the exposure of private body parts, or any act during such examination that includes incision, insertion, or injection into the body, but does not include a hearing, vision, or scoliosis screening.

The above paragraph does not apply to any physical examination or screening that:

1. Is permitted or required by an applicable State law, including physical examinations or screenings that are permitted without parental notification.
2. Is administered to a student in accordance with the Individuals with Disabilities Education Act (20 U.S.C. §1400 et seq.).
3. Is otherwise authorized by Board policy.

Selling or Marketing Students’ Personal Information Is Prohibited

No school official or staff member shall market or sell personal information concerning students (or otherwise provide that information to others for that purpose). The term *personal information* means individually identifiable information including: (1) a student or parent’s first and last name, (2) a home or other physical address (including street name and the name of the city or town), (3) a telephone number, (4) a Social Security identification number or (5) driver’s license number or State identification card.

The above paragraph does not apply: (1) if the student’s parent(s)/guardian(s) have consented; or (2) to the collection, disclosure or, use of personal information collected from students for the exclusive purpose of developing, evaluating or providing educational products or services for, or to, students or educational institutions, such as the following:

1. College or other postsecondary education recruitment, or military recruitment.
2. Book clubs, magazines, and programs providing access to low-cost literary products.
3. Curriculum and instructional materials used by elementary schools and secondary schools.
4. Tests and assessments to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students (or to generate other statistically useful data for the purpose of securing such tests and assessments) and the subsequent analysis and public release of the aggregate data from such tests and assessments.
5. The sale by students of products or services to raise funds for school-related or education-related activities.
6. Student recognition programs.

Under no circumstances may a school official or staff member provide a student’s *personal information* to a business organization or financial institution that issues credit or debit cards.

Notification of Rights and Procedures

The Superintendent or designee shall notify students’ parents/guardians of:

1. This policy as well as its availability upon request from the general administration office.
2. How to opt their child out of participation in activities as provided in this policy.
3. The approximate dates during the school year when a survey requesting personal information, as described above, is scheduled or expected to be scheduled.
4. How to request access to any survey or other material described in this policy.

This notification shall be given parents/guardians at least annually, at the beginning of the school year, and within a reasonable period after any substantive change in this policy.

The rights provided to parents/guardians in this policy transfer to the student when the student turns 18 years old, or is an emancipated minor.

LEGAL REF.: 20 U.S.C. §1232h, Protection of Pupil Rights Act.
325 ILCS 17/, Children’s Privacy Protection and Parental Empowerment Act.
105 ILCS 5/10-20.38.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 6:210 (Instructional Materials), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:130 (Student Rights and Responsibilities)

ADOPTED: 

Students



Harassment of Students Prohibited

Bullying, Intimidation, and Harassment Prohibited

No person, including a District employee or agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Sexual Harassment Prohibited

Sexual harassment of students is prohibited. Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and/or engages in other verbal or physical conduct, including sexual violence, of a sexual or sex-based nature, imposed on the basis of sex, that:

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. Has the purpose or effect of:
 - a. Substantially interfering with a student's educational environment;
 - b. Creating an intimidating, hostile, or offensive educational environment;
 - c. Depriving a student of educational aid, benefits, services, or treatment; or
 - d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms *intimidating*, *hostile*, and *offensive* include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities. The term *sexual violence* includes a number of different acts. Examples of sexual violence include, but are not limited to, rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Making a Complaint

Students are encouraged to report claims or incidences of bullying, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant

Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. A student may choose to report to a person of the student's same sex.

An allegation that a student was a victim of any prohibited conduct perpetrated by school personnel, including a school vendor or volunteer, shall be processed and reviewed according to policy 5:90, *Abused and Neglected Child Reporting*, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Nondiscrimination Coordinator:

John Troy, Asst. Superintendent
Name
26655 W Eames St Channahon, IL 60410
Address
jtroy@mchs.net
Email
(815) 521- 4294
Telephone


Complaint Managers:

Dr. Janel Grzetich
Name
26655 W Eames St Channahon, IL 60410
Address
jgrzetich@mchs.net
Email
(815) 521-4001
Telephone

Joe Pacetti
Name
26655 W Eames St Channahon, IL 60410
Address
jpacetti@mchs.net
Email
(815) 467-2140
Telephone

The Superintendent shall use reasonable measures to inform staff members and students of this policy by including:

1. For students, age-appropriate information about the contents of this policy in the District's student handbook(s), on the District's website, and, if applicable, in any other areas where policies, rules, and standards of conduct are otherwise posted in each school.
2. For staff members, this policy in the appropriate employee handbook(s), if applicable, and/or in any other areas where policies, rules, and standards of conduct are otherwise made available to staff.

 Investigation Process

Supervisors, Building Principals, or administrators who receive a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. A supervisor or administrator who fails to promptly comply may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational environment that is productive, respectful, and free of unlawful discrimination, including harassment.

The District shall investigate alleged harassment of students when the Nondiscrimination Coordinator or a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.

Alleged Incidents of Sexual Abuse

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A(b), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to policy 5:90, *Abused and Neglected Child Reporting*, in addition to any response required by this policy.

Enforcement

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972.
34 C.F.R. Part 106.
105 ILCS 5/10-20.12, 10-22.5, 5/27-1, and 5/27-23.7.
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
23 Ill.Admin.Code §1.240 and Part 200.
Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).
Franklin v. Gwinnett Co. Public Schs., 503 U.S. 60 (1992).
Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).
West v. Derby Unified Sch. Dist. No. 260, 206 F.3d 1358 (10th Cir. 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities)

ADOPTED:

Students

Student Assignment

The Superintendent or designee shall assign students to classes. Homeless children shall be assigned according to Board policy 6:140, *Education of Homeless Children*.

LEGAL REF.: 105 ILCS 5/10-21.3, 5/10-21.3a, and 5/10-22.5.

CROSS REF.: 4:170 (Safety), 6:30 (Organization of Instruction), 6:140 (Education of Homeless Children)

ADOPTED:

Students



Nonpublic School Students, Including Parochial and Home-Schooled Students

Part-Time Attendance

The District accepts nonpublic school students, including parochial and home-schooled students, who live within the District for part-time attendance in the District's regular education program on a space-available basis. Requests for part-time attendance must be submitted to the Building Principal. All requests for attendance in the following school year must be submitted before May 1.

A student accepted for partial enrollment must comply with all discipline and attendance requirements established by the school. He or she may participate in any co-curricular activity associated with a District class in which he or she is enrolled. The parent(s)/guardian(s) of a student accepted for partial enrollment must pay all fees, pro-rated on the basis of a percentage of full-time fees. Transportation to and/or from school is provided on regular bus routes to or from a point on the route nearest or most easily accessible to the nonpublic school or student's home. This transportation shall be on the same basis as the District provides transportation for its full-time students. Transportation on other than established bus routes is the responsibility of the parent(s)/guardian(s).

Students with a Disability

The District accepts for part-time attendance those children for whom it has been determined that special education services are needed, are enrolled in nonpublic schools, and otherwise qualify for enrollment in the District. Requests must be submitted by the student's parent/guardian. Special educational services shall be provided to such students as soon as possible after identification, evaluation, and placement procedures provided by State law, but no later than the beginning of the next school semester following the completion of such procedures. Transportation for such students shall be provided only if required in the child's Individualized Educational Program on the basis of the child's disabling condition or as the special education program location may require.

Extracurricular Activities, Including Interscholastic Competition

A nonpublic school student is eligible to participate in: (1) interscholastic competition, provided his or her participation adheres to the regulations established by any association in which the School District maintains a membership, and (2) non-athletic extracurricular activities, provided the student attends a District school for at least one-half of the regular school day, excluding lunch. A nonpublic student who participates in an extracurricular activity is subject to all policies, regulations, and rules that are applicable to other participants in the activity.

Assignment When Enrolling Full-Time in a District School

Grade placement by, and academic credits earned at, a nonpublic school will be accepted if the school has a Certificate of Nonpublic School Recognition from the Illinois State Board of Education, or, if outside Illinois, if the school is accredited by the state agency governing education.

A student who, after receiving instruction in a non-recognized or non-accredited school, enrolls in the District will: (1) be assigned to a grade level according to academic proficiency, and/or (2) have academic credits recognized by the District if the student demonstrates appropriate academic proficiency to the school administration. Any portion of a student's transcript relating to such instruction will not be considered for placement on the honor roll or computation in class rank.

Notwithstanding the above, recognition of grade placement and academic credits awarded by a nonpublic school is at the sole discretion of the District. All school and class assignments will be made according to School Board policy 7:30, *Student Assignment*, as well as administrative procedures implementing this policy.

LEGAL REF.: 105 ILCS 5/10-20.24 and 5/14-6.01.

CROSS REF.: 4:110 (Transportation), 6:170 (Title I Programs), 6:190 (Extracurricular and Co-Curricular Activities), 6:320 (High School Credit for Proficiency), 7:30 (Student Assignment), 7:300 (Extracurricular Athletics)

ADOPTED:

Students

School Admissions and Student Transfers To and From Non-District Schools

Admission Procedure

All students must register for school each year on the dates and at the place designated by the Superintendent. Parents/guardians of students enrolling in the District for the first time must present:

1. A certified copy of the student's birth certificate. If a birth certificate is not presented, the Superintendent or designee shall notify in writing the person enrolling the student that within 30 days he or she must provide a certified copy of the student's birth certificate. A student will be enrolled without a birth certificate. When a certified copy of the birth certificate is presented, the school shall promptly make a copy for its records, place the copy in the student's permanent record, and return the certified copy to the person enrolling the child. If a person enrolling a student fails to provide a certified copy of the student's birth certificate, the Superintendent or designee shall immediately notify the local law enforcement agency, and shall also notify the person enrolling the student in writing that, unless he or she complies within ten days, the case will be referred to the local law enforcement authority for investigation. If compliance is not obtained within that ten-day period, the Superintendent or designee shall so refer the case. The Superintendent or designee shall immediately report to the local law enforcement authority any material received pursuant to this paragraph that appears inaccurate or suspicious in form or content.
2. Proof of residence, as required by Board policy 7:60, *Residence*.
3. Proof of disease immunization or detection and the required physical examination, as required by State law and Board policy 7:100, *Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students*.

The individual enrolling a student shall be given the opportunity to voluntarily state whether the student has a parent or guardian who is a member of a branch of the U. S. Armed Forces and who is either deployed to active duty or expects to be deployed to active duty during the school year. Students who are children of active duty military personnel transferring will be allowed to enter: (a) the same grade level in which they studied at the school from which they transferred, if the transfer occurs during the District's school year, or (b) the grade level following the last grade completed.

Homeless Children

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce records normally required for enrollment. Board policy 6:140, *Education of Homeless Children*, and its implementing administrative procedure, govern the enrollment of homeless children.

Foster Care Students

The Superintendent will appoint at least one employee to act as a liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Ill. Dept. of Children and Family Services when enrolling in or changing schools.

Student Transfers To and From Non-District Schools

A student may transfer into or out of the District according to State law and procedures developed by the Superintendent or designee. A student seeking to transfer into the District must serve the entire term of any suspension or expulsion, imposed for any reason by any public or private school, in this or any other state, before being admitted into the School District.

Foreign Students

The District accepts foreign exchange students with a J-1 visa and who reside within the District as participants in an exchange program sponsored by organizations screened by administration. Exchange students on a J-1 visa are not required to pay tuition.

Privately sponsored exchange students on an F-1 visa may be enrolled if an adult resident of the District has temporary guardianship, and the student lives in the home of that guardian. Exchange students on an F-1 visa are required to pay tuition at the established District rate. F-1 visa student admission is limited to high schools, and attendance may not exceed 12 months.

The Board may limit the number of exchange students admitted in any given year. Exchange students must comply with District immunization requirements. Once admitted, exchange students become subject to all District policies and regulations governing students.

Re-enrollment

Re-enrollment shall be denied to any individual 19 years of age or above who has dropped out of school and who could not earn sufficient credits during the normal school year(s) to graduate before his or her 21st birthday. However, at the Superintendent's or designee's discretion and depending on program availability, the individual may be enrolled in a graduation incentives program established under 105 ILCS 5/26-16 or an alternative learning opportunities program established under 105 ILCS 5/13B-1 (see 6:110, *Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program*). Before being denied re-enrollment, the District will offer the individual due process as required in cases of expulsion under policy 7:210, *Expulsion Procedures*. A person denied re-enrollment will be offered counseling and be directed to alternative educational programs, including adult education programs that lead to graduation or receipt of a GED diploma. This section does not apply to students eligible for special education under the Individuals with Disabilities Education Improvement Act or accommodation plans under the Rehabilitation Act, Section 504.

LEGAL REF.: 8 U.S.C. §1101, Illegal Immigrant and Immigrant Responsibility Act of 1996.
20 U.S.C. §1232, Family Educational Rights and Privacy Act.
20 U.S.C. §1400 et seq., Individuals With Disabilities Education Improvement Act.
29 U.S.C. §794, Rehabilitation Act of 1973, Section 504.
42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.
105 ILCS 5/2-3.13a, 5/10-20.12, 5/10-22.5a, 5/14-1.02, 5/14-1.03a, 5/26-1, 5/26-2,
5/27-8.1,
105 ILCS 10/8.1, Ill. School Student Records Act.
105 ILCS 45/, Education for Homeless Children Act.
105 ILCS 70/, Educational Opportunity for Military Children Act.
325 ILCS 50/, Missing Children Records Act.
325 ILCS 55/, Missing Children Registration Law.
410 ILCS 315/2e, Communicable Disease Prevention Act.
20 Ill.Admin.Code Part 1290, Missing Person Birth Records and School
Registration.
23 Ill.Admin.Code Part 226, Special Education.
23 Ill.Admin.Code Part 375, Student Records.

CROSS REF.: 4:110 (Transportation), 6:30 (Organization of Instruction), 6:110 (Programs for
Students At Risk of Academic Failure and/or Dropping out of School and
Graduation Incentives Program), 6:135 (Accelerated Placement Program), 6:140
(Education of Homeless Children), 6:300 (Graduation Requirements), 6:310
(High School Credit for Non-District Experiences; Course Substitutions; Re-
Entering Students), 7:60 (Residence), 7:70 (Attendance and Truancy), 7:100
(Health, Eye, and Dental Examinations; Immunizations; and Exclusion of
Students), 7:340 (Student Records)

ADOPTED:

Students

Residence

Resident Students

Only students who are residents of the District may attend a District school without a tuition charge, except as otherwise provided below or in State law. A student's residence is the same as the person who has legal custody of the student.

A person asserting legal custody over a student, who is not the child's natural or adoptive parent, shall complete a signed statement, stating: (a) that he or she has assumed and exercises legal responsibility for the child, (b) the reason the child lives with him or her, other than to receive an education in the District, and (c) that he or she exercises full control over the child regarding daily educational and medical decisions in case of emergency. If the District knows the current address of the child's natural or adoptive parent, the District shall request in writing that the person complete a signed statement or Power of Attorney stating: (a) the role and responsibility of the person with whom their child is living, and (b) that the person with whom the child is living has full control over the child regarding daily educational and medical decisions in case of emergency.

A student whose family moves out of the District during the school year will be permitted to attend school for the remainder of the year without payment of tuition.

When a student's change of residence is due to the military service obligation of the student's legal custodian, the student's residence is deemed to be unchanged for the duration of the custodian's military service obligation if the student's custodian made a written request. The District, however, is not responsible for the student's transportation to or from school.

If, at the time of enrollment, a dependent child of military personnel is housed in temporary housing located outside of the District, but will be living within the District within 60 days after the time of initial enrollment, the child is allowed to enroll, subject to the requirements of State law, and must not be charged tuition.

Requests for Nonresident Student Admission

Nonresident students may attend District schools upon the approval of a request submitted by the student's parent(s)/guardian(s) for nonresident admission. The Superintendent may approve the request subject to the following:

1. The student will attend on a year-to-year basis. Approval for any one year is not authorization to attend a following year.
2. The student will be accepted only if there is sufficient room.
3. The student's parent(s)/guardian(s) will be charged the maximum amount of tuition as allowed by State law.
4. The student's parent(s)/guardian(s) will be responsible for transporting the student to and from school.

Admission of Nonresident Students Pursuant to an Agreement or Order

Nonresident students may attend District schools tuition-free pursuant to:

1. A written agreement with an adjacent school district to provide for tuition-free attendance by a student of that district, provided both the Superintendent or designee and the adjacent district determine that the student's health and safety will be served by such attendance.

2. A written agreement with cultural exchange organizations and institutions supported by charity to provide for tuition-free attendance by foreign exchange students and nonresident pupils of charitable institutions.
3. According to an intergovernmental agreement.
4. Whenever any State or federal law or a court order mandates the acceptance of a nonresident student.

Homeless Children

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce records normally required to establish residency. School Board policy 6:140, *Education of Homeless Children*, and its implementing administrative procedure, govern the enrollment of homeless children.

Challenging a Student's Residence Status

If the Superintendent or designee determines that a student attending school on a tuition-free basis is a nonresident of the District for whom tuition is required to be charged, he or she on behalf of the School Board shall notify the person who enrolled the student of the tuition amount that is due. The notice shall detail the specific reasons why the Board believes that the student is a nonresident of the District and shall be given by certified mail, return receipt requested. The person who enrolled the student may challenge this determination and request a hearing as provided by the School Code, 105 ILCS 5/10-20.12b.

LEGAL REF.: McKinney-Vento Homeless Assistance Act, 42 U.S.C. §11431 et seq.
 105 ILCS 5/10-20.12a, 5/10-20.12b, and 5/10-22.5.
 105 ILCS 45/ and 70/.
 23 Ill.Admin.Code §1.240.
Israel S. by Owens v. Board of Educ. of Oak Park and River Forest High School
Dist. 200, 601 N.E.2d 1264 (Ill.App.1, 1992).
Joel R. v. Board of Education of Manheim School District 83, 686 N.E.2d 650
 (Ill.App.1, 1997).
Kraut v. Rachford, 366 N.E.2d 497 (Ill.App.1, 1977).

CROSS REF.: 6:140 (Education of Homeless Children), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:70 (Attendance and Truancy)

ADOPTED:

Students

Attendance and Truancy

Compulsory School Attendance

This policy applies to individuals who have custody or control of a child: (a) between the ages of six (on or before September 1) and 17 years (unless the child has graduated from high school), or (b) who is enrolled in any of grades, 9 through 12, in the public school regardless of age.

Subject to specific requirements in State law, the following children are not required to attend public school: (1) any child attending a private school (including a home school) or parochial school, (2) any child who is physically or mentally unable to attend school (including a pregnant student suffering medical complications as certified by her physician), (3) any child lawfully and necessarily employed, (4) any child over 12 and under 14 years of age while in confirmation classes, (5) any child absent because his or her religion forbids secular activity on a particular day, and (6) any child 16 years of age or older who is employed and is enrolled in a graduation incentives program.

The parent/guardian of a student who is enrolled must authorize all absences from school and notify the school in advance or at the time of the student's absence. A valid cause for absence includes illness, observance of a religious holiday, death in the immediate family, family emergency, other situations beyond the control of the student, other circumstances that cause reasonable concern to the parent/guardian for the student's safety or health, or other reason as approved by the Superintendent or designee.

Absenteeism and Truancy Program

The Superintendent or designee shall manage an absenteeism and truancy program in accordance with the School Code and School Board policy. The program shall include but not be limited to:

1. A protocol for excusing a student from attendance who is necessarily and lawfully employed. The Superintendent or designee is authorized to determine when the student's absence is justified.
2. A protocol for excusing a student in grades 9 through 12 from attendance to sound *Taps* at a military honors funeral held in Illinois for a deceased veteran.
3. A protocol for excusing a student from attendance on a particular day(s) or at a particular time of day when his/her parent/guardian is an active duty member of the uniformed services and has been called to duty for, is on leave from, or has immediately returned from deployment to a combat zone or combat-support postings.
4. A process to identify and track students who are truants, chronic or habitual truants, or truant minors as defined in the School Code, Section 26-2a.
5. A description of diagnostic procedures for identifying the cause(s) of a student's unexcused absenteeism, including interviews with the student, his or her parent(s)/guardian(s), and staff members or other people who may have information about the reasons for the student's attendance problem.
6. The identification of supportive services that may be offered to truant, chronically truant, or chronically absent students, including parent-teacher conferences, student and/or family counseling, or information about community agency services. See Board policy 6:110,

Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program.

7. Reasonable efforts to provide ongoing professional development to teachers, administrators, Board members, school resource officers, and staff on the appropriate and available supportive services for the promotion of student attendance and engagement.
8. A process to request the assistance and resources of outside agencies, such as, the juvenile officer of the local police department or the truant office of the appropriate Regional Office of Education, if truancy continues after supportive services have been offered.
9. A protocol for cooperating with non-District agencies including County or municipal authorities, the Regional Superintendent, truant officers, the Community Truancy Review Board, and a comprehensive community based youth service agency. Any disclosure of school student records must be consistent with Board policy 7:340, *Student Records*, as well as State and federal law concerning school student records.
10. An acknowledgement that no punitive action, including out-of-school suspensions, expulsions, or court action, shall be taken against a truant minor for his or her truancy unless available supportive services and other school resources have been provided to the student.
11. The criteria to determine whether a student's non-attendance is due to extraordinary circumstances shall include economic or medical necessity or family hardship and such other criteria that the Superintendent believes qualifies.
12. A process for a 17 year old resident to participate in the District's various programs and resources for truants. The student must provide documentation of his/her dropout status for the previous 6 months. A request from an individual 19 years of age or older to re-enroll after having dropped out of school is handled according to provisions in 7:50, *Students School Admissions and Student Transfers To and From Non-District Schools*.
13. A process for the temporary exclusion of a student 17 years of age or older for failing to meet minimum attendance standards according to provisions in State law. A parent/guardian has the right to appeal a decision to exclude a student.

LEGAL REF.: 105 ILCS 5/26-1 through 16.
705 ILCS 405/3-33.5, Juvenile Court Act of 1987.
23 Ill.Admin.Code §§1.242 and 1.290.

CROSS REF.: 5:100 (Staff Development Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:150 (Home and Hospital Instruction), 7:10 (Equal Educational Opportunities), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:80 (Release Time for Religious Instruction/Observance), 7:190 (Student Behavior), 7:340 (Student Records)

ADOPTED:

Students

Release Time for Religious Instruction/Observance

A student shall be released from school, as an excused absence, to observe a religious holiday or for religious instruction. The student's parent/guardian must give written notice to the Building Principal at least five calendar days before the student's anticipated absence(s). This notice shall satisfy the District's requirement for a written excuse when the student returns to school.

The Superintendent shall develop and distribute to teachers appropriate procedures regarding student absences for religious reasons and include a list of religious holidays on which a student shall be excused from school attendance, how teachers are notified of a student's impending absence, and the State law requirement that teachers provide the student with an equivalent opportunity to make up any examination, study, or work requirement.

LEGAL REF.: Religious Freedom Restoration Act, 775 ILCS 35/
105 ILCS 5/26-1 and 5/26-2b.

CROSS REF.: 7:70 (Attendance and Truancy)

ADOPTED:

Students

Release During School Hours

For safety and security reasons, a prior written or oral consent of a student's custodial parent/guardian is required before a student is released during school hours: (1) at any time before the regular dismissal time or at any time before school is otherwise officially closed, and/or (2) to any person other than a custodial parent/guardian.

Early Dismissal Announcement

The Superintendent or designee shall make reasonable efforts to issue an announcement whenever it is necessary to close school early due to inclement weather or other reason.

CROSS REF.: 4:170 (Safety)

ADOPTED:

Students

Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students

Required Health Examinations and Immunizations

A student's parent(s)/guardian(s) shall present proof that the student received a health examination, with proof of the immunizations against, and screenings for, preventable communicable diseases, as required by the Illinois Department of Public Health (IDPH), within one year prior to:

1. Entering the ninth grade; and
2. Enrolling in an Illinois school, regardless of the student's grade (including nursery school, special education, Head Start programs operated by elementary or secondary schools, and students transferring into Illinois from out-of-state or out-of-country).

Proof of immunization against meningococcal disease is required for students in grade 12.

As required by State law:

1. Health examinations must be performed by a physician licensed to practice medicine in all of its branches, an advanced practice nurse who has a written collaborative agreement with a collaborating physician authorizing the advanced practice nurse to perform health examinations, or a physician assistant who has been delegated the performance of health examinations by a supervising physician.
2. A diabetes screening is a required part of each health examination; diabetes testing is not required.
3. Beginning with the 2017-2018 school year, an age-appropriate developmental screening and an age-appropriate social and emotional screening are required parts of each health examination. A student will not be excluded from school due to his or her parent/guardian's failure to obtain a developmental screening or a social and emotional screening.
4. The District will provide informational materials regarding influenza, influenza vaccinations, meningococcal disease, and meningococcal vaccinations developed, provided, or approved by the IDPH when it provides information on immunizations, infectious diseases, medications, or other school health issues to students' parent(s)/guardian(s).

Unless an exemption or extension applies, the failure to comply with the above requirements by October 15 of the current school year will result in the student's exclusion from school until the required health forms are presented to the District. New students who register after October 15 of the current school year shall have 30 days following registration to comply with the health examination and immunization regulations. If a medical reason prevents a student from receiving a required immunization by October 15, the student must present, by October 15, an immunization schedule and a statement of the medical reasons causing the delay. The schedule and statement of medical reasons must be signed by the physician, advanced practice nurse, physician assistant, or local health department responsible for administering the immunizations.

A student transferring from out-of-state who does not have the required proof of immunizations by October 15 may attend classes only if he or she has proof that an appointment for the required vaccinations is scheduled with a party authorized to submit proof of the required vaccinations. If the required proof of vaccination is not submitted within 30 days after the student is permitted to attend classes, the student may no longer attend classes until proof of the vaccinations is properly submitted.

Eye Examination

Parent(s)/guardian(s) are encouraged to have their children undergo an eye examination whenever health examinations are required.

Parent(s)/guardian(s) of students entering an Illinois school for the first time shall present proof before October 15 of the current school year that the student received an eye examination within one year prior to entry of the school. A physician licensed to practice medicine in all of its branches or a licensed optometrist must perform the required eye examination.

If a student fails to present proof by October 15, the school may hold the student's report card until the student presents proof: (1) of a completed eye examination, or (2) that an eye examination will take place within 60 days after October 15. The Superintendent or designee shall ensure that parent(s)/guardian(s) are notified of this eye examination requirement in compliance with the rules of the IDPH. Schools shall not exclude a student from attending school due to failure to obtain an eye examination.

Dental Examination

All children in kindergarten and the second, sixth, and ninth grades must present proof of having been examined by a licensed dentist before May 15 of the current school year in accordance with rules adopted by the IDPH.

If a child in the second, sixth, or ninth grade fails to present proof by May 15, the school may hold the child's report card until the child presents proof: (1) of a completed dental examination, or (2) that a dental examination will take place within 60 days after May 15. The Superintendent or designee shall ensure that parent(s)/guardian(s) are notified of this dental examination requirement at least 60 days before May 15 of each school year.

Exemptions

In accordance with rules adopted by the IDPH, a student will be exempted from this policy's requirements for:

1. Religious grounds, if the student's parent(s)/guardian(s) present the IDPH's Certificate of Religious Exemption form to the Superintendent or designee. When a Certificate of Religious Exemption form is presented, the Superintendent or designee shall immediately inform the parent(s)/guardian(s) of exclusion procedures pursuant to Board policy 7:280, *Communicable and Chronic Infectious Disease* and State rules if there is an outbreak of one or more diseases from which the student is not protected.
2. Health examination or immunization requirements on medical grounds, if the examining physician, advanced registered practice nurse, or physician assistant provides written verification.
3. Eye examination requirement, if the student's parent(s)/guardian(s) show an undue burden or lack of access to a physician licensed to practice medicine in all of its branches who provides eye examinations or a licensed optometrist.
4. Dental examination requirement, if the student's parent(s)/guardian(s) show an undue burden or a lack of access to a dentist.

Homeless Child

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce immunization and health records normally required for enrollment. School Board policy 6:140, *Education of Homeless Children*, governs the enrollment of homeless children.

LEGAL REF.: 42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act
105 ILCS 5/27-8.1 and 45/1-20.
410 ILCS 45/7.1 and 315/2e.
23 Ill.Admin.Code §1.530.
77 Ill.Admin.Code Part 665.
77 Ill.Admin.Code Part 690.

CROSS REF.: 6:30 (Organization of Instruction), 6:140 (Education of Homeless Children),
6:180 (Extended Instructional Programs), 7:50 (School Admissions and Student
Transfers To and From Non-District Schools), 7:280 (Communicable and
Chronic Infectious Disease)

ADOPTED:

Students

Student Rights and Responsibilities

All students are entitled to enjoy the rights protected by the U.S. and Illinois Constitutions and laws for persons of their age and maturity in a school setting. Students should exercise these rights reasonably and avoid violating the rights of others. Students who violate the rights of others or violate District policies or rules will be subject to disciplinary measures.

Students may, during the school day, during noninstructional time, voluntarily engage in individually or collectively initiated, non-disruptive prayer or religious-based meetings that, consistent with the Free Exercise and Establishment Clauses of the U.S. and Illinois Constitutions, are not sponsored, promoted, or endorsed in any manner by the school or any school employee. *Noninstructional time* means time set aside by a school before actual classroom instruction begins or after actual classroom instruction ends.

LEGAL REF.: 20 U.S.C. §7904.
105 ILCS 20/5.
Tinker v. Des Moines Independent School District, 89 S.Ct. 733 (1969).

CROSS REF.: 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:190 (Student Behavior), 7:330 (Student Use of Buildings - Equal Access)

ADOPTED:

Students

Search and Seizure

In order to maintain order and security in the schools, school authorities are authorized to conduct reasonable searches of school property and equipment, as well as of students and their personal effects. "School authorities" includes school liaison police officers.

School Property and Equipment as well as Personal Effects Left There by Students

School authorities may inspect and search school property and equipment owned or controlled by the school (such as, lockers, desks, and parking lots), as well as personal effects left there by a student, without notice to or the consent of the student. Students have no reasonable expectation of privacy in these places or areas or in their personal effects left there.

This paragraph applies to student vehicles parked on school property. In addition, Building Principals shall require each high school student, in return for the privilege of parking on school property, to consent in writing to school searches of his or her vehicle, and personal effects therein, without notice and without suspicion of wrongdoing.

The Superintendent may request the assistance of law enforcement officials to conduct inspections and searches of lockers, desks, parking lots, and other school property and equipment for illegal drugs, weapons, or other illegal or dangerous substances or materials, including searches conducted through the use of specially trained dogs.

Students

School authorities may search a student and/or the student's personal effects in the student's possession (such as, purses, wallets, knapsacks, book bags, lunch boxes, etc.) when there is a reasonable ground for suspecting that the search will produce evidence the particular student has violated or is violating either the law or the District's student conduct rules. The search itself must be conducted in a manner that is reasonably related to its objective and not excessively intrusive in light of the student's age and sex, and the nature of the infraction.

When feasible, the search should be conducted as follows:

1. Outside the view of others, including students,
2. In the presence of a school administrator or adult witness, and
3. By a certificated employee or liaison police officer of the same sex as the student.

Immediately following a search, a written report shall be made by the school authority who conducted the search, and given to the Superintendent.

Seizure of Property

If a search produces evidence that the student has violated or is violating either the law or the District's policies or rules, such evidence may be seized and impounded by school authorities, and disciplinary action may be taken. When appropriate, such evidence may be transferred to law enforcement authorities.

Notification Regarding Student Accounts or Profiles on Social Networking Websites

The Superintendent or designee shall notify students and their parents/guardians of each of the following in accordance with the Right to Privacy in the School Setting Act, 105 ILCS 75/:

1. School officials may not request or require a student or his or her parent/guardian to provide a password or other related account information to gain access to the student's account or profile on a social networking website.
2. School officials may conduct an investigation or require a student to cooperate in an investigation if there is specific information about activity on the student's account on a social networking website that violates a school disciplinary rule or policy. In the course of an investigation, the student may be required to share the content that is reported in order to allow school officials to make a factual determination.

LEGAL REF.: 105 ILCS 5/10-20.14, 5/10-22.6, and 5/10-22.10a.
Right to Privacy in the School Setting Act, 105 ILCS 75/.
Cornfield v. Consolidated High School Dist. No. 230, 991 F.2d 1316 (7th Cir., 1993).
People v. Dilworth, 661 N.E.2d 310 (Ill., 1996), *cert. denied*, 116 S.Ct. 1692 (1996).
People v. Pruitt, 662 N.E. 2d 540 (Ill.App.1, 1996), *app. denied*, 667 N.E. 2d 1061 (Ill.App.1, 1996).
T.L.O. v. New Jersey, 105 S.Ct. 733 (1985).
Vernonia School Dist. 47J v. Acton, 115 S.Ct. 2386 (1995).
Safford Unified School Dist. No. 1 v. Redding, 129 S. Ct. 2633 (2009).

CROSS REF.: 7:130 (Student Rights and Responsibilities), 7:150 (Agency and Police Interviews), 7:190 (Student Behavior)

ADOPTED:

Students

Agency and Police Interviews

The Superintendent shall develop procedures to manage requests by agency officials or police officers to interview students at school. Procedures will:

1. Recognize individual student rights and privacy,
2. Recognize the potential impact an interview may have on an individual student,
3. Minimize potential disruption,
4. Foster a cooperative relationship with public agencies and law enforcement, and
5. Comply with State law including, but not limited to, ensuring that before a law enforcement officer, school resource officer, or other school security person detains and questions on school grounds a student under 18 years of age who is suspected of committing a criminal act, the Superintendent or designee will:
 - a. Notify or attempt to notify the student's parent/guardian and document the time and manner in writing;
 - b. Make reasonable efforts to ensure the student's parent/guardian is present during questioning or, if they are not present, ensure that school employees (including, but not limited to, a school social worker, psychologist, nurse, guidance counselor, or any other mental health professional) are present during the questioning; and
 - c. If practicable, make reasonable efforts to ensure a trained law enforcement officer to promote safe interactions and communications with the student is present during questioning.

LEGAL REF.: 105 ILCS 5/10-20.64, 5/22-85 (final citation pending)
 55 ILCS 80/, Children's Advocacy Center Act.
 325 ILCS 5/, Abused and Neglected Child Reporting Act.
 720 ILCS 5/31-1 et seq., Interference with Public Officers Act.
 725 ILCS 120/, Rights of Crime Victims and Witnesses Act.

CROSS REF.: 5:90 (Abused and Neglected Child Reporting), 7:130 (Student Rights and Responsibilities), 7:140 (Search and Seizure), 7:190 (Student Behavior)

ADOPTED:

Students

Student Appearance

A student's appearance, including dress and grooming, must not disrupt the educational process, interfere with the maintenance of a positive teaching/learning climate, or compromise reasonable standards of health, safety, and decency. Procedures for handling students who dress or groom inappropriately will be developed by the Superintendent and included in the *Student Handbook(s)*.

LEGAL REF.: 105 ILCS 5/10-22.25b.
Tinker v. Des Moines Independent School Dist., 89 S.Ct. 733 (1969).

CROSS REF.: 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior)

ADOPTED:

Students

Vandalism

The School Board will seek restitution from students and their parents/guardians for vandalism or other student acts that cause damage to school property.


LEGAL REF.: 740 ILCS 115/.

CROSS REF.: 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior)

ADOPTED:

Students

Prevention of and Response to Bullying, Intimidation, and Harassment


 Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors and providing all students equal access to a safe, non-hostile learning environment are important District goals.

Bullying on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic is prohibited in each of the following situations:

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by the School District or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This paragraph (item #4) applies only when a school administrator or teacher receives a report that bullying through this means has occurred; it does not require staff members to monitor any nonschool-related activity, function, or program.

Definitions from 105 ILCS 5/27-23.7

Bullying includes *cyberbullying* and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the student or students in reasonable fear of harm to the student's or students' person or property;
-  2. Causing a substantially detrimental effect on the student's or students' physical or mental health;
3. Substantially interfering with the student's or students' academic performance; or
4. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Cyberbullying means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail,

Internet communications, instant messages, or facsimile communications. *Cyberbullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyberbullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

Restorative measures means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, and (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school.

School personnel means persons employed by, on contract with, or who volunteer in a school district, including without limitation school and school district administrators, teachers, school guidance counselors, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers, school resource officers, and security guards.

Bullying Prevention and Response Plan

The Superintendent or designee shall develop and maintain a bullying prevention and response plan that advances the District's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the requirements listed below; each numbered requirement, 1-12, corresponds with the same number in the list of required policy components in 105 ILCS 5/27-23.7(b) 1-12.

1. The District uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted at www.mchs.net under Students & Parents/Anonymous Tip Center.

Nondiscrimination Coordinator:

John Troy, Asst. Superintendent

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26655 W Eames St Channahon, IL 60410

Address

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Email

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Complaint Managers:

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Joe Pacetti

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4. Consistent with federal and State laws and rules governing student privacy rights, the Superintendent or designee shall promptly inform the parent(s)/guardian(s) of every student involved in an alleged incident of bullying and discuss, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.
5. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:
 - a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of a bullying incident was received and taking into consideration additional relevant information received during the course of the investigation about the reported bullying incident.
 - b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
 - c. Notifying the Building Principal or school administrator or designee of the reported incident of bullying as soon as possible after the report is received.
 - d. Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Building Principal or school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

The Superintendent or designee shall investigate whether a reported incident of bullying is within the permissible scope of the District’s jurisdiction and shall require that the District

provide the victim with information regarding services that are available within the District and community, such as counseling, support services, and other programs.

6. The Superintendent or designee shall use interventions to address bullying, that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. A student's act of reprisal or retaliation will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing knowingly false information will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan must be based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. The Superintendent or designee shall assist the Board with its evaluation and assessment of this policy's outcomes and effectiveness. This process shall include, without limitation:
 - a. The frequency of victimization;
 - b. Student, staff, and family observations of safety at a school;
 - c. Identification of areas of a school where bullying occurs;
 - d. The types of bullying utilized; and
 - e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. The Superintendent or designee must post the information developed as a result of the policy evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students.

12. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:
 - a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
 - b. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
 - c. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.

- d. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
- e. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
- f. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
- g. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
- h. 7:315, *Restrictions on Publications; High Schools*. This policy prohibits students from and provides consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.


LEGAL REF.: 405 ILCS 49/, Children's Mental Health Act.
 105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
 23 Ill.Admin.Code §1.240 and §1.280.

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 4:170 (Safety), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:285 (Food Allergy Management Program), 7:315 (Restrictions on Publications; High Schools)

ADOPTED: 

Students

Teen Dating Violence Prohibited

 Engaging in teen dating violence that takes place at school, on school property, at school-sponsored activities, or in vehicles used for school-provided transportation is prohibited. For purposes of this policy, the term *teen dating violence* occurs whenever a student who is 13 to 19 years of age uses or threatens to use physical, mental, or emotional abuse to control an individual in the dating relationship; or uses or threatens to use sexual violence in the dating relationship.

The Superintendent or designee shall develop and maintain a program to respond to incidents of teen dating violence that:

1. Fully implements and enforces each of the following Board policies:
 - a. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on the student's actual or perceived characteristics of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).
 - b. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.
2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals:
 - a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence.
 - b. The Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*.
3. Incorporates age-appropriate instruction in grades 9 through 12, in accordance with the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
4. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
5. Notifies students and parents/guardians of this policy.

Incorporated
by Reference: 7:180-AP1, (Prevention, Identification, Investigation, and Response to Bullying)

LEGAL REF.: 105 ILCS 110/3.10.

CROSS REF.: 2:240 (Board Policy Development), 5:100 (Staff Development Program), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities)

ADOPTED:

Students

Student Behavior

The goals and objectives of this policy are to provide effective discipline practices that: (1) ensure the safety and dignity of students and staff; (2) maintain a positive, weapons-free, and drug-free learning environment; (3) keep school property and the property of others secure; (4) address the causes of a student's misbehavior and provide opportunities for all individuals involved in an incident to participate in its resolution; and (5) teach students positive behavioral skills to become independent, self-disciplined citizens in the school community and society.


When and Where Conduct Rules Apply

A student is subject to disciplinary action for engaging in *prohibited student conduct*, as described in the section with that name below, whenever the student's conduct is reasonably related to school or school activities, including, but not limited to:

1. On, or within sight of, school grounds before, during, or after school hours or at any time;
2. Off school grounds at a school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school;
3. Traveling to or from school or a school activity, function, or event; or
4. Anywhere, if the conduct interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including, but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

Prohibited Student Conduct

The school administration is authorized to discipline students for gross disobedience or misconduct, including but not limited to:

1. Using, possessing, distributing, purchasing, or selling tobacco or nicotine materials, including without limitation, electronic cigarettes.
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who are under the influence of an alcoholic beverage are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, selling, or offering for sale:
 -  a. Any illegal drug or controlled substance, or cannabis (including marijuana, hashish, and medical cannabis unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*).
 - b. Any anabolic steroid unless it is being administered in accordance with a physician's or licensed practitioner's prescription.
 - c. Any performance-enhancing substance on the Illinois High School Association's most current banned substance list unless administered in accordance with a physician's or licensed practitioner's prescription.
 - d. Any prescription drug when not prescribed for the student by a physician or licensed practitioner, or when used in a manner inconsistent with the prescription or prescribing

physician's or licensed practitioner's instructions. The use or possession of medical cannabis, even by a student for whom medical cannabis has been prescribed, is prohibited unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*.

- e. Any inhalant, regardless of whether it contains an illegal drug or controlled substance: (a) that a student believes is, or represents to be capable of, causing intoxication, hallucination, excitement, or dulling of the brain or nervous system; or (b) about which the student engaged in behavior that would lead a reasonable person to believe that the student intended the inhalant to cause intoxication, hallucination, excitement, or dulling of the brain or nervous system. The prohibition in this section does not apply to a student's use of asthma or other legally prescribed inhalant medications.
- f. Any substance inhaled, injected, smoked, consumed, or otherwise ingested or absorbed with the intention of causing a physiological or psychological change in the body, including without limitation, pure caffeine in tablet or powdered form.
- g. Look-alike or counterfeit drugs, including a substance that is not prohibited by this policy, but one: (a) that a student believes to be, or represents to be, an illegal drug, controlled substance, or other substance that is prohibited by this policy; or (b) about which a student engaged in behavior that would lead a reasonable person to believe that the student expressly or impliedly represented to be an illegal drug, controlled substance, or other substance that is prohibited by this policy.
- h. Drug paraphernalia, including devices that are or can be used to: (a) ingest, inhale, or inject cannabis or controlled substances into the body; and (b) grow, process, store, or conceal cannabis or controlled substances.

Students who are under the influence of any prohibited substance are not permitted to attend school or school functions and are treated as though they had the prohibited substance, as applicable, in their possession.

- 4. Using, possessing, controlling, or transferring a *weapon* as that term is defined in the Weapons section of this policy, or violating the Weapons section of this policy.
- 5. ✖ Using or possessing an electronic paging device. Using a cellular telephone, video recording device, personal digital assistant (PDA), or other electronic device in any manner that disrupts the educational environment or violates the rights of others, including using the device to take photographs in locker rooms or bathrooms, cheat, or otherwise violate student conduct rules. Prohibited conduct specifically includes, without limitation, creating, sending, sharing, viewing, receiving, or possessing an indecent visual depiction of oneself or another person through the use of a computer, electronic communication device, or cellular phone. Unless otherwise banned under this policy or by the Building Principal, all electronic devices must be kept powered-off and out-of-sight during the regular school day unless: (a) the supervising teacher grants permission; (b) use of the device is provided in a student's individualized education program (IEP); (c) it is used during the student's lunch period, or (d) it is needed in an emergency that threatens the safety of students, staff, or other individuals.
- 6. Using or possessing a laser pointer unless under a staff member's direct supervision and in the context of instruction.
- 7. Disobeying rules of student conduct or directives from staff members or school officials. Examples of disobeying staff directives include refusing a District staff member's request to stop, present school identification, or submit to a search.

8. Engaging in academic dishonesty, including cheating, intentionally plagiarizing, wrongfully giving or receiving help during an academic examination, altering report cards, and wrongfully obtaining test copies or scores.
9. Engaging in hazing or any kind of bullying or aggressive behavior that does physical or psychological harm to a staff person or another student, or urging other students to engage in such conduct. Prohibited conduct specifically includes, without limitation, any use of violence, intimidation, force, noise, coercion, threats, stalking, harassment, sexual harassment, public humiliation, theft or destruction of property, retaliation, hazing, bullying, bullying using a school computer or a school computer network, or other comparable conduct.
10. Engaging in any sexual activity, including without limitation, offensive touching, sexual harassment, indecent exposure (including mooning), and sexual assault. This does not include the non-disruptive: (a) expression of gender or sexual orientation or preference, or (b) display of affection during non-instructional time.
11. Teen dating violence, as described in Board policy 7:185, *Teen Dating Violence Prohibited*.
12. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
13. Entering school property or a school facility without proper authorization.
14. In the absence of a reasonable belief that an emergency exists, calling emergency responders (such as calling 911); signaling or setting off alarms or signals indicating the presence of an emergency; or indicating the presence of a bomb or explosive device on school grounds, school bus, or at any school activity.
15. Being absent without a recognized excuse; State law and School Board policy regarding truancy control will be used with chronic and habitual truants.
16. Being involved with any public school fraternity, sorority, or secret society, by: (a) being a member; (b) promising to join; (c) pledging to become a member; or (d) soliciting any other person to join, promise to join, or be pledged to become a member.
17. Being involved in gangs or gang-related activities, including displaying gang symbols or paraphernalia.
18. Violating any criminal law, including but not limited to, assault, battery, arson, theft, gambling, eavesdropping, vandalism, and hazing.
19. Making an explicit threat on an Internet website against a school employee, a student, or any school-related personnel if the Internet website through which the threat was made is a site that was accessible within the school at the time the threat was made or was available to third parties who worked or studied within the school grounds at the time the threat was made, and the threat could be reasonably interpreted as threatening to the safety and security of the threatened individual because of his or her duties or employment status or status as a student inside the school.
20. Operating an unmanned aircraft system (UAS) or drone for any purpose on school grounds or at any school event unless granted permission by the Superintendent or designee.
21. Engaging in any activity, on or off campus, that interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

For purposes of this policy, the term *possession* includes having control, custody, or care, currently or in the past, of an object or substance, including situations in which the item is: (a) on the student's person; (b) contained in another item belonging to, or under the control of, the student, such as in the student's clothing, backpack, or automobile; (c) in a school's student locker, desk, or other school property; or (d) at any location on school property or at a school-sponsored event.

Efforts, including the use of positive interventions and supports, shall be made to deter students, while at school or a school-related event, from engaging in aggressive behavior that may reasonably produce physical or psychological harm to someone else. The Superintendent or designee shall ensure that the parent/guardian of a student who engages in aggressive behavior is notified of the incident. The failure to provide such notification does not limit the Board's authority to impose discipline, including suspension or expulsion, for such behavior.

No disciplinary action shall be taken against any student that is based totally or in part on the refusal of the student's parent/guardian to administer or consent to the administration of psychotropic or psychostimulant medication to the student.

Disciplinary Measures

School officials shall limit the number and duration of expulsions and out-of-school suspensions to the greatest extent practicable, and, where practicable and reasonable, shall consider forms of non-exclusionary discipline before using out-of-school suspensions or expulsions. School personnel shall not advise or encourage students to drop out voluntarily due to behavioral or academic difficulties. Potential disciplinary measures include, without limitation, any of the following:

1. Notifying parent(s)/guardian(s).
2. Disciplinary conference.
3. Withholding of privileges.
4. Temporary removal from the classroom.
5. Return of property or restitution for lost, stolen, or damaged property.
6. In-school suspension. The Building Principal or designee shall ensure that the student is properly supervised.
7. After-school study or Saturday study provided the student's parent/guardian has been notified. If transportation arrangements cannot be agreed upon, an alternative disciplinary measure must be used. The student must be supervised by the detaining teacher or the Building Principal or designee.
8. Community service with local public and nonprofit agencies that enhances community efforts to meet human, educational, environmental, or public safety needs. The District will not provide transportation. School administration shall use this option only as an alternative to another disciplinary measure, giving the student and/or parent/guardian the choice.
9. Seizure of contraband; confiscation and temporary retention of personal property that was used to violate this policy or school disciplinary rules.
10. Suspension of bus riding privileges in accordance with Board policy 7:220, *Bus Conduct*.
11. Out-of-school suspension from school and all school activities in accordance with Board policy 7:200, *Suspension Procedures*. A student who has been suspended may also be restricted from being on school grounds and at school activities.
12. Expulsion from school and all school activities for a definite time period not to exceed 2 calendar years in accordance with Board policy 7:210, *Expulsion Procedures*. A student who

has been expelled may also be restricted from being on school grounds and at school activities.

13. Transfer to an alternative program if the student is expelled or otherwise qualifies for the transfer under State law. The transfer shall be in the manner provided in Article 13A or 13B of the School Code.
14. Notifying juvenile authorities or other law enforcement whenever the conduct involves criminal activity, including but not limited to, illegal drugs (controlled substances), *look-alikes*, alcohol, or weapons or in other circumstances as authorized by the reciprocal reporting agreement between the District and local law enforcement agencies.

The above list of disciplinary measures is a range of options that will not always be applicable in every case. In some circumstances, it may not be possible to avoid suspending or expelling a student because behavioral interventions, other than a suspension and expulsion, will not be appropriate and available, and the only reasonable and practical way to resolve the threat and/or address the disruption is a suspension or expulsion.

Corporal punishment is prohibited. Corporal punishment is defined as slapping, paddling, or prolonged maintenance of students in physically painful positions, or intentional infliction of bodily harm. Corporal punishment does not include reasonable force as needed to maintain safety for students, staff, or other persons, or for the purpose of self-defense or defense of property.

Weapons

A student who is determined to have brought one of the following objects to school, any school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school shall be expelled for a period of at least one calendar year but not more than two calendar years:

1. A *firearm*, meaning any gun, rifle, shotgun, or weapon as defined by Section 921 of Title 18 of the United States Code (18 U.S.C. § 921), firearm as defined in Section 1.1 of the Firearm Owners Identification Card Act (430 ILCS 65/), or firearm as defined in Section 24-1 of the Criminal Code of 1961 (720 ILCS 5/24-1).
2. A knife, brass knuckles, or other knuckle weapon regardless of its composition, a billy club, or any other object if used or attempted to be used to cause bodily harm, including *look-alikes* of any *firearm* as defined above.

The expulsion requirement under either paragraph one or two above may be modified by the Superintendent, and the Superintendent's determination may be modified by the Board on a case-by-case basis. The Superintendent or designee may grant an exception to this policy, upon the prior request of an adult supervisor, for students in theatre, cooking, ROTC, martial arts, and similar programs, whether or not school-sponsored, provided the item is not equipped, nor intended, to do bodily harm.

This policy's prohibitions concerning weapons apply regardless of whether: (1) a student is licensed to carry a concealed firearm, or (2) the Board permits visitors, who are licensed to carry a concealed firearm, to store a firearm in a locked vehicle in a school parking area.

Re-Engagement of Returning Students

The Superintendent or designee shall maintain a process to facilitate the re-engagement of students who are returning from an out-of-school suspension, expulsion, or an alternative school setting. The goal of re-engagement shall be to support the student's ability to be successful in school following a period of exclusionary discipline and shall include the opportunity for students who have been suspended to complete or make up work for equivalent academic credit.

Required Notices

A school staff member shall immediately notify the office of the Building Principal in the event that he or she: (1) observes any person in possession of a firearm on or around school grounds; however, such action may be delayed if immediate notice would endanger students under his or her supervision, (2) observes or has reason to suspect that any person on school grounds is or was involved in a drug-related incident, or (3) observes a battery committed against any staff member. Upon receiving such a report, the Building Principal or designee shall immediately notify the local law enforcement agency, Ill. Dept. of State Police (ISP), and any involved student's parent/guardian. *School grounds* includes modes of transportation to school activities and any public way within 1000 feet of the school, as well as school property itself.

Delegation of Authority

Each teacher, and any other school personnel when students are under his or her charge, is authorized to impose any disciplinary measure, other than suspension, expulsion, corporal punishment, or in-school suspension, that is appropriate and in accordance with the policies and rules on student discipline. Teachers, other certificated [licensed] educational employees, and other persons providing a related service for or with respect to a student, may use reasonable force as needed to maintain safety for other students, school personnel, or other persons, or for the purpose of self-defense or defense of property. Teachers may temporarily remove students from a classroom for disruptive behavior.

The Superintendent, Building Principal, Assistant Building Principal, or Dean of Students is authorized to impose the same disciplinary measures as teachers and may suspend students guilty of gross disobedience or misconduct from school (including all school functions) and from riding the school bus, up to ten consecutive school days, provided the appropriate procedures are followed. The Board may suspend a student from riding the bus in excess of ten school days for safety reasons.

Student Handbook

The Superintendent, with input from the parent-teacher advisory committee, shall prepare disciplinary rules implementing the District's disciplinary policies. These disciplinary rules shall be presented annually to the Board for its review and approval.

A student handbook, including the District disciplinary policies and rules, shall be distributed to the students' parents/guardians within 15 days of the beginning of the school year or a student's enrollment.

LEGAL REF.: 20 U.S.C. §6081, Pro-Children Act of 1994.
20 U.S.C. §7961 *et seq.*, Gun Free Schools Act.
105 ILCS 5/10-20.5b, 5/10-20.14, 5/10-20.28, 5/10-20.36, 5/10-21.7, 5/10-21.10,
5/10-22.6, 5/10-27.1A, 5/10-27.1B, 5/22-33, 5/24-24, 5/26-12, 5/27-23.7, 5/31-
3, and 110/3.10.
410 ILCS 130/, Compassionate Use of Medical Cannabis Pilot Program.
410 ILCS 647/, Powdered Caffeine Control and Education Act.
430 ILCS 66/, Firearm Concealed Carry Act.
23 Ill.Admin.Code §1.280.

CROSS REF.: 2:150 (Committees), 2:240 (Board Policy Development), 5:230 (Maintaining Student Discipline), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 7:70 (Attendance and Truancy), 7:130 (Student Rights and Responsibilities), 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:170 (Vandalism), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:270 (Administering Medicines to Students), 7:310 (Restrictions on Publications; Elementary Schools), 8:30 (Visitors to and Conduct on School Property)

ADOPTED:

Students



Suspension Procedures



In-School Suspension

The Superintendent or designee is authorized to maintain an in-school suspension program. The program shall include, at a minimum, each of the following:

1. Before assigning a student to in-school suspension, the charges will be explained and the student will be given an opportunity to respond to the charges.
2. Students are supervised by licensed school personnel.
3. Students are given the opportunity to complete classroom work during the in-school suspension for equivalent academic credit.

Out-of-School Suspension

The Superintendent or designee shall implement suspension procedures that provide, at a minimum, for each of the following:

1. A conference during which the charges will be explained and the student will be given an opportunity to respond to the charges before he or she may be suspended.
2. A pre-suspension conference is not required, and the student can be immediately suspended when the student's presence poses a continuing danger to persons or property or an ongoing threat of disruption to the educational process. In such cases, the notice and conference shall follow as soon as practicable.
3. An attempted phone call to the student's parent(s)/guardian(s).
4. A written notice of the suspension to the parent(s)/guardian(s) and the student, which shall:
 - a. Provide notice to the parent(s)/guardian(s) of their child's right to a review of the suspension;
 - b. Include information about an opportunity to make up work missed during the suspension for equivalent academic credit;
 - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to suspend;
 - d. Provide rationale or an explanation of how the chosen number of suspension days will address the threat or disruption posed by the student or his or her act of gross disobedience or misconduct; and
 - e. Depending upon the length of the out-of-school suspension, include the following applicable information:
 - i. For a suspension of 3 school days or less, an explanation that the student's continuing presence in school would either pose:
 - a) A threat to school safety, or
 - b) A disruption to other students' learning opportunities.
 - ii. For a suspension of 4 or more school days, an explanation:

- a) That other appropriate and available behavioral and disciplinary interventions have been exhausted,
 - b) As to whether school officials attempted other interventions or determined that no other interventions were available for the student, and
 - c) That the student's continuing presence in school would either:
 - i) Pose a threat to the safety of other students, staff, or members of the school community, or
 - ii) Substantially disrupt, impede, or interfere with the operation of the school.
- iii. For a suspension of 5 or more school days, the information listed in section 4.e.ii., above, along with documentation by the Superintendent or designee determining what, if any, appropriate and available support services will be provided to the student during the length of his or her suspension.
5. A summary of the notice, including the reason for the suspension and the suspension length, must be given to the Board by the Superintendent or designee.
6. Upon request of the parent(s)/guardian(s), a review of the suspension shall be conducted by the Board or a hearing officer appointed by the Board. At the review, the student's parent(s)/guardian(s) may appear and discuss the suspension with the Board or its hearing officer and may be represented by counsel. Whenever there is evidence that mental illness may be the cause for the suspension, the Superintendent or designee shall invite a representative from the Department of Human Services to consult with the Board. After presentation of the evidence or receipt of the hearing officer's report, the Board shall take such action as it finds appropriate. If the suspension is upheld, the Board's written suspension decision shall specifically detail items (a) and (e) in number 4, above.

LEGAL REF.: 105 ILCS 5/10-22.6.
Goss v. Lopez, 95 S.Ct. 729 (1975).
Sieck v. Oak Park River-Forest High School, 807 F.Supp. 73 (N.D. Ill., E.D., 1992).

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:220 (Bus Conduct)

ADOPTED:

Students

Expulsion Procedures

The Superintendent or designee shall implement expulsion procedures that provide, at a minimum, for the following:

1. Before a student may be expelled, the student and his or her parent(s)/guardian(s) shall be provided a written request to appear at a hearing to determine whether the student should be expelled. The request shall be sent by registered or certified mail, return receipt requested. The request shall:
 - a. Include the time, date, and place for the hearing.
 - b. Briefly describe what will happen during the hearing.
 - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to recommend expulsion.
 - d. List the student's prior suspension(s).
 - e. State that the School Code allows the School Board to expel a student for a definite period of time not to exceed 2 calendar years, as determined on a case-by-case basis.
 - f. Ask that the student or parent(s)/guardian(s) or attorney inform the Superintendent or Board Attorney if the student will be represented by an attorney and, if so, the attorney's name and contact information.
2. Unless the student and parent(s)/guardian(s) indicate that they do not want a hearing or fail to appear at the designated time and place, the hearing will proceed. It shall be conducted by the Board or a hearing officer appointed by it. If a hearing officer is appointed, he or she shall report to the Board the evidence presented at the hearing and the Board shall take such final action as it finds appropriate. Whenever there is evidence that mental illness may be the cause for the recommended expulsion, the Superintendent or designee shall invite a representative from the Dept. of Human Services to consult with the Board.
3. During the expulsion hearing, the Board or hearing officer shall hear evidence concerning whether the student is guilty of the gross disobedience or misconduct as charged. School officials must provide: (1) testimony of any other interventions attempted and exhausted or of their determination that no other appropriate and available interventions were available for the student, and (2) evidence of the threat or disruption posed by the student. The student and his or her parent(s)/guardian(s) may be represented by counsel, offer evidence, present witnesses, cross-examine witnesses who testified, and otherwise present reasons why the student should not be expelled. After presentation of the evidence or receipt of the hearing officer's report, the Board shall decide the issue of guilt and take such action as it finds appropriate.
4. If the Board acts to expel the student, its written expulsion decision shall:
 - a. Detail the specific reason why removing the student from his or her learning environment is in the best interest of the school.
 - b. Provide a rationale for the specific duration of the recommended expulsion.

- c. Document how school officials determined that all behavioral and disciplinary interventions have been exhausted by specifying which interventions were attempted or whether school officials determined that no other appropriate and available interventions existed for the student.
 - d. Document how the student's continuing presence in school would (1) pose a threat to the safety of other students, staff, or members of the school community, or (2) substantially disrupt, impede, or interfere with the operation of the school.
5. Upon expulsion, the District may refer the student to appropriate and available support services.

LEGAL REF.: 105 ILCS 5/10-22.6(a).
Goss v. Lopez, 95 S.Ct. 729 (1975).

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:230 (Misconduct by Students with Disabilities)

ADOPTED:

Students



Bus Conduct

All students must follow the District's *School Bus Safety Rules*.

School Bus Suspensions

The Superintendent, or any designee as permitted in the School Code, is authorized to suspend a student from riding the school bus for up to 10 consecutive school days for engaging in gross disobedience or misconduct, including but not limited to, the following:

1. Prohibited student conduct as defined in School Board policy, 7:190, *Student Behavior*.
2. Willful injury or threat of injury to a bus driver or to another rider.
3. Willful and/or repeated defacement of the bus.
4. Repeated use of profanity.
5. Repeated willful disobedience of a directive from a bus driver or other supervisor.
6. Such other behavior as the Superintendent or designee deems to threaten the safe operation of the bus and/or its occupants.

If a student is suspended from riding the bus for gross disobedience or misconduct on a bus, the School Board may suspend the student from riding the school bus for a period in excess of 10 days for safety reasons. The District's regular suspension procedures shall be used to suspend a student's privilege to ride a school bus.

Academic Credit for Missed Classes During School Bus Suspension

A student suspended from riding the bus who does not have alternate transportation to school shall have the opportunity to complete or make up work for equivalent academic credit. It shall be the responsibility of the student's parent or guardian to notify the school that the student does not have alternate transportation.

Electronic Recordings on School Buses

Electronic visual and audio recordings may be used on school buses to monitor conduct and to promote and maintain a safe environment for students and employees when transportation is provided for any school related activity. Notice of electronic recordings shall be displayed on the exterior of the vehicle's entrance door and front interior bulkhead in compliance with State law and the rules of the Illinois Department of Transportation, Division of Traffic Safety.

Students are prohibited from tampering with electronic recording devices. Students who violate this policy shall be disciplined in accordance with the Board's discipline policy and shall reimburse the School District for any necessary repairs or replacement.

LEGAL REF.: Family Educational Rights and Privacy Act, 20 U.S.C. §1232g; 34 C.F.R. Part 99.
105 ILCS 5/10-20.14, 5/10-22.6, and 10/
720 ILCS 5/14-3(m).
23 Ill.Admin.Code Part 375, Student Records.

CROSS REF.: 4:110 (Transportation), 4:170 (Safety), 7:130 (Student Rights and Responsibilities), 7:170 (Vandalism), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:230 (Misconduct by Students with Disabilities), 7:340 (Student Records)

ADOPTED:

Students

Misconduct by Students with Disabilities


Behavioral Interventions

Behavioral interventions shall be used with students with disabilities to promote and strengthen desirable behaviors and reduce identified inappropriate behaviors. The School Board will establish and maintain a committee to develop, implement, and monitor procedures on the use of behavioral interventions for children with disabilities.

Discipline of Special Education Students

The District shall comply with the Individuals With Disabilities Education Improvement Act of 2004 and the Illinois State Board of Education's *Special Education* rules when disciplining special education students. No special education student shall be expelled if the student's particular act of gross disobedience or misconduct is a manifestation of his or her disability.

LEGAL REF.: Individuals With Disabilities Education Improvement Act of 2004, 20 U.S.C. §§1412, 1413, and 1415.
 Gun-Free Schools Act, 20 U.S.C. §7151 et seq.
 34 C.F.R. §§300.101, 300.530 - 300.536.
 105 ILCS 5/10-22.6 and 5/14-8.05.
 23 Ill.Admin.Code §226.400.
Honig v. Doe, 108 S.Ct. 592 (1988).

 CROSS REF.: 2:150 (Committees), 6:120 (Education of Children with Disabilities), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct)

ADOPTED:

Students

Conduct Code for Participants in Extracurricular Activities

*The Superintendent or designee, using input from coaches and sponsors of extracurricular activities, shall develop a conduct code for all participants in extracurricular activities consistent with School Board policy. The conduct code shall: (1) require participants in extracurricular activities to conduct themselves as good citizens and exemplars of their school at all times, including after school, on days when school is not in session, and whether on or off school property; (2) emphasize that hazing and bullying activities are strictly prohibited; and (3) notify participants that failure to abide by it could result in removal from the activity. The conduct code shall be reviewed by the Building Principal periodically at his or her discretion and presented to the Board.

Participants in extracurricular activities must abide by the conduct code for the activity and Board policy 7:190, *Student Behavior*. All coaches and sponsors of extracurricular activities shall annually review the conduct code with participants and provide participants with a copy. In addition, coaches and sponsors of interscholastic athletic programs shall provide instruction on steroid abuse prevention to students in grades 9 through 12 participating in these programs.

Performance Enhancing Drug Testing of High School Student Athletes

The Illinois High School Association (IHSA) prohibits participants in an athletic activity sponsored or sanctioned by IHSA from ingesting or otherwise using any performance enhancing substance on its banned substance list, without a written prescription and medical documentation provided by a licensed physician who evaluated the student-athlete for a legitimate medical condition. IHSA administers a performance-enhancing substance testing program. Under this program, student athletes are subject to random drug testing for the presence in their bodies of performance-enhancing substances on the IHSA's banned substance list. In addition to being penalized by IHSA, a student may be disciplined according to Board policy 7:190, *Student Behavior*.

LEGAL REF.: Board of Education of Independent School Dist. No. 92 v. Earls, 122 S.Ct. 2559 (2002).
Clements v. Board of Education of Decatur, 478 N.E.2d 1209 (Ill.App.4, 1985).
Kevin Jordan v. O'Fallon THSD 203, 706 N.E.2d 137 (Ill.App.5, 1999).
Todd v. Rush County Schools, 133 F.3d 984 (7th Cir., 1998).
Veronia School Dist. 475 v. Acton, 515 U.S. 646 (1995).
 105 ILCS 5/24-24, 5/27-23.3, and 25/2.

CROSS REF.: 5:280 (Duties and Qualifications), 6:190 (Extracurricular and Co-Curricular Activities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:300 (Extracurricular Athletics)

ADOPTED:

Students

Student Support Services

The following student support services may be provided by the School District:

1. Health services supervised by a qualified school nurse. The Superintendent or designee may implement procedures to further a healthy school environment and prevent or reduce the spread of disease.
2. Educational and psychological testing services and the services of a school psychologist as needed. In all cases, written permission to administer a psychological examination must be obtained from a student's parent(s)/guardian(s). The results will be given to the parent(s)/guardian(s), with interpretation, as well as to the appropriate professional staff.
3. The services of a school social worker. A student's parent/guardian must consent to regular or continuing services from a social worker.
4. Guidance and school counseling services.
5. A liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Illinois Department of Children and Family Services when enrolling in or changing schools.

The Superintendent or designee shall develop protocols for responding to students with social, emotional, or mental health needs that impact learning ability. The District, however, assumes no liability for preventing, identifying, or treating such needs.

This policy shall be implemented in a manner consistent with State and federal laws, including the Individuals with Disabilities Education Act, 42 U.S.C. §12101 et seq.

LEGAL REF.: 405 ILCS 49/, Children's Mental Health Act of 2003.
740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.
105 ILCS 5/10-20.58.

CROSS REF.: 6:65 (Student Social and Emotional Development), 6:270 (Guidance and Counseling Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:280 (Communicable and Chronic Infectious Diseases), 7:340 (Student Records)

ADOPTED:

Students

Exemption from Physical Education

In order to be excused from participation in physical education, a student must present an appropriate excuse from his or her parent/guardian or from a person licensed under the Medical Practice Act. The excuse may be based on medical or religious prohibitions. An excuse because of medical reasons must include a signed statement from a person licensed under the Medical Practice Act that corroborates the medical reason for the request. An excuse based on religious reasons must include a signed statement from a member of the clergy that corroborates the religious reason for the request.

Special activities in physical education will be provided for a student whose physical or emotional condition, as determined by a person licensed under the Medical Practice Act, prevents his or her participation in the physical education course.

State law prohibits the Board from honoring parental excuses based upon a student's participation in athletic training, activities, or competitions conducted outside the auspices of the School District.

A student who is eligible for special education may be excused from physical education courses in either of the following situations:

1. He or she (a) is in grades 9-12, (b) his or her IEP requires that special education support and services be provided during physical education time, and (c) the parent/guardian agrees or the IEP team makes the determination; or
2. He or she (a) has an IEP, (b) is participating in an adaptive athletic program outside of the school setting, and (c) the parent/guardian documents the student's participation as required by the Superintendent or designee.

A student requiring adapted physical education must receive that service in accordance with his or her Individualized Educational Program/Plan (IEP).

A student in grades 9-12, unless otherwise stated, may submit a written request to the Building Principal to be excused from physical education courses for the reasons stated in 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*.

The Superintendent or designee shall maintain records showing that the criteria set forth in this policy were applied to the student's individual circumstances, as appropriate.

Students who have been excused from physical education shall return to the course as soon as practical. The following considerations will be used to determine when a student shall return to a physical education course:

1. The time of year when the student's participation ceases;
2. The student's class schedule; and
3. The student's future or planned additional participation in activities qualifying for substitutions for physical education as outlined in policy 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*.

LEGAL REF.: 105 ILCS 5/27-6.
225 ILCS 60/, Medical Practice Act.
23 Ill.Admin.Code §1.420(p) and §1.425(d), (e).

CROSS REF.: 6:60 (Curriculum Content), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students)

ADOPTED:

Students

Administering Medicines to Students

Students should not take medication during school hours or during school-related activities unless it is necessary for a student's health and well-being. When a student's licensed health care provider and parent/guardian believe that it is necessary for the student to take a medication during school hours or school-related activities, the parent/guardian must request that the school dispense the medication to the child and otherwise follow the District's procedures on dispensing medication.

No School District employee shall administer to any student, or supervise a student's self-administration of, any prescription or non-prescription medication until a completed and signed *School Medication Authorization Form (SMA Form)* is submitted by the student's parent/guardian. No student shall possess or consume any prescription or non-prescription medication on school grounds or at a school-related function other than as provided for in this policy and its implementing procedures.

Nothing in this policy shall prohibit any school employee from providing emergency assistance to students, including administering medication.

The Building Principal shall include this policy in the Student Handbook and shall provide a copy to the parents/guardians of students.

Self-Administration of Medication

A student may possess and self-administer an epinephrine injector, e.g., EpiPen®, and/or asthma medication prescribed for use at the student's discretion, provided the student's parent/guardian has completed and signed an *SMA Form*. The Superintendent or designee will ensure an Emergency Action Plan is developed for each self-administering student.

A student may self-administer medication required under a *qualifying plan*, provided the student's parent/guardian has completed and signed an *SMA Form*. A *qualifying plan* means: (1) an asthma action plan, (2) an Individual Health Care Action Plan, (3) an Ill. Food Allergy Emergency Action Plan and Treatment Authorization Form, (4) a plan pursuant to Section 504 of the federal Rehabilitation Act of 1973, or (5) a plan pursuant to the federal Individuals with Disabilities Education Act.

Students may possess and self-administer non-prescription medication under the following conditions: parents have filed the District 111 self-administration of medicine form, and 2) students possess no more than a single day's dosage, and 3) students are not permitted to share medications with others.

The District shall incur no liability, except for willful and wanton conduct, as a result of any injury arising from a student's self-administration of medication, including asthma medication or epinephrine injectors, or medication required under a *qualifying plan*. A student's parent/guardian must indemnify and hold harmless the District and its employees and agents, against any claims, except a claim based on willful and wanton conduct, arising out of a student's self-administration of an epinephrine injector, asthma medication, and/or a medication required under a *qualifying plan*.

School District Supply of Undesignated Asthma Medication

The Superintendent or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated asthma medication in the name of the District and provide or administer them as necessary according to State law. *Undesignated asthma medication* means an asthma medication

prescribed in the name of the District or one of its schools. A school nurse or trained personnel, as defined in State law, may administer an undesignated asthma medication to a person when they, in good faith, believe a person is having *respiratory distress*. Respiratory distress may be characterized as *mild-to-moderate* or *severe*. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law.

School District Supply of Undesignated Epinephrine Injectors

The Superintendent or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated epinephrine injectors in the name of the District and provide or administer them as necessary according to State law. *Undesignated epinephrine injector* means an epinephrine injector prescribed in the name of the District or one of its schools. A school nurse or trained personnel, as defined in State law, may administer an undesignated epinephrine injector to a person when they, in good faith, believe a person is having an anaphylactic reaction. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law.

School District Supply of Undesignated Opioid Antagonists

The Superintendent or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated opioid antagonists in the name of the District and provide or administer them as necessary according to State law. *Opioid antagonist* means a drug that binds to opioid receptors and blocks or inhibits the effect of opioids acting on those receptors, including, but not limited to, naloxone hydrochloride or any other similarly acting drug approved by the U.S. Food and Drug Administration. *Undesignated opioid antagonist* is not defined by the School Code; for purposes of this policy it means an opioid antagonist prescribed in the name of the District or one of its schools. A school nurse or trained personnel, as defined in State law, may administer an undesignated opioid antagonist to a person when they, in good faith, believe a person is having an opioid overdose. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law. See the website for the Ill. Dept. of Human Services for information about opioid prevention, abuse, public awareness, and a toll-free number to provide information and referral services for persons with questions concerning substance abuse treatment.

School District Supply of Undesignated Glucagon

The Superintendent or designee shall implement 105 ILCS 145/27 and maintain a supply of undesignated glucagon in the name of the District in accordance with manufacturer's instructions.

When a student's prescribed glucagon is not available or has expired, a school nurse or delegated care aide may administer undesignated glucagon only if he or she is authorized to do so by a student's diabetes care plan.

Administration of Medical Cannabis

The Compassionate Use of Medical Cannabis Program Act allows a *medical cannabis infused product* to be administered to a student by one or more of the following individuals:

1. A parent/guardian of a student who is a minor who registers with the Ill. Dept. of Public Health (IDPH) as a *designated caregiver* to administer medical cannabis to their child. A designated caregiver may also be another individual other than the student's parent/guardian. Any designated caregiver must be at least 21 years old and is allowed to administer a *medical cannabis infused product* to a child who is a student on the premises of his or her school or on his or her school bus if:

- a. Both the student and the designated caregiver possess valid registry identification cards issued by IDPH;
 - b. Copies of the registry identification cards are provided to the District;
 - c. That student's parent/guardian completed, signed, and submitted a *School Medication Authorization Form - Medical Cannabis*; and
 - d. After administering the product to the student, the designated caregiver immediately removes it from school premises or the school bus.
2. A properly trained school nurse or administrator, who shall be allowed to administer the *medical cannabis infused product* to the student on the premises of the child's school, at a school-sponsored activity, or before/after normal school activities, including while the student is in before-school or after-school care on school-operated property or while being transported on a school bus.
 3. The student him or herself when the self-administration takes place under the direct supervision of a school nurse or administrator.

Medical cannabis infused product (product) includes oils, ointments, foods, and other products that contain usable cannabis but are not smoked or vaped. Smoking and/or vaping medical cannabis is prohibited.

The product may not be administered in a manner that, in the opinion of the District or school, would create a disruption to the educational environment or cause exposure of the product to other students. A school employee shall not be required to administer the product.

Discipline of a student for being administered a product by a designated caregiver, or by a school nurse or administrator, or who self-administers a product under the direct supervision of a school nurse or administrator pursuant to this policy is prohibited. The District may not deny a student attendance at a school solely because he or she requires administration of the product during school hours.

Void Policy

The **School District Supply of Undesignated Asthma Medication** section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to: (1) obtain for the District a prescription for undesignated asthma medication from a physician or advanced practice nurse licensed to practice medicine in all its branches, or (2) fill the District's prescription for undesignated school asthma medication.

The **School District Supply of Undesignated Epinephrine Injectors** section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to: (1) obtain for the District a prescription for undesignated epinephrine injectors from a physician or advanced practice nurse licensed to practice medicine in all its branches, or (2) fill the District's prescription for undesignated school epinephrine injectors.

The **School District Supply of Undesignated Opioid Antagonists** section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to: (1) obtain for the District a prescription for opioid antagonists from a health care professional who has been delegated prescriptive authority for opioid antagonists in accordance with Section 5-23 of the Substance Use Disorder Act, or (2) fill the District's prescription for undesignated school opioid antagonists.

The **School District Supply of Undesignated Glucagon** section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to: (1) obtain for the District a prescription

for glucagon from a qualifying prescriber, or (2) fill the District's prescription for undesignated school glucagon.

The **Administration of Medical Cannabis** section of the policy is void and the District reserves the right not to implement it if the District or school is in danger of losing federal funding.

Administration of Undesignated Medication

Upon any administration of an undesignated medication permitted by State law, the Superintendent or designee(s) must ensure all notifications required by State law and administrative procedures occur.

Undesignated Medication Disclaimers

Upon implementation of this policy, the protections from liability and hold harmless provisions applicable under State law apply.

No one, including without limitation, parents/guardians of students, should rely on the District for the availability of undesignated medication. This policy does not guarantee the availability of undesignated medications. Students and their parents/guardians should consult their own physician regarding these medication(s).

LEGAL REF.: 105 ILCS 5/10-20.14b, 5/10-22.21b, 5/22-30, and 5/22-33.
105 ILCS 145/, Care of Students with Diabetes Act.
410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act, and
scheduled to be repealed on July 1, 2020.
720 ILCS 550/, Cannabis Control Act.
23 Ill.Admin.Code §1.540.

CROSS REF.: 7:285 (Food Allergy Management)

ADOPTED:

Students

Orders to Forgo Life-Sustaining Treatment

Written orders from parent(s)/guardian(s) to forgo life-sustaining treatment for their child must be signed by the student's physician and given to the Superintendent. This policy shall be interpreted in accordance with the Illinois Health Care Surrogate Act, 755 ILCS 40/.

Whenever an order to forgo life-sustaining treatment is received, the Superintendent shall convene a multi-disciplinary team that includes:

1. The student, when appropriate;
2. The student's parent(s)/guardian(s);
3. Other medical professionals, e.g., licensed physician, physician's assistant, or nurse practitioner;
4. Local first responders for the building in which the student is assigned to attend school;
5. The school nurse;
6. Clergy, if requested by the student or his or her parent(s)/guardians(s);
7. Other individuals to provide support to the student or his or her parent(s)/guardian(s); and
8. School personnel designated by the Superintendent.

The team shall determine guidelines to be used by school staff members in the event the child suffers a life-threatening episode at school or a school event.

The District personnel shall convey orders to forgo life-sustaining treatment to the appropriate emergency or healthcare provider.

LEGAL REF.: Health Care Surrogate Act, 755 ILCS 40/
Cruzan v. Director, Missouri Dept. of Health, 497 U.S. 261 (1990).
In re C.A., a minor, 236 Ill.App.3d 594 (1st Dist. 1992).

ADOPTED:

Students



Communicable and Chronic Infectious Disease

A student with or carrying a communicable and/or chronic infectious disease has all rights, privileges, and services provided by law and the School Board's policies. The Superintendent will develop procedures to safeguard these rights while managing health and safety concerns.

LEGAL REF:

105 ILCS 5/10-21.11.

410 ILCS 315/2a.

23 Ill.Admin.Code §§ 1.610 and 226.300.

77 Ill.Admin.Code Part 690.

Individuals With Disabilities Education Act, 20 U.S.C. §1400 et seq.

Rehabilitation Act, Section 504, 29 U.S.C. §794(a).

ADOPTED:

Students



Food Allergy Management Program

School attendance may increase a student's risk of exposure to allergens that could trigger a food-allergic reaction. A food allergy is an adverse reaction to a food protein mediated by the immune system which immediately reacts causing the release of histamine and other inflammatory chemicals and mediators. While it is not possible for the District to completely eliminate the risks of exposure to allergens when a student is at school, a Food Allergy Management Program using a cooperative effort among students' families, staff members, and students helps the District reduce these risks and provide accommodations and proper treatment for allergic reactions.

The Superintendent or designee shall develop and implement a Food Allergy Management Program that:

1. Fully implements the following goals established in the School Code: (a) identifying students with food allergies, (b) preventing exposure to known allergens, (c) responding to allergic reactions with prompt recognition of symptoms and treatment, and (d) educating and training all staff about management of students with food allergies, including administration of medication with an injector, and providing an in-service training program for staff who work with students that is conducted by a person with expertise in anaphylactic reactions and management.
2. Follows and references the applicable best practices specific to the District's needs in the joint State Board of Education and Ill. Dept. of Public Health publication *Guidelines for Managing Life-Threatening Food Allergies in Schools*, available at: www.isbe.net/Documents/food_allergy_guidelines.pdf.
3. Complies with State and federal law and is in alignment with Board policies.

LEGAL REF.: 105 ILCS 5/2-3.149 and 5/10-22.39.
Guidelines for Managing Life-Threatening Food Allergies in Schools (Guidelines), jointly published by the State Board of Education and Ill. Dept. of Public Health.

CROSS REF.: 4:110 (Transportation), 4:120 (Food Services), 4:170 (Safety), 5:100 (Staff Development Program), 6:120 (Education of Children with Disabilities), 6:240 (Field Trips), 7:250 (Student Support Services), 7:270 (Administering Medicines to Students), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

Students

Suicide and Depression Awareness and Prevention

Youth suicide impacts the safety of the school environment. It also affects the school community, diminishing the ability of surviving students to learn and the school's ability to educate. Suicide and depression awareness and prevention are important Board goals.

Suicide and Depression Awareness and Prevention Program

The Superintendent or designee shall develop, implement, and maintain a suicide and depression awareness and prevention program (Program) that advances the Board's goals of increasing awareness and prevention of depression and suicide. This program must be consistent with the requirements of *Ann Marie's Law* listed below; each listed requirement, 1-6, corresponds with the list of required policy components in the School Code Section 5/2-3.166(c)(2)-(7). The Program shall include:

1. Protocols for administering youth suicide awareness and prevention education to students and staff.
 - a. For students, implementation will incorporate Board policy 6:60, *Curriculum Content*, which implements 105 ILCS 5.2-3.139 and 105 ILCS 5/27-7 (requiring education for students to develop a sound mind and a healthy body).
 - b. For staff, implementation will incorporate Board policy 5:100, *Staff Development Program*, and teacher's institutes under 105 ILCS 5/3-14.8 (requiring coverage of the warning signs of suicidal behavior).
2. Procedures for methods of suicide prevention with the goal of early identification and referral of students possibly at risk of suicide. Implementation will incorporate:
 - a. The training required by 105 ILCS 5/10-22.39 for licensed school personnel and administrators who work with students to identify the warning signs of suicidal behavior in youth along with appropriate intervention and referral techniques, including methods of prevention, procedures for early identification, and referral of students at risk of suicide; and
 - b. III. State Board of Education (ISBE)-recommended guidelines and educational materials for staff training and professional development, along with ISBE-recommended resources for students containing age-appropriate educational materials on youth suicide and awareness, if available pursuant to *Ann Marie's Law* on ISBE's website.
3. Methods of intervention, including procedures that address an emotional or mental health safety plan for use during the school day and at school-sponsored events for a student identified as being at increased risk of suicide. Implementation will incorporate paragraph number 2, above, along with:
 - a. Board policy 6:65, *Student Social and Emotional Development*, implementing the goals and benchmarks of the III. Learning Standards and 405 ILCS 49/15(b) (requiring student social and emotional development in the District's educational program);

- b. Board policy 6:270, *Guidance and Counseling Program*, implementing guidance and counseling program(s) for students, and 105 ILCS 5/10-22.24a and 22.24b, which allow a qualified guidance specialist or any licensed staff member to provide school counseling services;
 - c. Board policy 7:250, *Student Support Services*, implementing the Children’s Mental Health Act of 2003, 405 ILCS 49/ (requiring protocols for responding to students with social, emotional, or mental health issues that impact learning ability); and
 - d. State and/or federal resources that address emotional or mental health safety plans for students who are possibly at an increased risk for suicide, if available on the ISBE’s website pursuant to *Ann Marie’s Law*.
4. Methods of responding to a student or staff suicide or suicide attempt. Implementation of this requirement shall incorporate building-level Student Support Committee(s) established through Board policy 7:250, Student Support Services.
 5. Reporting procedures. Implementation of this requirement shall incorporate Board policy 6:270, Guidance and Counseling Program, and Board policy 7:250, Student Support Services, in addition to other State and/or federal resources that address reporting procedures.
 6. A process to incorporate ISBE-recommended resources on youth suicide awareness and prevention programs, including current contact information for such programs in the District’s Suicide and Depression Awareness and Prevention Program.

Illinois Suicide Prevention Strategic Planning Committee

The Superintendent or designee shall attempt to develop a relationship between the District and the Illinois Suicide Prevention Strategic Planning Committee, the Illinois Suicide Prevention Coalition Alliance, and/or a community mental health agency. The purpose of the relationship is to discuss how to incorporate the goals and objectives of the Illinois Suicide Prevention Strategic Plan into the District’s Suicide Prevention and Depression Awareness Program.

Monitoring

The Board will review and update this policy pursuant to *Ann Marie’s Law* and Board policy 2:240, *Board Policy Development*.

Information to Staff, Parents/Guardians, and Students

The Superintendent shall inform each school district employee about this policy and ensure its posting on the District’s website. The Superintendent or designee shall provide a copy of this policy to the parent or legal guardian of each student enrolled in the District.



Implementation

This policy shall be implemented in a manner consistent with State and federal laws, including the Children’s Mental Health Act of 2003, 405 ILCS 49/, Mental Health and Developmental Disabilities Confidentiality Act, 740 ILCS 110/, and the Individuals with Disabilities Education Act, 42 U.S.C. §12101 et seq.

The District, Board, and its staff are protected from liability by the Local Governmental and Governmental Employees Tort Immunity Act. Services provided pursuant to this policy: (1) do not replace the care of a physician licensed to practice medicine in all of its branches or a licensed medical practitioner or professional trained in suicide prevention, assessments and counseling services, (2) are strictly limited to the available resources within the District, (3) do not extend

beyond the school day and/or school-sponsored events, and (4) cannot guarantee or ensure the safety of a student or the student body.

LEGAL REF.: 105 ILCS 5/2-3.166, 5/14-1.01 et seq., 5/14-7.02, and 5/14-7.02b.
745 ILCS 10/.

CROSS REF.: 2:240 (Board Policy Development), 5:100 (Staff Development Program), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:120 (Education of Children with Disabilities), 6:270 (Guidance and Counseling Program), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services)

ADOPTED:

Students

Extracurricular Athletics

Student participation in school-sponsored extracurricular athletic activities is contingent upon the following:

1. The student must meet the academic criteria set forth in Board policy 6:190, *Extracurricular and Co-Curricular Activities*.
2. A parent/guardian of the student must provide written permission for the student's participation, giving the District full waiver of responsibility of the risks involved.
3. The student must present a current certificate of physical fitness issued by a licensed physician, an advanced practice nurse, or a physician assistant. The ***Pre-Participation Physical Examination Form***, offered by the Illinois High School Association and the Illinois Elementary School Association, is the preferred certificate of physical fitness.
4. The student must show proof of accident insurance coverage either by a policy purchased through the District-approved insurance plan or a parent(s)/guardian(s) written statement that the student is covered under a family insurance plan.
5. The student must agree to follow all conduct rules and the coaches' instructions.
6. The student and his or her parent(s)/guardian(s) must: (a) comply with the eligibility rules of, and complete any forms required by, any sponsoring association (such as, the Illinois Elementary School Association, the Illinois High School Association, or the Southern Illinois Junior High School Athletic Association), and (b) complete all forms required by the District including, without limitation, signing an acknowledgment of receiving information about the Board's concussion policy 7:305, *Student Athlete Concussions and Head Injuries*.

The Superintendent or designee (1) is authorized to impose additional requirements for a student to participate in extracurricular athletics, provided the requirement(s) comply with Board policy 7:10, *Equal Educational Opportunities*, and (2) shall maintain the necessary records to ensure student compliance with this policy.

LEGAL REF.: 105 ILCS 5/10-20.30, 5/10-20.54, 5/22-80, and 25/2.
23 Ill.Admin.Code §1.530(b).

CROSS REF.: 4:100 (Insurance Management), 4:170 (Safety), 6:190 (Extracurricular and Co-Curricular Activities), 7:10 (Equal Educational Opportunities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:305 (Student Athlete Concussions and Head Injuries), 7:340 (Student Records)

ADOPTED:

Students

Student Athlete Concussions and Head Injuries

The Superintendent or designee shall develop and implement a program to manage concussions and head injuries suffered by students. The program shall:

1. Fully implement the Youth Sports Concussion Safety Act, that provides, without limitation, each of the following:
 - a. The Board must appoint or approve member(s) of a Concussion Oversight Team for the District.
 - b. The Concussion Oversight Team shall establish each of the following based on peer-reviewed scientific evidence consistent with guidelines from the Centers for Disease Control and Prevention:
 - i. A return-to-play protocol governing a student's return to interscholastic athletics practice or competition following a force of impact believed to have caused a concussion. The Superintendent or designee shall supervise an athletic trainer or other person responsible for compliance with the return-to-play protocol.
 - ii. A return-to-learn protocol governing a student's return to the classroom following a force of impact believed to have caused a concussion. The Superintendent or designee shall supervise the person responsible for compliance with the return-to-learn protocol.
 - c. Each student and the student's parent/guardian shall be required to sign a concussion information receipt form each school year before participating in an interscholastic athletic activity.
 - d. A student shall be removed from an interscholastic athletic practice or competition immediately if any of the following individuals believes that the student sustained a concussion during the practice and/or competition: a coach, a physician, a game official, an athletic trainer, the student's parent/guardian, the student, or any other person deemed appropriate under the return-to-play protocol.
 - e. A student who was removed from interscholastic athletic practice or competition shall be allowed to return only after all statutory prerequisites are completed, including without limitation, the return-to-play and return-to-learn protocols developed by the Concussion Oversight Team. An athletic team coach or assistant coach may not authorize a student's return-to-play or return-to-learn.
 - f. The following individuals must complete concussion training as specified in the Youth Sports Concussion Safety Act: all coaches or assistant coaches (whether volunteer or a district employee) of interscholastic athletic activities; nurses, licensed healthcare professionals or non-licensed healthcare professionals who serve on the Concussion Oversight Team (whether or not they serve on a volunteer basis); athletic trainers; game officials of interscholastic athletic activities; and physicians who serve on the Concussion Oversight Team.

- g. The Board shall approve school-specific emergency action plans for interscholastic athletic activities to address the serious injuries and acute medical conditions in which a student’s condition may deteriorate rapidly.
2. Comply with the concussion protocols, policies, and by-laws of the Illinois High School Association (IHSA), including its *Protocol for Implementation of NFHS Sports Playing Rules for Concussion*, which includes its *Return to Play (RTP) Policy*. These specifically require that:
 - a. A student athlete who exhibits signs, symptoms, or behaviors consistent with a concussion in a practice or game shall be removed from participation or competition at that time.
 - b. A student athlete who has been removed from an interscholastic contest for a possible concussion or head injury may not return to that contest unless cleared to do so by a physician licensed to practice medicine in all its branches in Illinois or a certified athletic trainer.
 - c. If not cleared to return to that contest, a student athlete may not return to play or practice until the student athlete has provided his or her school with written clearance from a physician licensed to practice medicine in all its branches in Illinois, advanced practice registered nurse, physician assistant or a certified athletic trainer working in conjunction with a physician licensed to practice medicine in all its branches in Illinois.
 3. Require that all high school coaching personnel, including the head and assistant coaches, and athletic directors obtain online concussion certification by completing online concussion awareness training in accordance with 105 ILCS 25/1.15.
 4. Require all student athletes to view the IHSA video about concussions.
 5. Inform student athletes and their parent(s)/guardian(s) about this policy in the *Agreement to Participate* or other written instrument that a student athlete and his or her parent/guardian must sign before the student is allowed to participate in a practice or interscholastic competition.
 6. Provide coaches and student athletes and their parent(s)/guardian(s) with educational materials from the IHSA regarding the nature and risk of concussions and head injuries, including the risks inherent in continuing to play after a concussion or head injury.
 7. Include a requirement for staff members to notify the parent/guardian of a student who exhibits symptoms consistent with that of a concussion.
 8. Include a requirement for staff members to distribute the Ill. Dept. of Public Health concussion brochure to any student or the parent/guardian of a student who may have sustained a concussion, regardless of whether or not the concussion occurred while the student was participating in an interscholastic athletic activity, if available.
 9. **Include** a requirement for certified athletic trainers to complete and submit a monthly report to the IHSA on student-athletes who have sustained a concussion during: 1) a school-sponsored activity overseen by the athletic trainer; or 2) a school-sponsored event of which the athletic director is made aware.

LEGAL REF.:

105 ILCS 5/22-80.
105 ILCS 25/1.15.

CROSS REF.:

4:170 (Safety), 5:100 (Staff Development Program), 7:300 (Extracurricular Athletics)

ADOPTED:

Students



Restrictions on Publications; High Schools

Definitions

School official means a Building Principal or designee.

School-sponsored media means any material that is prepared, substantially written, published, or broadcast by a student journalist, distributed or generally made available to members of the student body, and prepared under the direction of a student media advisor. It does not include media intended for distribution or transmission solely in the classroom in which the media is produced.

Student journalist means a public high school student who gathers, compiles, writes, edits, photographs, records, or prepares information for dissemination in school-sponsored media.

Student media adviser means an individual employed, appointed, or designated by the District to supervise or provide instruction relating to school-sponsored media.

School-Sponsored Media

School-sponsored publications, productions, and websites are governed by the Speech Rights of Student Journalists Act and the School Board policies. Student journalists may not use school-sponsored media that:

1. Is libelous, slanderous, or obscene;
2. Constitutes an unwarranted invasion of privacy;
3. Violates federal or State law, including the Constitutional rights of third parties; or
4. Incites students to:
 - a. Commit an unlawful act;
 - b. Violate any of the District's policies, including but not limited to (1) its educational mission in policies 1:30, *School District Philosophy* and 6:10, *Educational Philosophy and Objectives*, and (2) speech that is socially inappropriate or inappropriate due to the maturity of the students pursuant to policies 6:65, *Student Social and Emotional Development*, and 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; or
 - c. Materially and substantially disrupt the orderly operation of the school.

All school-sponsored media shall comply with the ethics and rules of responsible journalism. Text that fits into numbers one (1) through four (4) above will not be tolerated and school officials and student media advisers may edit or delete such media material.

The author's name will accompany personal opinions and editorial statements. An opportunity for the expression of differing opinions from those published/produced will be provided within the same media.

No expression made by students in the exercise of freedom of speech or freedom of the press under this policy shall be deemed to be an expression of the District or an expression of Board policy.

Non-School Sponsored Publications Accessed or Distributed On Campus

For purposes of this section and the following section, a *publication* includes, without limitation: (1) written or electronic print material, (2) audio-visual material on any medium including electromagnetic media (e.g., images, MP3 files, flash memory, etc.), or combinations of these whether off-line (e.g., a printed book, CD-ROM, etc.) or online (e.g., any website, social networking site, database for information retrieval, etc.), or (3) information or material on electronic devices (e.g., data or voice messages delivered by cell phones, tablets, and other hand-held devices).

Creating, distributing, and/or accessing non-school sponsored publications shall occur at a time and place and in a manner that will not cause disruption, be coercive, or result in the perception that the distribution or the publication is endorsed by the School District.

Students are prohibited from creating, distributing, and/or accessing at school any publication that:

1. Will cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities;
2. Violates the rights of others, including but not limited to material that is libelous, slanderous or obscene, or invades the privacy of others, or infringes on a copyright;
3. Is socially inappropriate or inappropriate due to maturity level of the students, including but not limited to material that is obscene, pornographic, or pervasively lewd and vulgar, contains indecent and vulgar language, or *sexting* as defined by School Board policy and Student Handbooks;
4. Is reasonably viewed as promoting illegal drug use;
5. Is distributed in kindergarten through eighth grade and is primarily prepared by non-students, unless it is being used for school purposes. However, material from outside sources or the citation to such sources may be allowed, as long as the material to be distributed or accessed is primarily prepared by students; or
6. Incites students to violate any Board policies.

Accessing or distributing *on-campus* includes accessing or distributing on school property or at school-related activities. A student engages in gross disobedience and misconduct and may be disciplined for: (1) accessing or distributing forbidden material, or (2) for writing, creating, or publishing such material intending for it to be accessed or distributed at school.

Non-School Sponsored Publications Accessed or Distributed Off-Campus

A student engages in gross disobedience and misconduct and may be disciplined for creating and/or distributing a publication that: (1) causes a substantial disruption or a foreseeable risk of a substantial disruption to school operations, or (2) interferes with the rights of other students or staff members.

Bullying and Cyberbullying

The Superintendent or designee shall treat behavior that is *bullying* and/or *cyberbullying* according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.


LEGAL REF.: 105 ILCS 5/27-23.7
Speech Rights of Student Journalists Act, 105 ILCS 80/.
Hazelwood v. Kuhlmeier, 108 S.Ct. 562 (1988).
Hedges v. Wauconda Community Unit School Dist. No. 118, 9 F.3d 1295 (7th Cir.
1993).
Tinker v. Des Moines Indep. Cmty. Sch. Dist., 89 S.Ct. 733 (1969)
Morse v. Frederick, 551 U.S. 393 (2007).

CROSS REF.: 1:30 (School District Philosophy), 6:10 (Educational Philosophy and Objectives),
6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic
Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and
Harassment), 8:25 (Advertising and Distributing Materials in School Provided by
Non-School Related Entities)

ADOPTED:

Students


Student Fundraising Activities

 No individual or organization is allowed to ask students to participate in fundraising activities while the students are on school grounds during school hours or during any school activity. Exceptions are:

1. School-sponsored student organizations; and
2. Parent organizations and booster clubs that are recognized pursuant to policy 8:90, *Parent Organizations and Booster Clubs*.

The Superintendent or designee shall manage student fundraising activities in alignment with the following directives:

1. Fundraising efforts shall not conflict with instructional activities or programs.
2. For any school that participates in the School Breakfast Program or the National School Lunch Program, fundraising activities involving the sale of food and beverage items to students during the school day while on the school campus must comply with the Ill. State Board of Education rules concerning the sale of competitive food and beverage items.
3. Participation in fundraising efforts must be voluntary.
4. Student safety must be paramount.
5. For school-sponsored student organizations, a school staff member must supervise the fundraising activities and the student activity funds treasurer must safeguard the financial accounts.
6. The fundraising efforts must be to support the organization's purposes and/or activities, the general welfare, a charitable cause, or the educational experiences of students generally.
7. The funds shall be used to the maximum extent possible for the designated purpose.
8. Any fundraising efforts that solicit donor messages for incorporation into school property (e.g., tiles or bricks) or placement upon school property (e.g., posters or placards) must:
 - a. Develop viewpoint neutral guidelines for the creation of messages;
 - b. Inform potential donors that all messages are subject to review and approval, and that messages that do not meet the established guidelines must be resubmitted or the donation will be returned; and
 - c. Place a disclaimer on all fundraising information and near the completed donor messages that all messages are "solely the expression of the individual donors and not an endorsement by the District of any message's content."

LEGAL REF.: 105 ILCS 5/10-20.19(3).
23 Ill.Admin.Code Part 305, School Food Service. 

CROSS REF.: 4:90 (Activity Funds), 4:120 (Food Services), 8:80 (Gifts to the District), 8:90 (Parent Organizations and Booster Clubs)

ADOPTED:

Students

Student Use of Buildings - Equal Access

* Student groups or clubs that are not school sponsored are granted free use of school premises for a meeting or series of meetings under the following conditions:

1. The meeting is held during those non-instructional times identified by the Superintendent or designee for noncurricular student groups, clubs, or organizations to meet. *Non-instructional time* means time set aside by the school before actual classroom instruction begins or after actual classroom instruction ends. *Non-curricular student groups* are those student groups, clubs, or organizations that do not directly relate to the curriculum.
2. All non-curriculum related student groups that are not District sponsored receive substantially the same treatment.
3. The meeting is student-initiated, meaning that the request is made by a student.
4. Attendance at the meeting is voluntary.
5. The school will not sponsor the meeting.
6. School employees are present at religious meetings only in a non-participatory capacity.
7. The meeting and/or any activities during the meeting do not materially or substantially interfere with the orderly conduct of educational activities.
8. Non-school persons do not direct, conduct, control, or regularly attend the meetings.
9. The school retains its authority to maintain order and discipline.
10. A school staff member or other responsible adult is present in a supervisory capacity.
11. The Superintendent or designee approves the meeting or series of meetings.

The Superintendent or designee shall develop administrative procedures to implement this policy.

LEGAL REF.: 20 U.S.C. §4071 et seq., Equal Access Act.
Bd. of Ed. of Westside Community Sch. Dist. v. Mergens, 496 U.S. 226 (1990).
Gernetzke v. Kenosha Unified Sch. Dist. No. 1, 274 F.3d 464 (7th Cir. 2001), *cert. denied*, 535 U.S. 1017.

CROSS REF.: 7:10 (Equal Education Opportunities), 8:20 (Community Use of School Facilities)

ADOPTED:

Students



Student Records

School student records are confidential. Information from them shall not be released other than as provided by law. A school student record is any writing or other recorded information concerning a student and by which a student may be identified individually that is maintained by a school or at its direction by a school employee, regardless of how or where the information is stored, except as provided in State or federal law as summarized below:

1. Records kept in a staff member's sole possession.
2. Records maintained by law enforcement officers working in the school.
3. Video and other electronic recordings (including without limitation, electronic recordings made on school buses) that are created in part for law enforcement, security, or safety reasons or purposes. The content of these recordings may become part of a school student record to the extent school officials create, use, and maintain this content, or it becomes available to them by law enforcement officials, for disciplinary or special education purposes regarding a particular student.
4. Any information, either written or oral, received from law enforcement officials concerning a student less than the age of 17 years who has been arrested or taken into custody.

State and federal law grants students and parents/guardians certain rights, including the right to inspect, copy, and challenge school student records. The information contained in school student records shall be kept current, accurate, clear, and relevant. All information maintained concerning a student receiving special education services shall be directly related to the provision of services to that child. The District may release directory information as permitted by law, but a parent/guardian shall have the right to object to the release of information regarding his or her child. However, the District will comply with an *ex parte* court order requiring it to permit the U.S. Attorney General or designee to have access to a student's school records without notice to, or the consent of, the student's parent/guardian. Upon request, the District discloses school student records without consent to officials of another school district in which a student has enrolled or intends to enroll, as well as to any person as specifically required by State or federal law.

The Superintendent shall fully implement this policy and designate an *official records custodian* for each school who shall maintain and protect the confidentiality of school student records, inform staff members of this policy, and inform students and their parents/guardians of their rights regarding school student records.



LEGAL REF.: 20 U.S.C. §1232g, Family Educational Rights and Privacy Act, implemented by 34 C.F.R. Part 99.

50 ILCS 205/7.

105 ILCS 5/10-20.21b, 5/20.37, 5/20.40, and 5/14-1.01 et seq.

105 ILCS 10/, Ill. School Student Records Act.

325 ILCS 17/, Children's Privacy Protection and Parental Empowerment Act.

750 ILCS 5/602.11, Ill. Marriage and Dissolution of Marriage Act.

23 Ill.Admin.Code Parts 226 and 375.

Owasso I.S.D. No. I-011 v. Falvo, 534 U.S. 426 (2002).

Chicago Tribune Co. v. Chicago Bd. of Ed., 332 Ill.App.3d 60 (1st Dist. 2002).

CROSS REF.: 5:100 (Staff Development Program), 5:130 (Responsibilities Concerning Internal Information), 7:15 (Student and Family Privacy Rights), 7:220 (Bus Conduct)

ADOPTED:

Compare Results

Old File:

**Pages from Draft Manual 1.16.20-8 Section 8
MCHS.pdf**

20 pages (1.87 MB)
3/10/2020 4:51:38 PM

versus

New File:

**Pages from Draft Manual 1.16.20-8 Section 8
No Ex No Wtrmrk.pdf**

14 pages (65 KB)
3/10/2020 8:33:45 AM

Total Changes

121

Text only comparison

Content

39 Replacements
35 Insertions
47 Deletions

Styling and Annotations

0 Styling
0 Annotations

[Go to First Change \(page 1\)](#)

Community Relations

Connection with the Community

Public Relations

The Board President is the official spokesperson for the School Board. The Superintendent is the District's chief spokesperson. The Superintendent or designee shall plan and implement a District public relations program that will:

1. Develop community understanding of school operation.
2. Gather community attitudes and desires for the District.
3. Secure adequate financial support for a sound educational program.
4. Help the community feel a more direct responsibility for the quality of education provided by their schools.
5. Earn the community's good will, respect, and confidence.
6. Promote a genuine spirit of cooperation between the school and the community.
7. Keep the news media accurately informed.
8. Coordinate with the District Safety Coordinator to provide accurate and timely information to the appropriate individuals during an emergency.

The public relations program should include:

1. Regular news releases concerning District programs, policies, activities, and special event management for distribution by, for example, posting on the District website or sending to the news media.
2. News conferences and interviews, as requested or needed. The Board President and Superintendent will coordinate their respective media relations efforts. Individuals may speak for the District only with prior approval from the Superintendent.
3. Publications having a high quality of editorial content and effective format. All publications shall identify the District, school, department, or classroom and shall include the name of the Superintendent, the Building Principal, and/or the author and the publication date.
4. Other efforts that highlight the District's programs and activities.

Community Engagement

Community engagement is a process that the Board uses to actively involve diverse citizens in dialogue, deliberation, and collaborative thinking around common interests for the District's schools.

The Board, in consultation with the Superintendent, determines the purpose(s) and objective(s) of any community engagement initiative. For each community engagement initiative, the Board will commit to the determined purpose(s) and objective(s), and provide information about the expected nature of the public's involvement; the Superintendent or designee will identify the effective tools and tactics that will advance the Board's purpose(s) and objective(s).

The Superintendent will: (1) at least annually, prepare a report of each community engagement initiative, and/or (2) prepare a final report of each community engagement initiative.

The Board will periodically: (1) review whether its community engagement initiatives are achieving the identified purpose(s) and objective(s), (2) consider what, if any, modifications would improve effectiveness, and (3) determine whether to continue individual initiatives.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers)

ADOPTED:

Community Relations

Community Use of School Facilities

School facilities are available to community organizations during non-school hours when such use does not: (1) interfere with any school function or affect the safety of students or employees, or (2) affect the property or liability of the School District. The use of school facilities for school purposes has precedence over all other uses. The District reserves the right to cancel previously scheduled use of facilities by community organizations and other groups. The use of school facilities requires the prior approval of the Superintendent or designee and is subject to applicable procedures.

Persons on school premises must abide by the District's conduct rules at all times.

Student groups, school-related organizations, government agencies, and non-profit organizations are granted the use of school facilities at no costs during regularly staffed hours. Fees and costs shall apply during non-regularly staffed hours and to other organizations granted use of facilities at any time. A fee schedule and other terms of use shall be prepared by the Superintendent and be subject to annual approval by the School Board.

LEGAL REF.: Boy Scouts of America Equal Access Act, 20 U.S.C. §7905.
 10 ILCS 5/19-2.2.
 105 ILCS 5/10-20.40, 5/10-22.10, and 5/29-3.5.
Good News Club v. Milford Central School, 121 S.Ct. 2093 (2001).
Lamb's Chapel v. Center Moriches Union Free School District, 113 S.Ct. 2141 (1993).
Rosenberger v. Rector and Visitors of Univ. of Va., 515 U.S. 819 (1995).

CROSS REF.: 7:330 (Student Use of Building - Equal Access), 8:25 (Advertising and Distributing Materials in Schools Provided by Non-School Related Entities), 8:30 (Visitors to and Conduct on School Property)

ADOPTED:

Community Relations

Advertising and Distributing Materials in Schools Provided by Non-School Related Entities

No material or literature shall be posted or distributed that would: (1) disrupt the educational process, (2) violate the rights or invade the privacy of others, (3) infringe on a trademark or copyright, or (4) be defamatory, obscene, vulgar, or indecent. No material, literature, or advertisement shall be posted or distributed without advance approval as described in this policy.

Community, Educational, Charitable, or Recreational Organizations

Community, educational, charitable, recreational, or similar groups may, under procedures established by the Superintendent, advertise events pertinent to students' interests or involvement. All advertisements must (1) be student-oriented, (2) prominently display the sponsoring organization's name, and (3) be approved in advance by the Superintendent or designee. The District reserves the right to decide where and when any advertisement or flyer is distributed, displayed, or posted.

Commercial Companies and Political Candidates or Parties

Commercial companies may purchase space for their advertisements in or on: (1) athletic field fences; (2) athletic, theater, or music programs; (3) student newspapers or yearbooks; (4) scoreboards; or (5) other appropriate locations. The advertisements must be consistent with this policy and its implementing procedures and be appropriate for display in a school context. Prior approval from the Board is needed for advertisements on athletic fields, scoreboards, or other building locations. Prior approval is needed from the Superintendent or designee for advertisements on athletic, theater, or music programs; student newspapers and yearbooks; and any commercial material related to graduation, class pictures, or class rings.

No individual or entity may advertise or promote its interests by using the names or pictures of the School District, any District school or facility, staff members, or students except as authorized by and consistent with administrative procedures and approved by the Board.

Material from candidates and political parties will not be accepted for posting or distribution, except when used as part of the curriculum.

LEGAL REF.: Lamb's Chapel v. Center Moriches Union Free Sch. Dist., 508 U.S. 384 (1993).
Berger v. Rensselaer Central Sch. Corp., 982 F.2d 1160 (7th Cir. 1993), *cert. denied*, 113 S.Ct. 2344 (1993).
Sherman v. Community Consolidated Sch. Dist. 21, 8 F.3d 1160 (7th Cir. 1993), *cert. denied*, 8 F.3d 1160 (1994).
Hedges v. Wauconda Community Unit Sch. Dist. No. 118, 9 F.3d 1295 (7th Cir. 1993).
Victory Through Jesus Sports Ministry v. Lee's Summit R-7 Sch. Dist., 640 F.3d 329 (8th Cir. 2011), *cert. denied*, 565 U.S. 1036 (2011).
DiLoreto v. Downey Unified Sch. Dist., 196 F.3d 958 (9th Cir. 1999).

CROSS REF.: 7:325 (Student Fundraising Activities), 7:330 (Student Use of Buildings - Equal Access)

ADOPTED:

Community Relations

Visitors to and Conduct on School Property

The following definitions apply to this policy:

School property - District and school buildings, grounds, and parking areas; vehicles used for school purposes; and any location used for a School Board meeting, school athletic event, or other school-sponsored or school-sanctioned events or activities.

Visitor - Any person other than an enrolled student or District employee.

All visitors to school property are required to report to the Building Principal's office and receive permission to remain on school property. All visitors must sign a visitors' log, show identification, and wear a visitor's badge. When leaving the school, visitors must return their badge. On those occasions when large groups of parents/guardians, friends, and/or community members are invited onto school property or when community members are attending Board meetings, visitors are not required to sign in but must follow school officials' instructions. Persons on school property without permission will be directed to leave and may be subject to criminal prosecution.

Except as provided in the next paragraph, any person wishing to confer with a staff member should contact that staff member to make an appointment. Conferences with teachers are held, to the extent possible, outside school hours or during the teacher's conference/preparation period.

Requests to access a school building, facility, and/or educational program, or to interview personnel or a student for purposes of assessing the student's special education needs, should be made at the appropriate building. Access shall be facilitated according to guidelines from the Superintendent or designee.

The School District expects mutual respect, civility, and orderly conduct among all people on school property or at a school event. No person on school property or at a school event (including visitors, students, and employees) shall perform any of the following acts:

1. Strike, injure, threaten, harass, or intimidate a staff member, Board member, sports official or coach, or any other person.
2. Behave in an unsportsmanlike manner, or use vulgar or obscene language.
3. Unless specifically permitted by State law, possess a weapon, any object that can reasonably be considered a weapon or looks like a weapon, or any dangerous device.
4. Damage or threaten to damage another's property.
5. Damage or deface school property.
6. Violate any Illinois law, or town or county ordinance.
7. Smoke or otherwise use tobacco products.
8. Distribute, consume, use, possess, or be impaired by or under the influence of an alcoholic beverage, cannabis, other lawful product, or illegal drug.
9. Be present when the person's alcoholic beverage, cannabis, other lawful product, or illegal drug consumption is detectable, regardless of when and/or where the use occurred.
10. Use or possess medical cannabis, unless he or she has complied with policy 7:270, *Administering Medicines to Students*, implementing *Ashley's Law*.

11. Impede, delay, disrupt, or otherwise interfere with any school activity or function (including using cellular phones in a disruptive manner).
12. Enter upon any portion of school premises at any time for purposes other than those that are lawful and authorized by the Board.
13. Operate a motor vehicle: (a) in a risky manner, (b) in excess of 20 miles per hour, or (c) in violation of an authorized District employee's directive.
14. Engage in any risky behavior, including roller-blading, roller-skating, or skateboarding.
15. Violate other District policies or regulations, or a directive from an authorized security officer or District employee.
16. Engage in any conduct that interferes with, disrupts, or adversely affects the District or a School function.

Convicted Child Sex Offender

State law prohibits a child sex offender from being present on school property or loitering within 500 feet of school property when persons under the age of 18 are present, unless the offender is:

1. A parent/guardian of a student attending the school and has notified the Building Principal of his or her presence at the school for the purpose of: (i) attending a conference at the school with school personnel to discuss the progress of his or her child academically or socially, (ii) participating in child review conferences in which evaluation and placement decisions may be made with respect to his or her child regarding special education services, or (iii) attending conferences to discuss other student issues concerning his or her child such as retention and promotion; or
2. Has permission to be present from the Board, Superintendent, or Superintendent's designee. If permission is granted, the Superintendent or Board President shall provide the details of the offender's upcoming visit to the Building Principal.

In all cases, the Superintendent, or designee who is a certified employee, shall supervise a child sex offender whenever the offender is in a child's vicinity.

Exclusive Bargaining Representative Agent

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Authorized agents of an exclusive bargaining representative, upon notifying the Building Principal's office, may meet with a school employee (or group of employees) in the school building during duty-free times of such employees.

Enforcement

Any staff member may request identification from any person on school property; refusal to provide such information is a criminal act. The Building Principal or designee shall seek the immediate removal of any person who refuses to provide requested identification.

Any person who engages in conduct prohibited by this policy may be ejected from school property. The person is also subject to being denied admission to school events or meetings for up to one calendar year.

Procedures to Deny Future Admission to School Events or Meetings

Before any person may be denied admission to school events or meetings as provided in this policy, the person has a right to a hearing before the Board. The Superintendent may refuse the person admission pending such hearing. The Superintendent or designee must provide the person with a hearing notice, delivered or sent by certified mail with return receipt requested, at least ten days before the Board hearing date. The hearing notice must contain:

1. The date, time, and place of the Board hearing;
2. A description of the prohibited conduct;
3. The proposed time period that admission to school events will be denied; and
4. Instructions on how to waive a hearing.

LEGAL REF.: Nuding v. Cerro Gordo Community Unit School Dist., 313 Ill. App.3d 344 (4th Dist. 2000).
20 U.S.C. §7181 et seq., Pro-Children Act of 1994.
105 ILCS 5/10-20.5b, 5/22-33, 5/24-24, 5/24-25, and 5/27-23.7(a).
410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act.
430 ILCS 66/, Firearm Concealed Carry Act.
410 ILCS 705/, Cannabis Tax and Regulation Act.
720 ILCS 5/11-9.3.

CROSS REF.: 4:170 (Safety), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 6:120 (Education of Children with Disabilities), 6:250 (Community Resource Persons and Volunteers), 7:190 (Student Behavior), 7:270 (Administering Medicines to Students), 8:20 (Community Use of School Facilities)

ADOPTED:

Community Relations

Accommodating Individuals with Disabilities

Individuals with disabilities shall be provided an opportunity to participate in all school-sponsored services, programs, or activities and will not be subject to illegal discrimination. When appropriate, the District may provide to persons with disabilities aids, benefits, or services that are separate or different from, but as effective as, those provided to others.

The District will provide auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program, or activity.

Each service, program, website, or activity operated in existing facilities shall be readily accessible to, and useable by, individuals with disabilities. New construction and alterations to facilities existing before January 26, 1992, will be accessible when viewed in their entirety.

The Superintendent or designee is designated the Title II Coordinator and shall:

1. Oversee the District’s compliance efforts, recommend necessary modifications to the School Board, and maintain the District’s final Title II self-evaluation document, update it to the extent necessary, and keep it available for public inspection for at least three years after its completion date.
2. Institute plans to make information regarding Title II’s protection available to any interested party.

Individuals with disabilities should notify the Superintendent or Building Principal if they have a disability that will require special assistance or services and, if so, what services are required. This notification should occur as far in advance as possible of the school-sponsored function, program, or meeting.

Individuals with disabilities may allege a violation of this policy or federal law by reporting it to the Superintendent or designated Title II Coordinator, or by filing a grievance under the Uniform Grievance Procedure.

LEGAL REF.: Americans with Disabilities Act, 42 U.S.C. §§12101 et seq. and 12131 et seq.; 28 C.F.R. Part 35.
 Rehabilitation Act of 1973 §104, 29 U.S.C. §794 (2006).
 105 ILCS 5/10-20.51.
 410 ILCS 25/, Environmental Barriers Act.
 71 Ill.Admin.Code Part 400, Illinois Accessibility Code.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:150 (Facility Management and Expansion Programs)

ADOPTED:

Community Relations

Gifts to the District

*The School Board appreciates gifts from any education foundation, other entities, or individuals. All gifts must adhere to each of the following:

1. Be accepted by the Board or, if less than \$500.00 in value, the Superintendent or designee. Individuals should obtain a pre-acceptance commitment before identifying the District, any school, or school program or activity as a beneficiary in any fundraising attempt, including without limitation, any Internet fundraising attempt.
2. Be given without a stated purpose or with a purpose deemed by the party with authority to accept the gift to be compatible with the Board's educational objectives and policies.
3. Be consistent with the District's mandate to provide equal educational and extracurricular opportunities to all students in the District as provided in Board policy 7:10, *Equal Educational Opportunities*. State and federal laws require the District to provide equal treatment for members of both sexes to educational programming, extracurricular activities, and athletics. This includes the distribution of athletic benefits and opportunities.
4. Permit the District to maintain resource equity among its learning centers.
5. Be viewpoint neutral. The Superintendent or designee shall manage a process for the review and approval of donations involving the incorporation of messages into or placing messages upon school property.
6. Comply with all laws applicable to the District including, without limitation, the Americans with Disabilities Act, the Prevailing Wage Act, the Health/Life Safety Code for Public Schools, and all applicable procurement and bidding requirements.

The District will provide equal treatment to all individuals and entities seeking to donate money or a gift. Upon acceptance, all gifts become the District's property. The acceptance of a gift is not an endorsement by the Board, District, or school of any product, service, activity, or program. The method of recognition is determined by the party accepting the gift.

LEGAL REF.: 20 U.S.C. §1681 *et seq.*, Title IX of the Education Amendments implemented by 34 C.F.R. Part 106.
105 ILCS 5/16-1.
23 Ill.Admin.Code §200.40.

CROSS REF.: 4:60 (Purchases and Contracts), 4:150 (Facility Management and Building Programs), 6:10 (Educational Philosophy and Objectives), 6:210 (Instructional Materials), 7:10 (Equal Educational Opportunities)

ADOPTED:

Community Relations

Parent Organizations and Booster Clubs

Parent organizations and booster clubs are invaluable resources to the District's schools. While parent organizations and booster clubs have no administrative authority and cannot determine District policy, the School Board welcomes their suggestions and assistance.

Parent organizations and booster clubs may be recognized by the Board and permitted to use the District's name, a District school's name, or a District school's team name, or any logo attributable to the District provided they first receive the Superintendent or designee's express written consent. Consent to use one of the above-mentioned names or logos will generally be granted if the organization or club has by-laws containing the following:

1. The organization's or club's name and purpose, such as, to enhance students' educational experiences, to help meet educational needs of students, to provide extra athletic benefits to students, to assist specific sports teams or academic clubs through financial support, or to enrich extracurricular activities.
2. The rules and procedures under which it operates.
3. An agreement to adhere to all Board policies and administrative procedures.
4. A statement that membership is open and unrestricted, meaning that membership is open to all parent(s)/guardian(s) of students enrolled in the school, District staff, and community members.
5. A statement that the District is not, and will not be, responsible for the organization's or club's business or the conduct of its members.
6. An agreement to maintain and protect its own finances.
7. A recognition that money given to a school cannot be earmarked for any particular expense. Booster clubs may make recommendations, but cash or other valuable consideration must be given to the District to use at its discretion. The Board's legal obligation to comply with Title IX by providing equal athletic opportunity for members of both genders will supersede an organization or club's recommendation.


Permission to use one of the above-mentioned names or logos may be rescinded at any time and does not constitute permission to act as the District's representative. At no time does the District accept responsibility for the actions of any parent organization or booster club regardless of whether it was recognized and/or permitted to use any of the above-mentioned names or logos. The Superintendent shall designate an administrative staff member to serve as the recognized liaison to parent organizations or booster clubs. The liaison will serve as a resource person and provide information about school programs, resources, policies, problems, concerns, and emerging issues. Building staff will be encouraged to participate in the organizations.

CROSS REF.: 8:80 (Gifts to the District)

ADOPTED:

Community Relations

Parental Involvement

In order to assure collaborative relationships between students' families and the District, and to enable parents/guardians to become active partners in their children's education, the Superintendent shall 

1. Keep parents/guardians thoroughly informed about their child's school and education.
2. Encourage parents/guardians to be involved in their child's school and education.
3. Establish effective two-way communication between parents/guardians and the District.
4. Seek input from parents/guardians on significant school-related issues.
5. Inform parents/guardians on how they can assist their children's learning.

The Superintendent shall periodically report to the School Board on the implementation of this policy.

CROSS REF.: 6:170 (Title I Programs), 6:250 (Community Resource Persons and Volunteers), 8:10 (Connection with the Community), 8:90 (Parent Organizations and Booster Clubs)

ADOPTED:

Community Relations

Relations with Other Organizations and Agencies

The District shall cooperate with other organizations and agencies, including but not limited to:

- County Health Department
- Law enforcement agencies
- Fire authorities
- Planning authorities
- Zoning authorities
- Illinois Emergency Management Agency (IEMA), local organizations for civil defense, and other appropriate disaster relief organizations concerned with civil defense
- Other school districts

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 4:170 (Safety), 5:90 (Abused and Neglected Child Reporting), 7:150 (Agency and Police Interviews)

ADOPTED:

Community Relations

Public Suggestions and Concerns

The School Board is interested in receiving suggestions and concerns from members of the community. Any individual may make a suggestion or express a concern at any District or School office. All suggestions and/or concerns will be referred to the appropriate level staff member or District administrator who is most able to respond in a timely manner. Each concern or suggestion shall be considered on its merit.

An individual who is not satisfied may file a grievance under Board policy 2:260, *Uniform Grievance Procedure*. The Board encourages, but does not require, individuals to follow the channels of authority prior to filing a grievance. Neither this policy nor the *Uniform Grievance Procedure* create an independent right to a hearing before the Board.

CROSS REF.: 2:140 (Communications To and From the Board), 2:230 (Public Participation at School Board Meetings and Petitions to the Board), 2:260 (Uniform Grievance Procedure), 3:30 (Chain of Command), 6:260 (Complaints About Curriculum, Instructional Materials and Programs), 8:10 (Connection with the Community)

ADOPTED:

Compare Results

Old File:

Draft Manual 1.16.20 No Wtrmrk.pdf

390 pages (1.74 MB)

5/6/2020 10:25:41 AM

versus

New File:

Pending Adoption manual 4.8.2020 No WtrMrk.pdf

390 pages (2.87 MB)

5/6/2020 10:12:29 AM

Total Changes

599

Text only comparison

Content

436 Replacements

102 Insertions

61 Deletions

Styling and Annotations

0 Styling

0 Annotations

[Go to First Change \(page 1\)](#)

Board Policy Manual

Minooka Community High School District #111 Grundy County

Edits to be incorporated into the final manual must be provided to the IASB Policy Consultant in a form that clearly shows the edits directed by the Board, e.g., by writing or printing on the hard copy of the draft. Most edits will be provided verbally by the Board at a policy committee or Board meeting. Edits may also be provided by phone, facsimile or email.

The draft manual is being provided in PDF format for use under the following conditions:

1. It **may** be distributed to the Board and appropriate district staff for reading only.
2. It **may** be posted on the district website for public view during the adoption process.
3. It **should not** be altered in any way.

This manual may be changed at any time at the sole discretion of the Board and/or the Superintendent, whichever has appropriate jurisdiction, subject only to mandatory collective bargaining requirements.

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MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
SCHOOL BOARD POLICY MANUAL
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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

School District Organization

School District Legal Status

The Illinois Constitution requires the State to provide for an efficient system of high-quality public educational institutions and services in order to achieve the educational development of all persons to the limits of their capabilities.

The General Assembly has implemented this mandate through the creation of school districts. The District is governed by the laws for school districts serving a resident population of not fewer than 1,000 and not more than 500,000.

The School Board constitutes a body corporate that possesses all the usual powers of a corporation for public purposes, and in that name may sue and be sued, purchase, hold and sell personal property and real estate, and enter into such obligations as are authorized by law.

LEGAL REF.: Ill. Constitution, Art. X, Sec. 1.
 105 ILCS 5/10-1 et seq.

CROSS REF.: 2:10 (School District Governance), 2:20 (Powers and Duties of the School Board;
 Indemnification)

ADOPTED:

School District Organization

District Organization, Operations, and Cooperative Agreements

The District is organized and operates as a High School District serving the educational needs of children in grades 9 through 12 and others as required by the School Code.

The District enters into and participates in joint programs and intergovernmental agreements with units of local government and other school districts in order to jointly provide services and activities in a manner that will increase flexibility, scope of service opportunities, cost reductions, and/or otherwise benefit the District and the community. The Superintendent shall manage these activities to the extent the program or agreement requires the District's participation, and shall provide periodic implementation or operational data and/or reports to the School Board concerning these programs and agreements. The District participates in the following joint programs and intergovernmental agreements:

- Grundy Area Vocational Center
- Grundy County Special Education Cooperative
- Three Rivers Education For Employment System
- JJC
- Village of Channahon
- Village of Minooka
- Grundy County Sheriff

LEGAL REF.: Ill. Constitution, Art. VII, Sec. 10.
5 ILCS 220/1 et seq.

ADOPTED:

School District Organization

School District Philosophy

Mission – Why We Exist

- Strengthen Mastery
- Collaboration
- High Expectations
- Success for All Students

Values – What We Stand For

- Continuous Improvement
- Collaboration
- High Expectations
- Integrity
- Resilience
- Respect
- Responsibility
- Service

Vision – Where We are Headed

MCHS students are success-ready when they:

- Think critically and demonstrate mastery of academic learning expectations.
- Solve problems collaboratively.
- Demonstrate a growth mindset through strong effort and continuous improvement.
- Embrace individual differences.
- Have the interpersonal skills and confidence to be successful in the workplace.
- Explore college, career and other post-high school opportunities.

CROSS REF: 2:10 (School District Governance), 3:10 (Goals and Objectives), 6:10 (Educational Philosophy and Objectives)

ADOPTED:

MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
SCHOOL BOARD POLICY MANUAL
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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

School Board

School District Governance

The District is governed by a School Board consisting of seven members. The Board's powers and duties include the authority to adopt, enforce, and monitor all policies for the management and governance of the District's schools.

Official action by the Board may only occur at a duly called and legally conducted meeting at which a quorum is physically present.

As stated in the Board member oath of office prescribed by the School Code, a Board member has no legal authority as an individual.

LEGAL REF.: 5 ILCS 120/1.02.
105 ILCS 5/10-1, 5/10-10, 5/10-12, 5/10-16.5, 5/10-16.7, and 5/10-20.5.

CROSS REF.: 1:10 (School District Legal Status), 2:20 (Powers and Duties of the School Board; Indemnification), 2:80 (Board Member Oath and Conduct), 2:120 (Board Member Development), 2:200 (Types of School Board Meetings), 2:220 (School Board Meeting Procedure)

ADOPTED:

School Board

Powers and Duties of the School Board; Indemnification

The major powers and duties of the School Board include, but are not limited to:

1. Organizing the Board after each consolidated election by electing officers and establishing its regular meeting schedule and, thereafter, taking action during lawfully called meetings to faithfully fulfill the Board's responsibilities in accordance with State and federal law.
2. Formulating, adopting, and modifying Board policies, at its sole discretion, subject only to mandatory collective bargaining agreements and State and federal law.
3. Employing a Superintendent and other personnel, making employment decisions, dismissing personnel, including determining whether an employee has willfully or negligently failed to report an instance of suspected child abuse or neglect as required by 325 ILCS 5/, and establishing an equal employment opportunity policy that prohibits unlawful discrimination.
4. Directing, through policy, the Superintendent, in his or her charge of the District's administration.
5. Approving the annual budget, tax levies, major expenditures, payment of obligations, annual audit, and other aspects of the District's financial operation; and making available a statement of financial affairs as provided in State law.
6. Entering contracts using the public bidding procedure when required.
7. Providing, constructing, controlling, and maintaining adequate physical facilities; making school buildings available for use as civil defense shelters; and establishing a resource conservation policy.
8. Establishing an equal educational opportunities policy that prohibits unlawful discrimination.
9. Approving the curriculum, textbooks, and educational services.
10. Evaluating the educational program and approving School Improvement and District Improvement Plans.
11. Presenting the District report card and School report card(s) to parents/guardians and the community; these documents report District, School and student performance.
12. Establishing and supporting student behavior policies designed to maintain an environment conducive to learning, including deciding individual student suspension or expulsion cases brought before it.
13. Establishing attendance units within the District and assigning students to the schools.
14. Establishing the school year.
15. Requiring a moment of silence to recognize veterans during any type of school event held at a District school on November 11.
16. Providing student transportation services pursuant to State law.
17. Entering into joint agreements with other boards to establish cooperative educational programs or provide educational facilities.

18. Complying with requirements in the Abused and Neglected Child Reporting Act (ANCRA). Specifically, each individual Board member must, if an allegation is raised to the member during an open or closed Board meeting that a student is an abused child as defined in ANCRA, direct or cause the Board to direct the Superintendent or other equivalent school administrator to comply with ANCRA's requirements concerning the reporting of child abuse.
19. Communicating the schools' activities and operations to the community and representing the needs and desires of the community in educational matters.

Indemnification

To the extent allowed by law, the Board shall defend, indemnify, and hold harmless School Board members, employees, volunteer personnel (pursuant to 105 ILCS 5/10-22.34, 10-22.34a and 10-22.34b), mentors of certified staff (pursuant to 105 ILCS 5/2-3.53a, 2-3.53b, and 105 ILCS 5/21A-5 et seq.), and student teachers who, in the course of discharging their official duties imposed or authorized by law, are sued as parties in a legal proceeding. Nothing herein, however, shall be construed as obligating the Board to defend, indemnify, or hold harmless any person who engages in criminal activity, official misconduct, fraud, intentional or willful and wanton misconduct, or acts beyond the authority properly vested in the individual.

LEGAL REF.: 105 ILCS 5/10, 5/17-1, and 5/27-1.
 115 ILCS 5/, Ill. Educational Labor Relations Act.
 325 ILCS 5/, Abused and Neglected Child Reporting Act.

CROSS REF.: 1:10 (School District Legal Status), 1:20 (District Organization, Operations, and Cooperative Agreements), 2:10 (School District Governance), 2:80 (Board Member Oath and Conduct), 2:140 (Communications To and From the Board), 2:210 (Organizational School Board Meeting), 2:240 (Board Policy Development), 4:60 (Purchases and Contracts), 4:70 (Resource Conservation), 4:100 (Insurance Management), 4:110 (Transportation), 4:150 (Facility Management and Building Programs), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:90 (Abused and Neglected Child Reporting), 6:10 (Educational Philosophy and Objectives), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 7:10 (Equal Educational Opportunities), 7:30 (Student Assignment and Intra-District Transfer), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 8:10 (Connection with the Community), 8:30 (Visitors to and Conduct on School Property)

ADOPTED:

School Board

School District Elections

School District elections are non-partisan, governed by the general election laws of the State, and include the election of School Board members, various public policy propositions, and advisory questions. Board members are elected at the consolidated election held on the first Tuesday in April in odd-numbered years. If, however, that date conflicts with the celebration of Passover, the consolidated election is postponed to the first Tuesday following the last day of Passover. The canvass of votes is conducted by the election authority within 21 days after the election.

The Board, by proper resolution, may cause to be placed on the ballot: (a) public policy referendum according to Article 28 of the Election Code, or (b) advisory questions of public policy according to Section 9-1.5 of the School Code.

The Board Secretary serves as the local election official. He or she receives petitions for the submission of a public question to referenda and forwards them to the proper election officer.

LEGAL REF.: 10 ILCS 5/1-3, 5/2A, 5/10-9, 5/22-17, 5/22-18, and 5/28.
105 ILCS 5/9 and 5/9-1.5.

CROSS REF.: 2:40 (Board Member Qualifications), 2:50 (Board Member Term of Office),
2:210 (Organizational School Board Meeting)

ADOPTED:

School Board

Board Member Qualifications

A School Board member must be, on the date of election or appointment, a United States citizen, at least 18 years of age, a resident of Illinois and the District for at least one year immediately preceding the election, and a registered voter.

Thirty percent (30%) or more of the taxable property of this high school district is located in the unincorporated territory of the district; therefore, at least two board members shall be residents of the unincorporated territory.

Reasons making an individual ineligible for Board membership include holding an incompatible office and certain types of State or federal employment. A child sex offender, as defined in State law, is ineligible for School Board membership.

LEGAL REF.: Ill. Constitution, Art. II, §1; Art. IV, §2(e); Art. VI, §13(b).
105 ILCS 5/10-3 and 5/10-10.

CROSS REF.: 2:30 (School Board Elections), 2:70 (Vacancies on the School Board - Filling Vacancies)

ADOPTED:

School Board

Board Member Term of Office

The term of office for a School Board member begins immediately after both of the following occur:

1. The election authority canvasses the votes and declares the winner(s); this occurs within 21 days after the consolidated election held on the first Tuesday in April in odd-numbered years.
2. The successful candidate takes the oath of office as provided in Board policy 2:80, *Board Member Oath and Conduct*.

The term ends 4 years later when the successor assumes office.

LEGAL REF.: 10 ILCS 5/2A-1.1, 5/22-17, and 5/22-18.
105 ILCS 5/10-10, 5/10-16, and 5/10-16.5.

CROSS REF.: 2:30 (School District Elections), 2:80 (Board Member Oath and Conduct), 2:210 (Organizational School Board Meeting)

ADOPTED:

School Board

Board Member Removal from Office

If a majority of the School Board determines that a Board member has willfully failed to perform his or her official duties, it may request the Regional Superintendent to remove such member from office.

LEGAL REF.: 105 ILCS 5/3-15.5.

CROSS REF.: 2:70 (Vacancies on the School Board - Filling Vacancies)

ADOPTED:

School Board

Vacancies on the School Board - Filling Vacancies

Vacancy

Elective office of a School Board member becomes vacant before the term's expiration when any of the following occurs:

1. Death of the incumbent,
2. Resignation in writing filed with the Secretary of the Board,
3. Legal disability,
4. Conviction of a felony, bribery, perjury, or other infamous crime or of any offense involving a violation of official oath or of a violent crime against a child,
5. Removal from office,
6. The decision of a competent tribunal declaring his or her election void,
7. Ceasing to be an inhabitant of the District or a particular area from which he or she was elected, if the residential requirements contained in the School Code are violated,
8. An illegal conflict of interest, or
9. Acceptance of a second public office that is incompatible with Board membership.

Filling Vacancies

Whenever a vacancy occurs, the remaining members shall notify the Regional Superintendent of Schools of that vacancy within five days after its occurrence and shall fill the vacancy until the next regular board election, at which election a successor shall be elected to serve the remainder of the unexpired term. However, if the vacancy occurs with less than 868 days remaining in the term or less than 88 days before the next regularly scheduled election, the person so appointed shall serve the remainder of the unexpired term, and no election to fill the vacancy shall be held. Members appointed by the remaining members of the Board to fill vacancies shall meet any residential requirements as specified in the School Code. The Board shall fill the vacancy within 60 days after it occurred by a public vote at a meeting of the Board.

Immediately following a vacancy on the Board, the Board will publicize it and accept **letters of interest** from District residents who are interested in filling the vacancy. After reviewing the applications, the Board may invite the prospective candidates for personal interviews to be conducted during duly scheduled closed meetings.

LEGAL REF.: 105 ILCS 5/10-10 and 5/10-11.

CROSS REF.: 2:40 (Board Member Qualifications), 2:60 (Board Member Removal from Office), 2:120 (Board Member Development)

ADOPTED:

School Board

Exhibit - Checklist for Filling Board Vacancies by Appointment

The School Board fills a vacancy by either appointment or election. The Board uses this checklist for guidance when it must fill a vacancy by appointment. Some items contain guidelines along with explanations. For more information, see *Vacancies on the Board of Education*, published by a committee of the Ill. Council of School Attorneys, and available at: www.iasb.com/law/vacancies.cfm.

- Confirm that the Board must fill the vacancy by appointment.**

Guidelines	Explanation
Review Board policy 2:70, <i>Vacancies on the School Board - Filling Vacancies</i> , to determine if a vacancy on the Board occurred and, if so, whether the successor will be selected by election or Board appointment.	Filling a vacancy by Board appointment or election depends upon when the vacancy occurred. If a vacancy occurs with less than: (1) 868 days remaining in the term of office, or (2) 88 days before the next regularly scheduled election for the vacant office, no election to fill the vacancy is held and the appointee serves the remainder of the term. At all other times, an appointee serves until the next regular school election, at which election a successor is elected to serve the remainder of the unexpired term. See 105 ILCS 5/10-10.
In the event a seat on the board goes unfilled at an election, consult the Board Attorney to determine (1) how long the seat can be <i>held over</i> by the incumbent member, and (2) the process by which the Board will fill the seat.	The School Code partially addresses the concept of a <i>holdover seat</i> ; it states “no elective office...becomes vacant until the successor of the incumbent of such office has been appointed or elected, as the case may be, and qualified.” 105 ILCS 5/10-11.

- Notify the Regional Superintendent of the vacancy within five days of its occurrence (105 ILCS 5/10-10).**

- Develop a list of qualifications for appointment of a person to fill the vacancy.**

Guidelines	Explanation
At a minimum, a candidate must meet the following qualifications: <ul style="list-style-type: none"> ● Be a United States citizen ● Be at least 18 years of age ● Be a resident of Illinois and the District for at least one year immediately preceding the appointment ● Be a registered voter ● Not be a child sex offender 	While the School Code does not expressly set forth eligibility requirements for appointment to a Board vacancy, the Board may want to use the qualifications for elected Board members listed in 105 ILCS 5/10-3 and 5/10-10. For guidance discussing other qualifications that the Board may want to consider, see IASB’s <i>Recruiting School Board Candidates</i> , available at: www.iasb.com/training/recruiting.cfm

Guidelines	Explanation
<ul style="list-style-type: none"> ● Not hold another incompatible public office ● Not have a prohibited interest in any contract with the District ● Not be a school trustee ● Not hold certain types of prohibited State or federal employment 	<p>For guidance regarding conflict of interest and incompatible offices, see Conflict of Interest and Incompatible Offices FAQ (ICSA).</p>
<p>When additional qualifications apply, the following items may be included in the Board’s list of qualifications:</p> <ul style="list-style-type: none"> ● Meet all qualifications based upon the distribution of population among congressional townships in the district. ● Meet all qualifications based upon the distribution of population among incorporated and unincorporated areas. 	<p>Board members of some community unit school districts may be subject to historical residential qualifications based on the distribution of population among congressional townships in the district or between the district’s incorporated and unincorporated areas. 105 ILCS 5/10-11.</p> <p>Note: If a vacancy for an area of residence remains unfilled, a board must submit a proposition at the next general election for the election of a board member at large. 105 ILCS 5/10-10.5(c), added by P.A. 100-800.</p>

Decide who will receive completed vacancy applications.

Guidelines	Explanation
<p>The Board President will accept letters of interest.</p> <p>The Board will discuss, at an open meeting, its process to review the applications and who will contact applicants for an interview.</p>	<p>Who accepts vacancy applications is at the Board’s sole discretion. According to 2:110, <i>Qualifications, Term, and Duties of Board Officers</i>, the Board President is a logical officer to accept the applications, but this task may be delegated to the Secretary or Superintendent’s secretary if the Board determines that it is more convenient. Who accepts the letters of interest must be decided prior to posting the vacancy announcement.</p>

Create the Board member vacancy announcement.

Announcement	Explanation
<p>School District _____ Board Member Vacancy</p> <p>The School District is accepting letters of interest to fill the vacancy resulting from [<i>reason for vacancy</i>] of [<i>former Board member’s name</i>].</p> <p>The individual selected will serve on the School Board from the date of appointment to [<i>date</i>].</p>	<p>The contents of a vacancy announcement, how it is announced, and where it is posted are at the Board’s sole discretion.</p> <p>The Board may want to announce the vacancy and its intent to fill it by appointment during an open meeting. The announcement may be posted on the District’s website and in the local newspaper(s).</p> <p>The length of the appointment depends upon when during the term of office the vacancy occurred. See 105 ILCS 5/10-10 and Board policy 2:70, <i>Vacancies on the School Board - Filling Vacancies</i>, to determine the length of the appointment.</p>

Announcement	Explanation
The School District [<i>School District's philosophy or mission statement</i>].	See Board policy 1:30, <i>School District Philosophy</i> , for the District's mission statement that is specific to the community's goals.
Applicants for the Board vacancy must be: [<i>Board's list of qualifications</i>].	See checklist item titled <i>Develop a list of qualifications for appointment of a person to fill the vacancy</i> above.
<p>Applicants should show familiarity with the Board's policies regarding general duties and responsibilities of a Board and a Board member, including fiduciary responsibilities, conflict of interest, ethics and gift ban. The Board's policies are available at [<i>locations</i>].</p> <p>Applications may be obtained at [<i>location and address and/or website</i>] beginning on [<i>date and time</i>].</p> <p>Completed applications may be turned in by [<i>time and date</i>] to [<i>name and title of person receiving applications</i>].</p>	<p>Listing this along with the Board's list of qualifications assists candidates in understanding a Board member's duties and responsibilities and may facilitate a better conversation during the interview process. See Board policies: 2:20, <i>Powers and Duties of the School Board</i>; <i>Indemnification</i>; 2:80, <i>Board Member Oath and Conduct</i>; 2:100, <i>Board Member Conflict of Interest</i>; 2:105 <i>Ethics and Gift Ban</i>; and 2:120, <i>Board Member Development</i>.</p> <p>See action item titled <i>Decide who will receive completed vacancy applications</i> above.</p>

- Publicize the vacancy announcement by placing it on the District's website, announcing it at a meeting, and/or advertising it in the local newspaper(s).**
- Accept and review applications from prospective candidates (see *Decide who will receive completed vacancy applications* above).**
- Contact appropriate applicants for interviews (see *Decide who will receive completed vacancy applications* above).**
- Develop interview questions.**

Interview Questions	Explanation
<p>Why do you want to be a Board member?</p> <p>What specific skills would you bring to the Board?</p> <p>Please give specific examples of your ability in interpersonal relationships and teamwork.</p> <p>What do you see as the role of a Board member?</p> <p>What have you done to prepare</p>	<p>Interview questions are at the Board's sole discretion. This list is not exhaustive, but it may help the Board tailor its questions toward finding a candidate who will approach Board membership with a clear understanding of its demands and expectations along with a constructive attitude toward the challenge. The Board may also want to consider allowing an equal amount of time for each interview.</p> <p>See IASB's <i>Recruiting School Board Candidates</i>, available at: www.iasb.com/training/recruiting.cfm</p> <p>A prospective candidate to fill a vacancy may raise</p>

Interview Questions	Explanation
<p>yourself for the challenges of being a Board member?</p> <p>Please describe your previous community or non-profit experiences.</p> <p>What areas in the district would you like to see the Board strengthen?</p> <p>What is your availability to meet the time, training commitments, and other responsibilities required for Board membership?</p> <p>Describe what legacy you would like to leave behind.</p>	<p>other specific issues that the Board will want to cover during an interview.</p>

- Conduct interviews with candidates (interviews may occur in closed session pursuant to 5 ILCS 120/2(c)(3)).**

Interview Plan	Explanation
<p>In each interview, the Board President will:</p> <p>Introduce Board members to the candidate at the beginning of the interview.</p> <p>Describe the Board’s interview process, selection process, and ask the candidate if he or she has questions about the Board’s process for filling a vacancy by appointment.</p> <p>Describe the District’s philosophy or mission statement.</p> <p>Describe the vacancy for the candidate by reviewing the: (1) qualifications, and (2) general duties and responsibilities of the Board and the Board members, including fiduciary responsibilities, conflict of interest, ethics and gift ban, and general Board member development.</p> <p>Begin asking the interview questions that the Board developed.</p> <p>Ask the candidate whether he or she has any questions for the Board.</p> <p>Thank the candidate and inform the candidate when the Board expects to make a decision and how the</p>	<p>The Board President will lead the Board as it interviews prospective candidates. See Board policy 2:110, <i>Qualifications, Term, and Duties of Board Officers</i>. The president presides at all meetings. 105 ILCS 5/10-13.</p> <p>The Board may also want to consider allowing an equal amount of time for each interview.</p>

Interview Plan	Explanation
candidate will be contacted regarding the Board's decision.	

- Fill vacancy by a vote during an open meeting of the Board before the 90 day (105 ILCS 5/10-10, amended by P.A. 101-67, eff. 1-1-20).**
- Assist the appointed Board member in filing his or her statement of economic interest (5 ILCS 420/4A-105(c)).**
- Announce the appointment to District staff and community.**

Announcement	Explanation
<p>The Board appointed [<i>appointee's name</i>] to fill the vacancy on the Board.</p> <p>The appointment will be from [<i>date</i>] to [<i>date</i>].</p> <p>The Board previously established qualifications for the appointee in a careful and thoughtful manner. [<i>Appointee's name</i>] meets these qualifications and has demonstrated the willingness to accept the duties and responsibilities of a Board member. [<i>Appointee's name</i>] brings a clear understanding of the demands and expectations of being a Board member along with a constructive attitude toward the challenge.</p>	<p>The contents of the appointment announcement and length of time it is displayed are at the Board's sole discretion. The Board may want to consider announcing the appointment during its meeting and also by posting it in the same places that it posted the vacancy announcement.</p> <p>See Board policy 8:10, <i>Connection with the Community</i>.</p>

- Administer the Oath of Office and begin orientation.**

Guidelines	Explanation
See Board policy 2:80, <i>Board Member Oath and Conduct</i> .	Each individual, before taking his or her seat on the Board, must take an oath in substantially the form given in 105 ILCS 5/10-16.5.
See Board policy 2:120, <i>Board Member Development</i> , and 2:120-E1, <i>Guidelines for Serving as a Mentor to a New School Board Member</i> .	Orientation assists new Board members to learn, understand, and practice effective governance principles. See the IASB Foundational Principles of Effective Governance, available at: www.iasb.com/principles_popup.cfm .

- Inform IASB of the newly appointed Board member's name and directory information.**

DATED:

School Board

Board Member Oath and Conduct

Each School Board member, before taking his or her seat on the Board, shall take the following oath of office:

I, (name), do solemnly swear (or affirm) that I will faithfully discharge the duties of the office of member of the Board of Education of Minooka Community High School District #111, in accordance with the Constitution of the United States, the Constitution of the State of Illinois, and the laws of the State of Illinois, to the best of my ability.

I further swear (or affirm) that:

I shall respect taxpayer interests by serving as a faithful protector of the School District's assets;

I shall encourage and respect the free expression of opinion by my fellow Board members and others who seek a hearing before the Board, while respecting the privacy of students and employees;

I shall recognize that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a public Board meeting;

I shall abide by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels;

As part of the Board of Education, I shall accept the responsibility for my role in the equitable and quality education of every student in the School District;

I shall foster with the Board extensive participation of the community, formulate goals, define outcomes, and set the course for Minooka Community High School District #111;

I shall assist in establishing a structure and an environment designed to ensure all students have the opportunity to attain their maximum potential through a sound organizational framework;

I shall strive to ensure a continuous assessment of student achievement and all conditions affecting the education of our children, in compliance with State law;

I shall serve as education's key advocate on behalf of students and our community's school (or schools) to advance the vision for Minooka Community High School District #111; and

I shall strive to work together with the District Superintendent to lead the School District toward fulfilling the vision the Board has created, fostering excellence for every student in the areas of academic skills, knowledge, citizenship, and personal development.

The Board President will administer the oath in an open Board meeting; in the absence of the President, the Vice President will administer the oath. If neither is available, the Board member with the longest service on the Board will administer the oath.

The Board adopts the Illinois Association of School Boards' *Code of Conduct for Members of School Boards*. A copy of the *Code* shall be displayed in the regular Board meeting room.

LEGAL REF.: 105 ILCS 5/10-16.5.

CROSS REF.: 1:30 (School District Philosophy), 2:20 (Powers and Duties of the School Board; Indemnification), 2:50 (Board Member Term of Office), 2:100 (Board Member Conflict of Interest), 2:105 (Ethics and Gift Ban), 2:210 (Organizational School Board Meeting)

ADOPTED:

School Board

Exhibit - Board Member Code of Conduct

As a member of my local School Board, I will do my utmost to represent the public interest in education by adhering to the following standards and principles:

1. I will represent all School District constituents honestly and equally and refuse to surrender my responsibilities to special interest or partisan political groups.
2. I will avoid any conflict of interest or the appearance of impropriety which could result from my position, and will not use my Board membership for personal gain or publicity.
3. I will recognize that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a Board meeting.
4. I will take no private action that might compromise the Board or administration and will respect the confidentiality of privileged information.
5. I will abide by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels.
6. I will encourage and respect the free expression of opinion by my fellow Board members and will participate in Board discussions in an open, honest and respectful manner, honoring differences of opinion or perspective.
7. I will prepare for, attend and actively participate in School Board meetings.
8. I will be sufficiently informed about and prepared to act on the specific issues before the Board, and remain reasonably knowledgeable about local, State, national, and global education issues.
9. I will respectfully listen to those who communicate with the Board, seeking to understand their views, while recognizing my responsibility to represent the interests of the entire community.
10. I will strive for a positive working relationship with the Superintendent, respecting the Superintendent's authority to advise the Board, implement Board policy, and administer the District.
11. I will model continuous learning and work to ensure good governance by taking advantage of Board member development opportunities, such as those sponsored by my State and national school board associations, and encourage my fellow Board members to do the same.
12. I will strive to keep my Board focused on its primary work of clarifying the District purpose, direction and goals, and monitoring District performance.

DATED:

School Board

Board Member Conflict of Interest

No School Board member shall: (1) have a beneficial interest directly or indirectly in any contract, work, or business of the District unless permitted by State or federal law; or (2) solicit or accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to agreements or contracts with the District. Situations in which the interest is not substantial or the gift is an unsolicited item of nominal value must comply with State law and Board policy 2:105, *Ethics and Gift Ban*.

Board members must annually file a *Statement of Economic Interests* as required by the Illinois Governmental Ethics Act. Each Board member is responsible for filing the statement with the county clerk of the county in which the District's main office is located by May 1.

Federal and State Grant Awards

No Board member shall participate in the selection, award, or administration of a contract supported by a federal award or State award governed by the Grant Accountability and Transparency Act (GATA) (30 ILCS 708/) if he or she has a real or apparent conflict of interest. A conflict of interest arises when a Board member or any of the following individuals has a financial or other interest in the entity selected for the contract:

1. Any person that has a close personal relationship with a Board member that may compromise or impair the Board member's fairness and impartiality, including a member of the Board member's immediate family or household;
2. The Board member's business partner; or
3. An entity that employs or is about to employ the Board member or one of the individuals listed in one or two above.

LEGAL REF.: 5 ILCS 420/4A-101.5, 420/4A-105, 420/4A-106.5, and 420/4A-107.
30 ILCS 708/, Grant Accountability and Transparency Act.
50 ILCS 105/3.
105 ILCS 5/10-9.
2 C.F.R. §200.318(c)(1).

CROSS REF.: 2:105 (Ethics and Gift Ban), 4:60 (Purchases and Contracts), 5:120 (Employee Ethics; Conduct; and Conflict of Interest)

ADOPTED:

School Board

Ethics and Gift Ban

Prohibited Political Activity

The following precepts govern political activities being conducted by District employees and School Board members:

1. No employee shall intentionally perform any *political activity* during any *compensated time*, as those terms are defined herein.
2. No Board member or employee shall intentionally use any District property or resources in connection with any political activity.
3. At no time shall any Board member or employee intentionally require any other Board member or employee to perform any political activity: (a) as part of that Board member's or employee's duties, (b) as a condition of employment, or (c) during any compensated time off, such as, holidays, vacation, or personal time off.
4. No Board member or employee shall be required at any time to participate in any political activity in consideration for that Board member or employee being awarded additional compensation or any benefit, whether in the form of a salary adjustment, bonus, compensatory time off, continued employment or otherwise; nor shall any Board member or employee be awarded additional compensation or any benefit in consideration for his or her participation in any political activity.

A Board member or employee may engage in any activity that: (1) is otherwise appropriate as part of his or her official duties, or (2) is undertaken by the individual on a voluntary basis that is not prohibited by this policy.

Limitations on Receiving Gifts

Except as permitted by this policy, no Board member or employee, and no spouse of or immediate family member living with a Board member or employee shall intentionally solicit or accept any *gift* from any *prohibited source*, as those terms are defined herein, or that is otherwise prohibited by law or policy. No prohibited source shall intentionally offer or make a gift that violates this policy.

The following are exceptions to the ban on accepting gifts from a prohibited source:

1. Opportunities, benefits, and services that are available on the same conditions as for the general public.
2. Anything for which the Board member or employee, or his or her spouse or immediate family member, pays the fair market value.
3. Any: (a) contribution that is lawfully made under the Election Code, or (b) activities associated with a fundraising event in support of a political organization or candidate.
4. Educational materials and missions.
5. Travel expenses for a meeting to discuss business.
6. A gift from a relative, meaning those people related to the individual as father, mother, son, daughter, brother, sister, uncle, aunt, great aunt, great uncle, first cousin, nephew, niece, husband, wife, grandfather, grandmother, grandson, granddaughter, father-in-law, mother-in-

law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister, and including the father, mother, grandfather, or grandmother of the individual's spouse and the individual's fiancé or fiancée.

7. Anything provided by an individual on the basis of a personal friendship unless the recipient has reason to believe that, under the circumstances, the gift was provided because of the official position or employment of the recipient or his or her spouse or immediate family member and not because of the personal friendship. In determining whether a gift is provided on the basis of personal friendship, the recipient shall consider the circumstances under which the gift was offered, such as: (a) the history of the relationship between the individual giving the gift and the recipient of the gift, including any previous exchange of gifts between those individuals; (b) whether to the actual knowledge of the recipient the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift; and (c) whether to the actual knowledge of the recipient the individual who gave the gift also at the same time gave the same or similar gifts to other Board members or employees, or their spouses or immediate family members.
8. Food or refreshments not exceeding \$75 per person in value on a single calendar day; provided that the food or refreshments are: (a) consumed on the premises from which they were purchased or prepared; or (b) catered. *Catered* means food or refreshments that are purchased ready to consume, which are delivered by any means.
9. Food, refreshments, lodging, transportation, and other benefits resulting from outside business or employment activities (or outside activities that are not connected to the official duties of a Board member or employee), if the benefits have not been offered or enhanced because of the official position or employment of the Board member or employee, and are customarily provided to others in similar circumstances.
10. Intra-governmental and inter-governmental gifts. *Intra-governmental gift* means any gift given to a Board member or employee from another Board member or employee, and *inter-governmental gift* means any gift given to a Board member or employee from an officer or employee of another governmental entity.
11. Bequests, inheritances, and other transfers at death.
12. Any item or items from any one prohibited source during any calendar year having a cumulative total value of less than \$100.

Each of the listed exceptions is mutually exclusive and independent of every other.

A Board member or employee, his or her spouse or an immediate family member living with the Board member or employee, does not violate this policy if the recipient promptly takes reasonable action to return a gift from a prohibited source to its source or gives the gift or an amount equal to its value to an appropriate charity that is exempt from income taxation under 26 U.S.C. §501(c)(3).

Enforcement

The Board President and Superintendent shall seek guidance from the Board attorney concerning compliance with and enforcement of this policy and State ethics laws. The Board may, as necessary or prudent, appoint an Ethics Advisor for this task.

Written complaints alleging a violation of this policy shall be filed with the Superintendent or Board President. If attempts to correct any misunderstanding or problem do not resolve the matter, the Superintendent or Board President shall, after consulting with the Board Attorney, either place the alleged violation on a Board meeting agenda for the Board's disposition or refer the complainant to

Board policy 2:260, *Uniform Grievance Procedure*. A Board member who is related, either by blood or by marriage, up to the degree of first cousin, to the person who is the subject of the complaint, shall not participate in any decision-making capacity for the Board. If the Board finds it more likely than not that the allegations in a complaint are true, it shall notify the State's Attorney and/or consider disciplinary action for the employee.

Definitions

Unless otherwise stated, all terms used in this policy have the definitions given in the State Officials and Employees Ethics Act, 5 ILCS 430/1-5.

Political activity means:

1. Preparing for, organizing, or participating in any political meeting, political rally, political demonstration, or other political event.
2. Soliciting contributions, including but not limited to the purchase of, selling, distributing, or receiving payment for tickets for any political fundraiser, political meeting, or other political event.
3. Soliciting, planning the solicitation of, or preparing any document or report regarding anything of value intended as a campaign contribution.
4. Planning, conducting, or participating in a public opinion poll in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
5. Surveying or gathering information from potential or actual voters in an election to determine probable vote outcome in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
6. Assisting at the polls on Election Day on behalf of any political organization or candidate for elective office or for or against any referendum question.
7. Soliciting votes on behalf of a candidate for elective office or a political organization or for or against any referendum question or helping in an effort to get voters to the polls.
8. Initiating for circulation, preparing, circulating, reviewing, or filing any petition on behalf of a candidate for elective office or for or against any referendum question.
9. Making contributions on behalf of any candidate for elective office in that capacity or in connection with a campaign for elective office.
10. Preparing or reviewing responses to candidate questionnaires.
11. Distributing, preparing for distribution, or mailing campaign literature, campaign signs, or other campaign material on behalf of any candidate for elective office or for or against any referendum question.
12. Campaigning for any elective office or for or against any referendum question.
13. Managing or working on a campaign for elective office or for or against any referendum question.
14. Serving as a delegate, alternate, or proxy to a political party convention.
15. Participating in any recount or challenge to the outcome of any election.

With respect to an employee whose hours are not fixed, *compensated time* includes any period of time when the employee is on premises under the control of the District and any other time when the employee is executing his or her official duties, regardless of location.

Prohibited source means any person or entity who:

1. Is seeking official action by: (a) a Board member, or (b) an employee, or by the Board member or another employee directing that employee;
2. Does business or seeks to do business with: (a) a Board member, or (b) an employee, or with the Board member or another employee directing that employee;
3. Conducts activities regulated by: (a) a Board member, or (b) an employee or by the Board member or another employee directing that employee;
4. Has an interest that may be substantially affected by the performance or non-performance of the official duties of the Board member or employee;
5. Is registered or required to be registered with the Secretary of State under the Lobbyist Registration Act, except that an entity does not become a prohibited source merely because a registered lobbyist is one of its members or serves on its board of directors; or
6. Is an agent of, a spouse of, or an immediate family member living with a prohibited source.

Gift means any gratuity, discount, entertainment, hospitality, loan, forbearance, or other tangible or intangible item having monetary value including but not limited to, cash, food and drink, and honoraria for speaking engagements related to or attributable to government employment or the official position of a Board member or employee.

Complaints of Sexual Harassment Made Against Board Members by Elected Officials

Pursuant to the State Officials and Employees Ethics Act (5 ILCS 430/70-5), members of the Board and other elected officials are encouraged to promptly report claims of sexual harassment by a Board member. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available. If the official feels comfortable doing so, he or she should directly inform the individual that the individual's conduct or communication is offensive and must stop.

Board members and elected officials should report claims of sexual harassment against a member of the Board to the Board President or Superintendent. If the report is made to the Superintendent, the Superintendent shall promptly notify the President, or if the President is the subject of the complaint, the Vice President. Reports of sexual harassment will be confidential to the greatest extent practicable.

When a complaint of sexual harassment is made against a member of the Board by another Board member or other elected official, the Board President shall appoint a qualified outside investigator who is not a District employee or Board member to conduct an independent review of the allegations. If the allegations concern the President, or the President is a witness or otherwise conflicted, the Vice President shall make the appointment. If the allegations concern both the President and Vice President, and/or they are witnesses or otherwise conflicted, the Board Secretary shall make the appointment. The investigator shall prepare a written report and submit it to the Board.

If a Board member has engaged in sexual harassment, the matter will be addressed in accordance with the authority of the Board.

The Superintendent will post this policy on the District website and/or make this policy available in the District's administrative office.

LEGAL REF.: 5 ILCS 430/, State Officials and Employees Ethics Act.
10 ILCS 5/9-25.1, Election Interference Prohibition Act.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 2:110 (Qualifications, Term, and Duties of Board Officers), 2:260 (Uniform Grievance Procedure), 4:60 (Purchases and Contracts), 5:120 (Employee Ethics; Conduct; and Conflict of Interest)

ADOPTED:

School Board

Qualifications, Term, and Duties of Board Officers

The School Board officers are: President, Vice President, Secretary, and Treasurer. These officers are elected or appointed by the Board at its organizational meeting.

President

The Board elects a President from its members for a two-year term. The duties of the President are to:

1. Preside at all meetings;
2. Focus the Board meeting agendas on appropriate content;
3. Make all Board committee appointments, unless specifically stated otherwise;
4. Attend and observe any Board committee meeting at his or her discretion;
5. Represent the Board on other boards or agencies;
6. Sign official District documents requiring the President's signature, including Board minutes and Certificate of Tax Levy;
7. Call special meetings of the Board;
8. Serve as the *head of the public body* for purposes of the Open Meetings Act and Freedom of Information Act;
9. Ensure that a quorum of the Board is physically present at all Board meetings;
10. Administer the oath of office to new Board members;
11. Serve as or appoint the Board's official spokesperson to the media; and
12. Except when the Board President is the subject of a complaint of sexual harassment, a witness, or otherwise conflicted, appoint a qualified outside investigator to conduct an independent review of allegations of sexual harassment made against a Board member by another Board member or elected official.

The President is permitted to participate in all Board meetings in a manner equal to all other Board members, including the ability to make and second motions.

The Vice President fills a vacancy in the Presidency.

Vice President

The Board elects a Vice President from its members for a two-year term. The Vice President performs the duties of the President if:

1. The office of President is vacant;
2. The President is absent; or
3. The President is unable to perform the office's duties.

A vacancy in the Vice Presidency is filled by a special Board election.

Secretary

The Board elects a Secretary for a two-year term. The Secretary may be, but is not required to be, a Board member. The Secretary may receive reasonable compensation as determined by the Board before appointment. However, if the Secretary is a Board member, the compensation shall not exceed \$500 per year, as fixed by the Board at least 180 days before the beginning of the term. The duties of the Secretary are to:

1. Keep minutes for all Board meetings, and keep the verbatim record for all closed Board meetings;

2. Mail meeting notification and agenda to news media who have officially requested copies;
3. Keep records of the Board's official acts, and sign them, along with the President, before submitting them to the Treasurer at such times as the Treasurer may require;
4. Report to the Treasurer on or before July 7, annually, such information as the Treasurer is required to include in the Treasurer's report to the Regional Superintendent;
5. Act as the local election official for the District;
6. Arrange public inspection of the budget before adoption;
7. Publish required notices;
8. Sign official District documents requiring the Secretary's signature; and
9. Maintain Board policy and such other official documents as directed by the Board.

The Secretary may delegate some or all of these duties, except when State law prohibits the delegation. The Board appoints a secretary pro tempore, who may or may not be a Board member, if the Secretary is absent from any meeting or refuses to perform the duties of the office. A permanent vacancy in the office of Secretary is filled by special Board election.

Recording Secretary

The Board may appoint a Recording Secretary who is a staff member. The Recording Secretary shall:

1. Assist the Secretary by taking the minutes for all open Board meetings;
2. Assemble Board meeting material and provide it, along with prior meeting minutes, to Board members before the next meeting; and
3. Perform the Secretary's duties, as assigned, except when State law prohibits the delegation.

In addition, the Recording Secretary or Superintendent receives notification from Board members who desire to attend a Board meeting by video or audio means.

Treasurer

The Treasurer of the Board shall be either a member of the Board who serves a one-year term or a non-Board member who serves at the Board's pleasure. A Treasurer who is a Board member may not be compensated. A Treasurer who is not a Board member may be compensated provided it is established before the appointment. The Treasurer must:

1. Be at least 21 years old;
2. Not be a member of the County Board of School Trustees; and
3. Have a financial background or related experience, or 12 credit hours of college-level accounting.

The Treasurer shall:

1. Furnish a bond, which shall be approved by a majority of the full Board;
2. Maintain custody of school funds;
3. Maintain records of school funds and balances;
4. Prepare a monthly reconciliation report for the Superintendent and Board; and
5. Receive, hold, and expend District funds only upon the order of the Board.

A vacancy in the Treasurer's office is filled by Board appointment.

LEGAL REF.: 5 ILCS 120/7 and 420/4A-106.
105 ILCS 5/8-1, 5/8-2, 5/8-3, 5/8-6, 5/8-16, 5/8-17, 5/10-1, 5/10-5, 5/10-7, 5/10-8,
5/10-13, 5/10-13.1, 5/10-14, 5/10-16.5, and 5/17-1.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:105 (Ethics and Gift Ban), 2:150
(Committees), 2:210 (Organizational School Board Meeting), 2:220 (School
Board Meeting Procedure)

ADOPTED:

School Board

Board Member Development

The School Board desires that its individual members learn, understand, and practice effective governance principles. The Board is responsible for Board member orientation and development. Board members have an equal opportunity to attend State and national meetings designed to familiarize members with public school issues, governance, and legislation.

The Board President and/or Superintendent shall provide all Board members with information regarding pertinent education materials, publications, and notices of training or development.

Mandatory Board Member Training

Each Board member is responsible for his or her own compliance with the mandatory training laws that are described below:

1. Each Board member elected or appointed to fill a vacancy of at least one year's duration must complete at least four hours of professional development leadership training in education and labor law, financial oversight and accountability, and fiduciary responsibilities within the first year of his or her first term.
2. Each Board member must complete training on the Open Meetings Act no later than 90 days after taking the oath of office for the first time. After completing the training, each Board member must file a copy of the certificate of completion with the Board. Training on the Open Meetings Act is only required once.
3. Each Board member must complete a training program on evaluations under the Performance Evaluation Reform Act (PERA) before participating in a vote on a tenured teacher's dismissal using the optional alternative evaluation dismissal process. This dismissal process is available after the District's PERA implementation date.

The Superintendent or designee shall post on the District website the names of all Board members who have completed the professional development leadership training described in number 1, above.

Professional Development; Adverse Consequences of School Exclusion; Student Behavior

The Board President or Superintendent, or their designees, will make reasonable efforts to provide ongoing professional development to Board members about the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.

Board Self-Evaluation

The Board will conduct periodic self-evaluations with the goal of continuous improvement.

New Board Member Orientation

The orientation process for newly elected or appointed Board members includes:

1. The Board President or Superintendent, or their designees, shall give each new Board member a copy of or online access to the Board Policy Manual, the Board's regular meeting minutes for the past year, and other helpful information including material describing the District and explaining the Board's roles and responsibilities.

2. The Board President or designee shall schedule one or more special Board meetings, or schedule time during regular meetings, for Board members to become acquainted and to review Board processes and procedures.
3. The Board President may request a veteran Board member to mentor a new member.
4. All new members are encouraged to attend workshops for new members conducted by the Illinois Association of School Boards.

Candidates

The Superintendent or designee shall invite all current candidates for the office of Board member to attend: (1) Board meetings, except that this invitation shall not extend to any closed meetings, and (2) pre-election workshops for candidates.

LEGAL REF.: 5 ILCS 120/1.05 and 120/2.
105 ILCS 5/10-16a and 5/24-16.5.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:125 (Board Member Compensation; Expenses), 2:200 (Types of School Board Meetings)

ADOPTED:

School Board

Exhibit - Guidelines for Serving as a Mentor to a New School Board Member

On District letterhead

Date

Dear School Board Member:

Thank you for agreeing to serve as a mentor to a new Board member. The goal of the mentoring program is to orient a new Board member to the Board and District and to help him or her be comfortable, develop self-confidence, and become an effective leader. Follow these guidelines to maximize your mentoring effectiveness.

1. Be a good mentor by sharing your knowledge and experiences with others. Take a personal interest in helping others succeed.
2. Try to develop an informal, collegial relationship with the new Board member – explain that you are there to help. Listen respectfully to all concerns and answer questions honestly.
3. During your first contact with the new Board member, introduce yourself and explain that you will serve as his or her mentor and are looking forward to sharing information about the Board and District. If possible, meet with the individual to become acquainted. Be available as needed to provide assistance, advice, and support. The Superintendent's office will have already provided the new Board member with a web link or paper copy of the Board's policies as well as other helpful material.
4. Be prepared to introduce the new Board member at upcoming Board events until he or she becomes a familiar face.
5. Be available and maintain a helpful attitude. You will assist the new Board member in becoming an effective member of the Board and ensuring skilled and knowledgeable future leadership for the District.

Being a mentor can bring rewards to you, the new Board member, and the District. Thank you for your assistance and commitment.

Sincerely,

School Board President

DATED:

School Board

Exhibit - Website Listing of Development and Training Completed by Board Members

District webmaster: Post this template (including the explanatory paragraphs) on the District’s website and update the table as information is provided.

Each Illinois school board member who is elected or appointed to fill a vacancy of at least one year’s duration must receive *professional development leadership* training (PDLT) and *Open Meetings Act* (OMA) training. Mandatory training is also required upon *Performance Evaluation Reform Act* implementation in each school district. For additional information, see Board policy 2:120, *Board Member Development*.

The following table contains mandatory and non-mandatory training and development activities that were completed by each Board member. When the training was provided by the Illinois Association of School Boards, the acronym “IASB” follows the listed activity.

Name	Development and Training Activity and Provider	Date Completed

The Illinois Association of School Boards (IASB) is a voluntary organization of local boards of education dedicated to strengthening the Illinois public schools through local citizen control. Although not a part of State government, IASB is organized by member school boards as a private not-for-profit corporation under authority granted by Article 23 of the School Code. The vision of IASB is excellence in local school board governance supporting quality public education.

For more information regarding IASB and its programs, visit www.iasb.com.

DATED:

School Board

Board Member Compensation; Expenses

Board Member Compensation Prohibited

School Board members provide volunteer service to the community and may not receive compensation for services, except that a Board member serving as the Board Secretary may be paid an amount up to the statutory limit if the Board so provides.

Roll Call Vote

All Board member expense requests for travel, meals, and/or lodging must be approved by roll call vote at an open meeting of the Board.

Regulation of School District Expenses

The Board regulates the reimbursement of all travel, meal, and lodging expenses in the District by resolution. No later than approval of the annual budget and when necessary, the Superintendent will recommend a maximum allowable reimbursement amount for expenses to be included in the resolution. The recommended amount should be based upon the District's budget and other financial considerations.

Money shall not be advanced or reimbursed, or purchase orders issued for: (1) the expenses of any person except the Board member, (2) anyone's personal expenses, or (3) entertainment expenses. Entertainment includes, but is not limited to, shows, amusements, theaters, circuses, sporting events, or any other place of public or private entertainment or amusement, unless the entertainment is ancillary to the purpose of the program or event.

Exceeding the Maximum Allowable Reimbursement Amount(s)

All requests for expense advancements, reimbursements, and/or purchase orders that exceed the maximum allowable reimbursement amount set by the Board may only be approved by it when:

1. The Board's resolution to regulate expenses allows for such approval;
2. An emergency or other extraordinary circumstance exists; and
3. The request is approved by a roll call vote at an open Board meeting.

Advancements

The Board may advance to its members actual and necessary expenses to be incurred while attending:

1. Meetings sponsored by the Illinois State Board of Education or by the Regional Superintendent of Schools;
2. County or regional meetings and the annual meeting sponsored by any school board association complying with Article 23 of the School Code; and
3. Meetings sponsored by a national organization in the field of public school education.

Expense advancement requests must be submitted to the Superintendent or designee on the Board's standardized estimated expense approval form. After spending expense advancements, Board members must use the Board's standardized expense reimbursement form and submit to the Superintendent: (a) the itemized, signed advancement voucher that was issued, and (b) the amount of actual expenses by attaching receipts. A Board member must return to the District any portion of an

expense advancement not used. If an expense advancement is not requested, expense reimbursements may be issued by the Board to its members for the activities listed in numbers one through three, above, along with registration fees or tuition for a course(s) that allowed compliance with the mandatory trainings described in policy 2:120, *Board Member Development* and other professional development opportunities that are encouraged by the School Code (see the **Reimbursements and Purchase Orders** subhead, below). Expense advancements and vouchers shall be presented to the Board in its regular bill process.

Reimbursements and Purchase Orders

Expense reimbursement is not guaranteed and, when possible, Board members should seek pre-approval of expenses by providing an estimation of expenses on the Board's standardized estimated expense approval form, except in situations when the expense is diminutive. When pre-approval is not sought, Board members must seek reimbursement on the Board's standardized expense reimbursement form. Expense reimbursements and purchase orders shall be presented to the Board in its regular bill process.

Credit and Procurement Cards

Credit and procurement cards shall not be issued to Board members.

Standardized Expense Form(s) Required

All requests for expense advancement, reimbursement, and/or purchase orders in the District must be submitted on the appropriate itemized, signed standardized form(s). The form(s) must show the following information:

1. The amount of the estimated or actual expense, with attached receipts for actual incurred expenses.
2. The name and office of the Board member who is requesting the expense advancement or reimbursement. Receipts from group functions must include the names, offices, and job titles of all participants.
3. The date(s) of the official business on which the expense advancement or reimbursement will be or was expended.
4. The nature of the official business conducted when the expense advancement or reimbursement will be or was expended.

Types of Official Business for Expense Advancements, Reimbursements, and Purchase Orders

1. Registration. When possible, registration fees will be paid by the District in advance.
2. Travel. The least expensive method of travel will be used, providing that no hardship will be caused to the Board member. Board members will be reimbursed for:
 - a. Air travel at the coach or economy class commercial airline rate. First class or business class air travel will be reimbursed only if emergency circumstances warrant. The emergency circumstances must be explained on the expense form and Board approval of the additional expense is required. Copies of airline tickets must be attached to the expense form.
 - b. Rail or bus travel at actual cost. Rail or bus travel costs may not exceed the cost of coach airfare. Copies of tickets must be attached to the expense form to substantiate amounts.
 - c. Use of personal automobiles at the standard mileage rate approved by the Internal Revenue Service for income tax purposes. The reimbursement may not exceed the cost of

coach airfare. Mileage for use of personal automobiles in trips to and from transportation terminals will also be reimbursed. Toll charges and parking costs will be reimbursed.

- d. Automobile rental costs when the vehicle's use is warranted. The circumstances for such use must be explained on the expense form.
 - e. Taxis, airport limousines, or other local transportation costs.
3. Meals. Meals charged to the School District should represent mid-fare selections for the hotel/meeting facility or general area, consistent with the maximum allowable reimbursement amount set by the Board. Tips are included with meal charges. Expense forms must explain the meal charges incurred. Alcoholic beverages will not be reimbursed.
 4. Lodging. Board members should request conference rate or mid-fare room accommodations. A single room rate will be reimbursed. Board members should pay personal expenses at checkout. If that is impossible, deductions for the charges should be made on the expense form.
 5. Miscellaneous Expenses. Board members may seek reimbursement for other expenses incurred while attending a meeting sponsored by organizations described herein by fully describing the expenses on the expense form, attaching receipts.

LEGAL REF.: 105 ILCS 5/10-20 and 5/10-22.32.
Local Government Travel Expense Control Act, 50 ILCS 150/.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 2:120 (Board Member Development), 2:240 (Board Policy Development), 4:50 (Payment Procedures), 4:55 (Use of Credit and Procurement Cards), 5:60 (Expenses)

ADOPTED:

School Board

Exhibit - Board Member Estimated Expense Approval Form

Submit to the Superintendent, who will include this request in the monthly list of bills presented to the School Board. Use of this form is required by 2:125-E3, Resolution to Regulate Expense Reimbursements. Please print.

Name: _____

Title/Office: _____

Travel Destination: _____

Purpose: _____

Departure Date: _____

Return Date: _____

Estimated Expenses Approval Requested (50 ILCS 150/20)

Purchase Order Requested

Purchase Order #: _____

Expense Advancement Voucher Requested (105 ILCS 5/10-22.32)

Voucher Amount: _____

Estimated Expense Report										
Auto Travel Allowance: _____ per mile										
Date	Mileage		Comm. Travel Expense	Lodging	Meals			Item	Other Cost	Daily Total
	Miles	Cost			Bkfst	Lunch	Dinner			
Total										\$

Submitting Board Member's Signature

Date

Superintendent Signature

Date

School Board Action: **Approved**

Denied

Approved in Part

Exceeds Maximum Allowable Amount

DATED:

School Board

Board-Superintendent Relationship

The School Board employs and evaluates the Superintendent and holds him or her responsible for the operation of the District in accordance with Board policies and State and federal law.

The Board-Superintendent relationship is based on mutual respect for their complementary roles. The relationship requires clear communication of expectations regarding the duties and responsibilities of both the Board and Superintendent.

The Board considers the recommendations of the Superintendent as the District's Chief Executive Officer. The Board adopts policies necessary to provide general direction for the District and to encourage achievement of District goals. The Superintendent develops plans, programs, and procedures needed to implement the policies and directs the District's operations.

LEGAL REF.: 105 ILCS 5/10-16.7 and 5/10-21.4.

CROSS REF.: 3:40 (Superintendent)

ADOPTED:

School Board

Communications To and From the Board

The School Board welcomes communications from staff members, parents/guardians, students, and community members. Individuals may submit questions or communications for the School Board's consideration to the Superintendent or may use the electronic link to the Board's email address(es) posted on the District's website.

The Superintendent or designee shall ensure that the home page for the District's website contains an active electronic link to the email address(es) for the School Board.

If contacted individually, Board members will refer the person to the appropriate level of authority, except in unusual situations. Board members' questions or communications to staff or about programs will be channeled through the Superintendent's office. Board members will not take individual action that might compromise the Board or District. There is no expectation of privacy for any communication sent to the Board or its members, whether sent by letter, email, or other means.

Board Member Use of Electronic Communications

For purposes of this section, *electronic communications* includes, without limitation, electronic mail, electronic chat, instant messaging, texting, and any form of social networking. Electronic communications among a majority or more of a Board-quorum shall not be used for the purpose of discussing District business. Electronic communications among Board members shall be limited to: (1) disseminating information, and (2) messages not involving deliberation, debate, or decision-making. The following list contains examples of permissible electronic communications:

- Agenda item suggestions
- Reminders regarding meeting times, dates, and places
- Board meeting agendas or information concerning agenda items
- Individual emails to community members, subject to the other limitations in this policy

In accordance with the Open Meetings Act and the Oath of Office taken by Board members, individual Board members will not (a) reply to an email on behalf of the entire Board, or (b) engage in the discussion of District business through electronic communications with a majority of a Board-quorum.

LEGAL REF.: 5 ILCS 120/, Open Meetings Act.
50 ILCS 205/20, Local Records Act.

CROSS REF.: 2:220 (School Board Meeting Procedure), 3:30 (Chain of Command), 8:110 (Public Suggestions and Concerns)

ADOPTED:

School Board

Exhibit - Guidance for Board Member Communications, Including Email Use

The Open Meetings Act (OMA) requires the School Board to discuss District business only at a properly noticed Board meeting. 5 ILCS 120/. Other than during a Board meeting, a majority or more of a Board-quorum may not engage in contemporaneous interactive communication, whether in person or electronically, to discuss District business. This *Guidance* assumes a Board has seven members and covers issues arising from Board policy 2:140, *Communications To and From the Board*.

Communications Between or Among Board Members and/or the Superintendent Outside of a Properly Noticed Board Meeting

1. The Superintendent or designee is permitted to email information to Board members. For example, the Superintendent may email Board meeting agendas and supporting information to Board members. When responding to a single Board member's request, the Superintendent should copy all other Board members and include a *do not reply/forward* alert to the group, such as: **"BOARD MEMBER ALERT: This email is in response to a request. Do not reply or forward to the group but only to the sender."**
2. Board members are permitted to discuss any matter except District business with each other, whether in person or by telephone or email, regardless of the number of members participating in the discussion. For example, they may discuss league sports, work, or current events.
3. Board members are permitted to provide information to each other, whether in person or by telephone or email, that is non-deliberative and non-substantive. Examples of this type of communication include scheduling meetings and confirming receipt of information.
4. A Board member is not permitted to discuss District business with more than one other Board member at a time, whether in person or by telephone or email. Stated another way, a Board member may discuss District business in person or by telephone or email with only one other Board member at a time. However, a Board member should not facilitate interactive communication by discussing District business in a series of visits with, or telephone calls or emails to, Board members individually.
5. A Board member should include a *do not reply/forward* alert when emailing a message concerning District business to more than one other Board member. The following is an example of such an alert: **"BOARD MEMBER ALERT: This email is not for interactive discussion purposes. The recipient should not reply to it or forward it to any other individual."**
6. Board members should not forward email received from another Board member.

When Must the Electronic Communications Sent or Received by Individual Board Members Be Disclosed Pursuant to a Freedom of Information Act (FOIA) Request?

An electronic communication must be disclosed if it is a *public record* as defined by FOIA, unless a specific exemption applies. A public record is any recorded information "pertaining to the transaction of public business, regardless of physical form or characteristics, having been prepared by or for, or having been or being used by, received by, in the possession of, or under the control of any public body." 5 ILCS 140/2. Email sent or received by an individual Board member may be, depending on

the content and circumstances, subject to disclosure as a *public record* (unless a FOIA exemption is applicable).

If a Board member uses a District-provided device or email address to discuss public business, the email is subject to disclosure under FOIA, barring an applicable exemption. If a Board member uses a private device and email address, the communication is subject to FOIA if it satisfies this test:

First, the communication pertains to the transaction of public business, and

Second, the communication was: (1) prepared by a public body, (2) prepared for a public body, (3) used by a public body, (4) received by a public body, (5) possessed by a public body, and/or (6) controlled by a public body.

This test is from the appellate court decision in City of Champaign v. Madigan, 992 N.E.2d 629 (Ill.App.4th 2013).

The following *examples* describe FOIA's treatment of electronic communications:

1. If an electronic communication does not pertain to public business, it is not a public record and is not subject to a FOIA request.
2. An electronic communication pertaining to public business that is:
 - a. Sent and/or received by an individual Board member using a personal electronic device and personal email address while he or she is at home or work **would not be a public record**. Individual Board members, alone, cannot conduct school District business. As stated earlier, emails among a majority or more of a Board-quorum violate OMA and, thus, are subject to disclosure during proceedings to enforce OMA.
 - b. Sent and/or received by an individual Board member on a District-issued device or District-issued email address **will be a public record** and subject to FOIA. The electronic communication is under the control of the District.
 - c. Received by an individual Board member on a personal electronic device and then forwarded by the Board member to a District-owned device or server **will be a public record** and subject to FOIA. The electronic communication is under the control of the District.
 - d. Received by an individual Board member using a personal electronic device and personal email address, and then forwarded by the Board member to enough members to constitute a majority or more of a Board-quorum **will be a public record** and subject to FOIA. The electronic communication is in the District's possession.
 - e. Either sent to or from a Board member's personal electronic device during a Board meeting **will be a public record** and subject to FOIA. The electronic communication is in the District's possession because Board members were functioning collectively as a public body.

The District's Freedom of Information Officer and/or Board Attorney will help determine when a specific communication must be disclosed pursuant to a FOIA request.

When Must Electronic Communications Be Retained?

Email that qualifies under FOIA as a *public record* will need to be stored pursuant to the Local Records Act (LRA), only if it is evidence of the District's organization, function, policies, procedures, or activities or contains informational data appropriate for preservation. 50 ILCS 205/. An example is any email from a Board officer concerning a decision made in his or her capacity as an officer. If a Board member uses his or her personal email, he or she must copy this type of email to the

appropriate District office where it will be stored. If made available, Board members should use their email accounts provided by the District, and the District will automatically store the official record messages. The District will delete these official record messages as provided in an applicable, approved **retention schedule**. Of course, email pertaining to public business that is sent or received by a Board Member using a District-issued device or email address will be subject to FOIA, even if the email does not need to be retained under the LRA.

Important: Do not destroy any email concerning a topic that is being litigated without obtaining the Board attorney's direction. In federal lawsuits, there is an automatic discovery of virtually all types of electronically created or stored data that might be relevant. Attorneys will generally notify their clients at the beginning of a legal proceeding not to destroy any electronic records that might be relevant. This is referred to as a *litigation hold*. For more discussion of a litigation hold, see 2:250-AP2, *Protocols for Record Preservation and Development of Retention Schedules*. In addition, any person who knowingly with the intent to defraud any party destroys, removes, or conceals any public record commits a Class 4 felony. 50 ILCS 205/4.

DATED:

School Board

Committees

The School Board may establish committees to assist with the Board's governance function and, in some situations, to comply with State law requirements. These committees are known as Board committees and report directly to the Board. Committee members may include both Board members and non-Board members depending on the committee's purpose. The Board President makes all Board committee appointments unless specifically stated otherwise. Board committee meetings shall comply with the Open Meetings Act. A Board committee may not take final action on behalf of the Board – it may only make recommendations to the Board.

Special Board Committees

A special committee may be created for specific purposes or to investigate special issues. A special committee is automatically dissolved after presenting its final report to the Board or at the Board's discretion.

Standing Board Committees

A standing committee is created for an indefinite term although its members will fluctuate. Standing committees are:

1. Board Policy Committee. This committee researches policy issues, and provides information and recommendations to the Board.
2. Parent-Teacher Advisory Committee. This committee assists in the development of student behavior policy and procedure, and provides information and recommendations to the Board. Its members are parents/guardians and teachers, and may include persons whose expertise or experience is needed. The committee reviews such issues as administering medication in the schools, reciprocal reporting between the School District and local law enforcement agencies regarding criminal offenses committed by students, student discipline, disruptive classroom behavior, school bus safety procedures, and the dissemination of student conduct information.
3. Behavioral Interventions Committee. This committee develops and monitors procedures for using behavioral interventions in accordance with Board policy 7:230, *Misconduct by Students with Disabilities*, and provides information and recommendations to the Board. At the Board President's discretion, the Parent-Teacher Advisory Committee shall perform the duties assigned to the Behavioral Interventions Committee.

Nothing in this policy limits the authority of the Superintendent or designee to create and use committees that report to him or her or to other staff members.

LEGAL REF.: 5 ILCS 120.
105 ILCS 5/10-20.14 and 5/14-8.05.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers), 2:200 (Types of School Board Meetings), 2:240 (Board Policy Development), 7:190 (Student Behavior), 7:230 (Misconduct by Students with Disabilities)

ADOPTED:

School Board

Board Attorney

The School Board may enter into agreements for legal services with one or more attorneys or law firms to be the Board Attorney(s). The Board Attorney represents the School Board in its capacity as the governing body for the School District. The Board Attorney shall not represent another client if the representation involves a concurrent conflict of interest, unless permitted by the Ill. Rules of Professional Conduct adopted by the Ill. Supreme Court. The Board Attorney serves on a retainer or other fee arrangement as determined in advance. The Board Attorney will provide services as described in the agreement for legal services. The District will only pay for legal services that are provided in accordance with the agreement for legal services or are otherwise authorized by this policy or a majority of the Board.

The Superintendent, his or her designee, and Board President, are each authorized to confer with and/or seek the legal advice of the Board Attorney. The Board may authorize a specific member to confer with legal counsel on its behalf.

The Superintendent may authorize the Board Attorney to represent the District in any legal matter until the Board has an opportunity to consider the matter.

The Board retains the right to consult with or employ other attorneys and to terminate the service of any attorney.

LEGAL REF.: Rule 1.7 (Conflict of Interest: Current Clients) and Rule 1.13 (Organization as Client) of the Ill. Rules of Professional Conduct adopted by the Ill. Supreme Court.

CROSS REF.: 4:60 (Purchases and Contracts)

ADOPTED:

School Board

Exhibit - Checklist for Selecting a Board Attorney

The School Board selects and retains the Board Attorney(s). The Board may use this checklist for guidance when it selects and retains attorney(s) and/or law firms for legal services. This checklist is designed for the Board to use a request for proposal (RFP) process to seek outside attorneys/law firms, but it can be adapted for an application process, if the Board seeks an in-house attorney. For more information, call the IASB Office of General Counsel; see its current phone numbers at www.iasb.com/whatis/staff.cfm.

Determine what type of legal services the District needs.

1. Review Board policy 2:160, *Board Attorney*. **Note:** Critically analyze whether the District's legal needs are best served by in-house attorney(s) or outside attorney(s)/law firms. Many districts use a combination of these services. Many districts also use multiple attorney(s)/law firms for their specialties, e.g., different law firms for bond counsel, special education, or labor law. This checklist is designed for the Board to use a request for proposal (RFP) process to seek outside attorney(s)/law firms, but it can be adapted for an application process, which would better fit if the Board seeks an in-house attorney.
2. Consider the following factors to analyze the type(s) of legal services needed for the District including, but are not limited to:
 - District's size;
 - Any past and current experiences with legal matters;
 - Complexity of the District's legal needs;
 - Availability of expertise; and
 - Cost of outside fees compared to internal staff expenses for an in-house arrangement.

Develop a list of qualifications necessary for providing quality legal services to the District.

1. Review policy 4:60, Purchases and Contracts. **Note:** While State law exempts hiring an attorney from bidding requirements (105 ILCS 10-20.21(a)), the Board may want to review its procurement processes and align contracts for legal services to its non-bidding-related standards for purchases, e.g., avoiding favoritism, staying within the District's budget, etc.
2. Develop the list of qualifications. The major qualifications include, but are not limited to:
 - Licensed to practice law in Illinois and in good standing with the Illinois Attorney Registration and Disciplinary Commission (ARDC) (see checklist item *Conduct a reference check and other background investigations*, below)
 - Member of the District's assigned United States district court and the Seventh Circuit Court of Appeals
 - Substantive knowledge and experience in the legal areas matching District's needs, e.g., bidding, civil rights, collective bargaining, education reform, employment law, Freedom of Information Act, Open Meetings Act, other records laws, special education, student rights, etc. **Note:** This list of knowledge and experience must be created by the District's identified needs and may change from time to time.
 - Experience in all aspects of contract, employment, and school law

- Experience that meets the District’s needs, including litigation experience in State and federal courts
- Membership in professional associations, such as, the Illinois Council of School Attorneys (ICSA) and education law sections of bar associations, etc.
- Demonstrated knowledge of and ability to apply professional responsibility rules
- Accessibility for the District’s identified needs, e.g., evening Board meetings, phone calls, etc.
- Ability to declare that representation of the District will be to the exclusion of all other clients having potential conflicts with the District’s interests
- When additional qualifications apply, list those qualifications for providing legal services. This may include specialties such as bond counsel, etc.

Develop the RFP.

1. Insert the list of qualifications that the Board developed.
2. Include the following information:
 - The deadline for responses to be submitted
 - The location (address or email) where responses should be sent
 - A statement that the Board is soliciting proposals from qualified lawyers and law firms to provide legal services to the School District
 - Significant information about the District. See Board policy 1:30, *School District Philosophy*, for the District’s mission statement that is specific to the community’s goals.
 - The scope of work, e.g., “The Board Attorney will provide legal advice concerning *[typical duties, specific duties, excluded duties]*.”
 - Qualifications
 - Details about interviews and presentations
3. Specify what responders must include in their responses, such as the following:
 - Cover letter, complete name, address, and legal structure (if the responder is a law firm)
 - The individuals who prepared the response, including their titles
 - If different from above, the identity of and directory information for the individuals who have authority to answer questions regarding the submitted proposal
 - A proposed fee schedule, e.g., “Respondents may combine set fees and hourly fees. If hourly fees are proposed, please provide the minimum time increment for billing purposes. If a retainer agreement is proposed, please specifically describe options.”
 - A summary of the responder’s relevant experience representing public schools
 - A writing sample
 - An assurance that the responder meets the RFP’s qualifications
 - References including current or past clients

Announce the RFP.

1. Title the announcement. **Note:** How and where the RFP is announced are at the Board’s sole discretion. The Board may want to announce the RFP during an open meeting, post it on the District’s website, mail it to local law firms, and/or place it in the local newspaper(s) or other legal publications. A directory of those lawyers belonging to the Council of School Attorneys (ICSA) is on the IASB website, www.iasb.com. A printed copy is available upon request.

Inclusion in the directory does not represent an IASB endorsement. Some attorneys who practice school law do not belong to ICOSA. Other online sources, such as the Illinois State Bar Association, also maintain directories of information about attorneys. The Board may want to title the announcement “The [*Insert District’s name*] School Board Requests Proposals to Provide Legal Services.”

2. Announce that the Board seeks an attorney or law firm to serve as its Board Attorney.
3. Inform the reader that the attorney or law firm selected will serve from the date of appointment to [*date*]. The length of the appointment is at the Board’s discretion.
4. State the School District’s philosophy or mission statement.
5. Insert the RFP location and contact information with the beginning date and time.
6. Tell prospective responders that completed RFPs must be returned [*by certain time and date*] to [*name and title of person receiving applications*].

Receive and manage responses to the RFP.

1. Review policy 2:110, *Qualifications, Term, and Duties of Board Officers*. The Board President is a logical officer to accept the applications, but this task may be delegated to the Secretary or Superintendent’s secretary if the Board determines that it is more convenient. Who accepts applications is at the Board’s sole discretion and should be decided by the Board prior to posting the RFP announcement
2. The Board will discuss, at an open meeting, its process to review the applications and who will contact RFP responders for an interview.
3. The designated person will contact RFP responders for interviews.

Develop interview questions.

1. Interview questions are at the Board’s discretion.
2. A prospective attorney or law firm to fill the Board Attorney position may raise other specific issues that the Board will want to cover during an interview.
3. The following non-exhaustive list of interview questions may help the Board tailor its questions toward finding an attorney or law firm with an approach to the role of the Board Attorney that the Board desires:
 - What do you see as your role as Board Attorney?
 - How many other school districts do you currently represent?
 - What kind of legal services do you provide to your school clients? Please explain how your other experience is relevant to this position.
 - How many years of experience does your firm (or, the attorney) have? How long have you been practicing law? How long have you been representing school districts?
 - What methods will you use to ensure all members of the Board, which is your client, remain informed? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of policy 2:160, *Board Attorney*.
 - How would you manage a situation in which the Board feels strongly about its position but you believe that position is not legally supportable? The *Ill. Rules of Professional Conduct*, at www.illinoiscourts.gov/supremecourt/rules/art_viii/default_new.asp, require attorneys to represent the Board in its capacity as the governing body for the District. The responders should be discussing these rules, specifically Rule 1.7 (Conflict of Interest:

Current Clients) and Rule 1.13 (Organization as Client), among others, in their answers to this question. See also, **PRESS** policy 2:160, *Board Attorney*.

- How would you manage a situation in which the Board's interest may be or become adverse to one or more of its members? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of policy 2:160, *Board Attorney*.
- How would you manage a situation in which the Board and Superintendent are in conflict? How about a divided Board? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of policy 2:160, *Board Attorney*.
- If the Board did something that you had advised against, could you still defend the Board's action? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of policy 2:160, *Board Attorney*.
- Will you try to shape Board decisions or do you have a *whatever the Board decides philosophy*? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of policy 2:160, *Board Attorney*.
- Do you give clients specific recommendations or do you advise them of the available options and let the client decide? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of policy 2:160, *Board Attorney*.
- Do you provide your school Board clients with any updating services gratis?
- How do you keep your Board clients apprised of litigation and other legal matters you are handling for them?
- Will you be handling this business personally (i.e., will you delegate to your associates or partners)?
- Can anyone else in your firm handle our inquiries when you are unavailable?
- How do you keep current on school law?
- When do you tell your school clients to contact you regarding a matter with possible legal repercussions?
- Have you represented a school district in a matter involving the rights of disabled students? ...involving disabled employees? ... involving a student expulsion? ... involving a teacher dismissal? ... involving an employee's contract or dismissal? ... involving a building contract or bidding matter? ... Can you tell us about that case?
- How do you bill? How are you to be paid? Please explain your rates and/or fees. The subject of billing should cover whether the attorney or law firm prepares a budget for representation and its method for billing in detail, including the date and time, what work was performed, and who worked on the project, along with expenses.
- Did you bring a written agreement for legal services or a retainer agreement? If yes, please review it for us now. If not, please explain the options for a written agreement for legal services.

Develop an interview protocol. Interviews may occur in closed session pursuant to 5 ILCS 120/2(c)(1).

1. The Board President will lead the Board as it interviews responders to its RFP (see 105 ILCS 5/10-13 stating that the Board President presides at all meetings and Board policy 2:110, Qualifications, Term, and Duties of Board Officers).
2. The Board may also want to consider allowing an equal amount of time for each interview.
3. Discuss the following items with each responder during the interview:


- Introduce Board members to the responder.
- Describe the Board’s interview process, selection process, and ask the responder if he or she has questions about the Board’s process for selecting its attorney.
- Describe the District’s philosophy or mission statement.
- Describe the Board Attorney position by reviewing the RFP.
- Begin asking the interview questions. (See *Develop interview questions*, above).
- Ask the responder whether he or she has any questions for the Board.
- Thank the responder and inform him or her when the Board expects to make its decision and how the responder will be contacted regarding the Board’s decision.

Conduct a reference check and other background investigation(s).

1. The Board President may perform this check or direct the Superintendent to:
 - Check the ARDC’s master roll of attorneys as “Authorized to Practice Law.” To do this, enter the attorney’s name into the ARDC’s registration and public disciplinary records database at: www.iardc.org/lawyersearch.asp.
 - Click on the attorney’s name to review whether any disciplinary actions are pending or resolved; current and prior actions will appear at the bottom of the screen.
 - If disciplinary actions are listed, ask the attorney or law firm for more information.
2. There are other online attorney review services available. These services may be overly subjective and/or the attorney may have control over the content in these services. Always check with the ARDC.
3. Call references provided by the responder.

Enter into a written contract with the selected attorney or law firm.

1. All *agreements for legal services* should be in writing. At minimum, the agreement should provide the fee arrangement and the scope of services. *Agreements for legal services* and individual billing statements from the Board Attorney are subject to disclosure pursuant to a Freedom of Information Act request (PAC-14-002).
2. Discuss the fee arrangements with the responder and decide:
 - Whether to enter into a fee arrangement or a retainer agreement. Note: Attorneys typically bill by a pre-determined percentage of the hour, e.g., in one-tenth of an hour increments. Many districts enter into a retainer agreement for legal services that requires them to pay the attorney a pre-determined fee every month. In return, the attorney provides a pre-determined amount of legal services whenever the district needs him or her. Districts find this useful because (1) they can budget for legal expenses, (2) legal advice is available up to the pre-determined amount for lower fees, and (3) this arrangement often provides for an enhanced, long-term relationship with the attorney.
 - The appropriate scope of services.
3. Review the written contract (*Agreement for Legal Services*) for these provisions:
 - Fee arrangement.
 - Scope of services.
 - Who will be providing legal services?
 - A statement that the Board controls all legal decisions.

 A statement that the attorney and his or her law firm have no conflicts of interest or, if a conflict exists, that the Board understands the conflict and waives it.

- Board's right to terminate the services of the attorney and law firm at any time for any reason.

4. Approve the *Agreement for Legal Services* during an open Board meeting.

Announce the appointment to District staff and community.

1. The contents of the announcement and length of time it is displayed are at the Board's sole discretion.
2. The Board may want to consider announcing during an open meeting. See Board policy 8:10, *Connection with the Community*.
3. The Board may want to include the following information in its announcement:
 - The Board appointed [attorney's name or law firm name] as the Board Attorney.
 - The appointment will begin on [date] for [length of time].
 - The Board previously established qualifications for the Board Attorney in a careful and thoughtful manner. [Attorney or law firm's name] meets these qualifications and has demonstrated the willingness to accept its duties and responsibilities. [Attorney or law firm's name] brings a clear understanding of the demands and expectations of the Board Attorney position along with a constructive attitude toward the challenge.

DATED:

School Board

Procurement of Architectural, Engineering, and Land Surveying Services

The School Board selects architects, engineers, and land surveyors to provide professional services to the District on the basis of demonstrated competence and qualifications, and in accordance with State law.

LEGAL REF.: 40 U.S.C. §541.
 50 ILCS 510/, Local Government Professional Services Selection Act.
 105 ILCS 5/10-20.21.
 Shively v. Belleville Twp. High Sch. Dist. 201, 329 Ill.App.3d 1156 (5th Dist.
 2002), *appeal denied*.

ADOPTED:

School Board

Types of School Board Meetings

General

For all meetings of the School Board and its committees, the Superintendent or designee shall satisfy all notice and posting requirements contained herein as well as in the Open Meetings Act. This shall include mailing meeting notifications to news media that have officially requested them and to others as approved by the Board. Unless otherwise specified, all meetings are held in the Academic Resource Center at 301 S Wabena Ave. Board policy 2:220, *School Board Meeting Procedure*, governs meeting quorum requirements.

The Superintendent is designated on behalf of the Board and each Board committee to receive the training on compliance with the Open Meetings Act that is required by Section 1.05(a) of that Act. The Superintendent may identify other employees to receive the training. In addition, each Board member must complete a course of training on the Open Meetings Act as required by Section 1.05(b) or (c) of that Act.

Regular Meetings

The Board announces the time and place for its regular meetings at the beginning of each fiscal year. The Superintendent shall prepare and make available the calendar of regular Board meetings. The regular meeting calendar may be changed with 10 days' notice in accordance with State law.

A meeting agenda shall be posted at the District's main office and the Board's meeting room, or other location where the meeting is to be held, at least 48 hours before the meeting.

Closed Meetings

The Board and Board committees may meet in a closed meeting to consider the following subjects:

1. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with [the Open Meetings Act]. 5 ILCS 120/2(c)(1), amended by P.A. 101-459.
2. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).
3. The selection of a person to fill a public office, as defined in the Open Meetings Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance. 5 ILCS 120/2(c)(3).

4. Evidence or testimony presented in open hearing, or in closed hearing where specifically authorized by law, to a quasi-adjudicative body, as defined in the Open Meetings Act, provided that the body prepares and makes available for public inspection a written decision setting forth its determinative reasoning. 5 ILCS 120/2(c)(4).
5. The purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5 ILCS 120/2(c)(5).
6. The setting of a price for sale or lease of property owned by the public body. 5 ILCS 120/2(c)(6).
7. The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
8. Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8).
9. Student disciplinary cases. 5 ILCS 120/2(c)(9).
10. The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
11. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11).
12. The establishment of reserves or settlement of claims as provided in the Local Governmental and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced, or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the public body or any intergovernmental risk management association or self insurance pool of which the public body is a member. 5 ILCS 120/2(c)(12).
13. Self evaluation, practices and procedures or professional ethics, when meeting with a representative of a statewide association of which the public body is a member. 5 ILCS 120/2(c)(16).
14. Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21).
15. Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(29).

The Board may hold a closed meeting, or close a portion of a meeting, by a majority vote of a quorum, taken at an open meeting. The vote of each Board member present, and the reason for the closed meeting, will be publicly disclosed at the time of the meeting and clearly stated in the motion and the meeting minutes.

A single motion calling for a series of closed meetings may be adopted when such meetings will involve the same particular matters and are scheduled to be held within three months of the vote.

No final Board action will be taken at a closed meeting.

Reconvened or Rescheduled Meetings

A meeting may be rescheduled or reconvened. Public notice of a rescheduled or reconvened meeting shall be given in the same manner as that for a special meeting, except that no public notice is required when the original meeting is open to the public and: (1) is to be reconvened within 24 hours, or (2) an announcement of the time and place of the reconvened meeting was made at the original meeting and there is no change in the agenda.

Special Meetings

Special meetings may be called by the President or by any three members of the Board by giving notice thereof, in writing, stating the time, place, and purpose of the meeting to remaining Board members by mail at least 48 hours before the meeting, or by personal service at least 24 hours before the meeting.

Public notice of a special meeting is given by posting a notice at the District's main office at least 48 hours before the meeting and by notifying the news media that have filed a written request for notice. A meeting agenda shall accompany the notice.

All matters discussed by the Board at any special meeting must be related to a subject on the meeting agenda.

Emergency Meetings

Public notice of emergency meetings shall be given as soon as practical, but in any event, before the meeting to news media that have filed a written request for notice.

Posting on the District Website

In addition to the other notices specified in this policy, the Superintendent or designee shall post the following on the District website: (1) the annual schedule of regular meetings, which shall remain posted until the Board approves a new schedule of regular meetings; (2) a public notice of all Board meetings; and (3) the agenda for each meeting which shall remain posted until the meeting is concluded.

LEGAL REF.: 5 ILCS 120/, Open Meetings Act.
5 ILCS 140/, Freedom of Information Act.
105 ILCS 5/10-6 and 5/10-16.

CROSS REF.: 2:110 (Qualifications Term, and Duties of Board Officers), 2:120 (Board Member Development), 2:210 (Organizational School Board Meetings), 2:220 (School Board Meeting Procedure), 2:230 (Public Participation at School Board Meetings and Petitions to the Board), 6:235 (Access to Electronic Networks)

ADOPTED:

School Board

Organizational School Board Meeting

During a March meeting in odd-numbered years, the School Board establishes a date for its organizational meeting to be held sometime after the election authority canvasses the vote, but within 28 days after the consolidated election. The consolidated election is held on the first Tuesday in April of odd-numbered years. If, however, that date conflicts with the celebration of Passover, the consolidated election is postponed to the first Tuesday following the last day of Passover. At the organizational meeting the following shall occur:

1. Each successful candidate, before taking his or her seat on the Board, shall take the oath of office as provided in Board policy 2:80, *Board Member Oath and Conduct*.
2. The new Board members shall be seated.
3. The Board shall elect its officers, who assume office immediately upon their election.
4. The Board shall fix a time and date for its regular meetings.

LEGAL REF.: 10 ILCS 5/2A-1 et seq.
105 ILCS 5/10-5, 5/10-16, and 5/10-16.5.

CROSS REF.: 2:30 (School District Elections), 2:110 (Qualifications, Term, and Duties of Board Officers), 2:200 (Types of School Board Meetings), 2:220 (School Board Meeting Procedure), 2:230 (Public Participation at School Board Meetings and Petitions to the Board)

ADOPTED:

School Board

School Board Meeting Procedure

Agenda

The School Board President is responsible for focusing the Board meeting agendas on appropriate content. The Superintendent shall prepare agendas in consultation with the Board President. The President shall designate a portion of the agenda as a consent agenda for those items that usually do not require extensive discussion before Board action. Upon the request of any Board member, an item will be withdrawn from the consent agenda and placed on the regular agenda for independent consideration.

Each Board meeting agenda shall contain the general subject matter of any item that will be the subject of final action at the meeting. Any Board member may submit suggested agenda items to the Board President for his or her consideration for an upcoming meeting. District residents may suggest inclusions for the agenda. The Board will take final action only on items contained in the posted agenda; items not on the agenda may still be discussed.

The Superintendent shall provide a copy of the agenda, with adequate data and background information, to each Board member at least 48 hours before each meeting, except a meeting held in the event of an emergency. The meeting agenda shall be posted in accordance with Board policy 2:200, *Types of School Board Meetings*.

The Board President shall determine the order of business at regular Board meetings. Upon consent of a majority of members present, the order of business at any meeting may be changed.

Voting Method

Unless otherwise provided by law, when a vote is taken upon any measure before the Board, with a quorum being present, a majority of the votes cast shall determine its outcome. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, is counted for the purposes of determining whether a quorum is present. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, however, is not counted in determining whether a measure has been passed by the Board, unless otherwise stated in law.

On all questions involving the expenditure of money and on all questions involving the closing of a meeting to the public, a roll call vote shall be taken and entered in the Board's minutes. An individual Board member may request that a roll call vote be taken on any other matter; the President or other presiding officer may approve or deny the request but a denial is subject to being overturned by a majority vote of the members present.

Minutes

The Board Secretary shall keep written minutes of all Board meetings (whether open or closed), which shall be signed by the President and the Secretary. The minutes include:

1. The meeting's date, time, and place;
2. Board members recorded as either present or absent;
3. A summary of the discussion on all matters proposed, deliberated, or decided, and a record of any votes taken;
4. On all matters requiring a roll call vote, a record of who voted *yea* and *nay*;
5. If the meeting is adjourned to another date, the time and place of the adjourned meeting;

6. The vote of each member present when a vote is taken to hold a closed meeting or portion of a meeting, and the reason for the closed meeting with a citation to the specific exception contained in the Open Meetings Act authorizing the closed meeting;
7. A record of all motions, including individuals making and seconding motions;
8. Upon request by a Board member, a record of how he or she voted on a particular motion; and
9. The type of meeting, including any notices and, if a reconvened meeting, the original meeting's date.

The minutes shall be submitted to the Board for approval or modification at its next regularly scheduled open meeting. Minutes for open meetings must be approved within 30 days after the meeting or at the second subsequent regular meeting, whichever is later.

At least semi-annually in an open meeting, the Board: (1) reviews minutes from all closed meetings that are currently unavailable for public release, and (2) decides which, if any, no longer require confidential treatment and are available for public inspection. The Board may meet in a prior closed session to review the minutes from closed meetings that are currently unavailable for public release.

The Board's meeting minutes must be submitted to the Board Treasurer at such times as the Treasurer may require.

The official minutes are in the custody of the Board Secretary. Open meeting minutes are available for inspection during regular office hours within 10 days after the Board's approval; they may be inspected in the District's main office, in the presence of the Secretary, the Superintendent or designee, or any Board member.

Minutes from closed meetings are likewise available, but only if the Board has released them for public inspection, except that Board members may access closed session minutes not yet released for public inspection (1) in the District's administrative offices or their official storage location, and (2) in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member. The minutes, whether reviewed by members of the public or the Board, shall not be removed from the District's administrative offices or their official storage location except by vote of the Board or by court order.

The Board's open meeting minutes shall be posted on the District website within ten days after the Board approves them; the minutes will remain posted for at least 60 days.

Verbatim Record of Closed Meetings

The Superintendent, or the Board Secretary when the Superintendent is absent, shall audio record all closed meetings. If neither is present, the Board President or presiding officer shall assume this responsibility. After the closed meeting, the person making the audio recording shall label the recording with the date and store it in a secure location. The Superintendent shall ensure that: (1) an audio recording device and all necessary accompanying items are available to the Board for every closed meeting, and (2) a secure location for storing closed meeting audio recordings is maintained within the District's administrative offices or their official storage location.

After 18 months have passed since being made, the audio recording of a closed meeting is destroyed provided the Board approved: (1) its destruction, and (2) minutes of the particular closed meeting.

Individual Board members may access verbatim recordings in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member. Access to the verbatim recordings is available at the District's administrative offices or the verbatim recording's official storage location. Requests shall be made to the Superintendent or Board President. While a Board member is listening to a verbatim recording, it shall not be re-recorded or removed from the District's main office or official storage location, except by vote of the Board or by court order.

Before making such requests, Board members should consider whether such requests are germane to their responsibilities, service to District, and/or Oath of Office in policy 2:80, *Board Member Oath and Conduct*. In the interest of encouraging free and open expression by Board members during closed meetings, the recordings of closed meetings should not be used by Board members to confirm or dispute the accuracy of recollections.

Quorum and Participation by Audio or Video Means

A quorum of the Board must be physically present at all Board meetings. A majority of the full membership of the Board constitutes a quorum.

Provided a quorum is physically present, a Board member may attend a meeting by video or audio conference if he or she is prevented from physically attending because of: (1) personal illness or disability, (2) employment or District business, or (3) a family or other emergency. If a member wishes to attend a meeting by video or audio means, he or she must notify the recording secretary or Superintendent at least 24 hours before the meeting unless advance notice is impractical. The recording secretary or Superintendent will inform the Board President and make appropriate arrangements. A Board member who attends a meeting by audio or video means, as provided in this policy, may participate in all aspects of the Board meeting including voting on any item.

Rules of Order

Unless State law or Board-adopted rules apply, the Board President, as the presiding officer, will use Robert's Rules of Order, Newly Revised (11th Edition), as a guide when a question arises concerning procedure.

Broadcasting and Recording Board Meetings

Any person may record or broadcast an open Board meeting. Special requests to facilitate recording or broadcasting an open Board meeting, such as seating, writing surfaces, lighting, and access to electrical power, should be directed to the Superintendent at least 24 hours before the meeting.

Recording meetings shall not distract or disturb Board members, other meeting participants, or members of the public. The Board President may designate a location for recording equipment, may restrict the movements of individuals who are using recording equipment, or may take such other steps as are deemed necessary to preserve decorum and facilitate the meeting.

LEGAL REF.: 5 ILCS 120/2a, 120/2.02, 120/2.05, and 120/2.06.
105 ILCS 5/10-6, 5/10-7, 5/10-12, and 5/10-16.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:200 (Types of School Board Meetings), 2:150 (Committees), 2:210 (Organizational School Board Meeting), 2:230 (Public Participation at School Board Meetings and Petitions to the Board)

ADOPTED:

School Board

Exhibit - Board Treatment of Closed Meeting Verbatim Recordings and Minutes

The following procedures govern the verbatim audio recordings and minutes of School Board meetings that are closed to the public.

Actor	Action
<p><i>Before any Board meeting:</i> Superintendent or designee</p>	<p>Arranges to have an audio recording device with extra recording tapes and a back-up audio recording device in the Board meeting room during every Board meeting regardless of whether a closed meeting is scheduled.</p> <p>The Board may close a portion of a public meeting without prior notice; it cannot, however, have a closed meeting unless it can record the session.</p>
<p><i>Before a closed meeting:</i> Board President or presiding officer</p>	<p>On the closed meeting date: (1) convenes an open meeting, (2) requests a motion to adjourn into closed meeting making sure the reason for the meeting is identified in the motion, (3) takes a roll call vote, (4) asks that the minutes record the vote of each member present and the reason for the closed meeting with a citation to the specific exception contained in the Open Meetings Act (OMA) authorizing the closed meeting (5 ILCS 120/2a), and (5) adjourns the open meeting.</p>
<p><i>Before a closed meeting:</i> Superintendent or Board Secretary</p>	<p>Immediately before a closed meeting, tests and activates the audio recording device.</p>
<p><i>During a closed meeting:</i> Board President or presiding officer</p>	<p>Convenes the closed meeting stating:</p> <p>Seeing a quorum of the Board of Education gathered today, ___ date, at ___ o'clock, at ___ location, for the purpose of holding a closed meeting in order to confidentially discuss ___, I call the meeting to order. In order to record who is present, I request that each individual state his or her name and position with the District.</p> <p>Limits discussion to the topics that were included in the motion to go into a closed meeting.</p> <p>The failure to immediately call a person out-of-order who strays from the purposes included in the motion may result in an appearance of acquiescence. This responsibility to call a person out-of-order falls on each Board member in the event of the President's failure.</p> <p>Once the closed meeting is finished, announces a return to an open meeting or adjournment, and states the time.</p>

Actor	Action
<p><i>After a closed meeting:</i></p> <p>Superintendent, Recording Secretary, or Board Secretary</p>	<p>For Verbatim Recordings:</p> <p>Takes possession of the audio recording of the closed meeting and labels it with identification information, specifically the date and items discussed.</p> <p>Adds the identification information contained on the audio recording's label to a cumulative list of closed meeting recordings.</p> <p>As soon as possible, puts the recording of the closed meeting in the previously identified secure location for storing recordings of closed meetings.</p> <p>Upon request of a Board member:</p> <ol style="list-style-type: none"> 1. Provides access to the verbatim recordings minutes at a reasonable time and place without disrupting District operations; 2. Supervises the access to the closed session minutes or delegates it to one of the following individuals in the District: <ol style="list-style-type: none"> a. The Recording Secretary, b. The Superintendent or designated administrator, or c. Any elected Board member; and 3. Logs the access to the recordings in 2:220-E7, <i>Access to Closed Meeting Minutes and Verbatim Recordings</i>. <p>For Closed Meeting Minutes:</p> <p>Prepares written closed meeting minutes that include:</p> <ul style="list-style-type: none"> ● The date, time, and place of the closed meeting ● The Board members present and absent ● A summary of discussion on all matters proposed or discussed ● The time the closed meeting was adjourned <p>Upon request of a Board member:</p> <ol style="list-style-type: none"> 1. Provides access to the closed session minutes at a reasonable time and place without disrupting District operations; 2. Supervises the access to the closed session minutes or delegates it to one of the following individuals in the District: <ol style="list-style-type: none"> a. The Recording Secretary, b. The Superintendent or designated administrator, or c. Any elected Board member; and 3. Logs the access in 2:220-E7, <i>Access to Closed Meeting Minutes and Verbatim Recordings</i>.

Actor	Action
<i>After a closed meeting:</i> School Board	Approves the previous closed meeting minutes at the next open meeting.
<i>In preparation for the semi-annual review:</i> Superintendent or designee	<p>Prepares a recommendation concerning the continued need for confidential treatment of closed meeting minutes; includes this recommendation in the packet for the meeting in which the Board will conduct its semi-annual review.</p> <p>This step is in preparation of the Board’s meeting to decide whether the need for confidential treatment of specific closed meeting minutes continues to exist.</p> <p>If the Board wants to discuss closed meeting minutes in closed session, places “review of unreleased closed meeting minutes” on a closed meeting agenda.</p> <p>Places “result of Board’s review of unreleased closed meeting minutes” as an item on a subsequent open meeting agenda.</p>
<i>In preparation for the semi-annual review:</i> Individual Board members	<p>Before the meeting in which the Board will conduct its semi-annual review, examines the material supplied by the Superintendent.</p> <p>Individual Board members should consider: (1) the Superintendent’s recommendation, (2) the recommendation of the Board Attorney, (3) other Board members’ opinions, (4) the minutes themselves, and/or (5) whether the minutes would be exempted from public disclosure under the Illinois Freedom of Information Act.</p>
<i>During the semi-annual review:</i> School Board	<p>The Board decides in open session whether: (1) the need for confidentiality still exists as to all or part of closed meeting minutes, or (2) the minutes or portions thereof no longer require confidential treatment and are available for public inspection.</p> <p>The Board may have an earlier meeting in closed session to discuss the continued need for confidential treatment.</p>
<i>After the semi-annual review:</i> Superintendent or designee	Re-labels and re-files closed meeting minutes as appropriate.
<i>Monthly:</i> Board President	Adds “destruction of closed meeting audio recording” as an agenda item to an upcoming open meeting.
<i>Monthly:</i> School Board	Approves the destruction of particular closed meeting recording(s) that are at least 18 months old and for which approved minutes of the closed meeting already exist.

LEGAL REF.: 5 ILCS 120/1 et seq.

DATED:

School Board

Exhibit - Motion to Adjourn to Closed Meeting

Motion to Adjourn to Closed Meeting

Date: _____ Time: _____

Location: _____

A motion was made by _____, and seconded by _____, to adjourn to closed meeting to discuss:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor, or a volunteer of the District or against legal counsel for the District to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1), amended by P.A. 101-459.
- Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).
- The selection of a person to fill a public office, including a vacancy in a public office, when the District is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the District is given power to remove the occupant under law or ordinance. 5 ILCS 120/2(c)(3).
- Evidence or testimony presented in open hearing, or in closed hearing where authorized by law, to a quasi-adjudicative body, as defined in the Open Meetings Act, provided that the body prepares and makes available for public inspection a written decision with its determinative reasoning. 5 ILCS 120/2(c)(4).
- The purchase or lease of real property for the use of the District, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5 ILCS 120/2(c)(5).
- The setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).
- The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
- Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8).
- Student disciplinary cases. 5 ILCS 120/2(c)(9).
- The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
- Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. 5 ILCS 120/2(c)(11).
- The establishment of reserves or settlement of claims as provided in the Local Government and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced, or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the District or any intergovernmental risk management association or self insurance pool of which the District is a member. 5 ILCS 120/2(c)(12).
- Self-evaluation, practices and procedures or professional ethics, when meeting with a representative of a statewide association of which the District is a member. 5 ILCS 120/2(c)(16).
- Discussion of minutes of meetings lawfully closed, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21).
- Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(29).

Closed Meeting Roll Call:

"Yeas"	"Nays"
--------	--------

Motion: Carried Failed

DATED:

School Board

Exhibit - Closed Meeting Minutes

Closed Meeting Minutes

Items in bold are required by 5 ILCS 120/2.06(a)(1)-(3). Non-bolded items align with best practices.

Date: _____ **Time:** _____

Location: _____

Name of person(s) taking and recording the minutes: _____

Name of person presiding: _____

Members in attendance:

Members absent:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

- 1.
- 2.
- 3.

Summary of the discussion on all matters (as specified in the vote to close the meeting):

Basis for the finding that litigation is probable or imminent, if applicable (5 ILCS 120/2(c)(11)):

Time of adjournment or return to open meeting: _____

The School Board, during its semi-annual review of closed session minutes, has decided these minutes no longer need confidential treatment. 5 ILCS 120/2.06(d).

These minutes are available for public inspection as of: _____
(Date)

DATED:

School Board

Exhibit - Open Meeting Minutes ¹

Meeting Minutes Protocol

1. Meeting minutes are the permanent record of the proceedings during a School Board meeting. All Board action must be recorded in the minutes; thus, the minutes focus on Board action.
2. The minutes only include information provided at the meeting. Information may not be corrected or updated in the minutes unless it was discussed at the meeting.
3. Minutes include a summary of the Board’s discussion on an agenda topic; the minutes do not state what is said verbatim. The minutes do not repeat the same point made by different individuals. If appropriate, the minutes include a brief background and an explanation of the circumstances surrounding an issue discussed. The minutes do not include the names of members making specific points during discussion. Requests from individual Board members to include their vote or an opinion are handled according to Board policy 2:220, *School Board Meeting Procedure*.
4. The minutes include the topic of reports that are made to the Board including reports from the Superintendent or a Board committee. Written reports are filed with the minutes but do not become part of the minutes.
5. The minutes note when a member is not present for the entire meeting due to late arrival and/or early departure.
6. Although items may be considered by the Board in a different order than appeared on the agenda, items in the minutes are generally recorded in the same order as they appeared on the agenda. When a meeting is reconvened on a different date, the minutes must describe what happened on each meeting date.
7. The minutes should be recorded in an objective but positive/constructive tone. Answers and explanations, rather than questions, are recorded. Writing style, including choice of words and sentence structure, is at the discretion of the individual recording the minutes.
8. The minutes include individuals’ names who speak during the meeting’s public participation segment as well as the topics they address. All written documents presented at a Board meeting are filed with the minutes but do not become part of the minutes.
9. The following template generally governs meeting minutes.

Open Meeting Minutes

Date: _____

Time: _____

¹ Other than the required inclusions, the listed meeting protocols are at the board’s discretion. They should facilitate a discussion and common understanding concerning what the board wants recorded in its meeting minutes. The required inclusions for meeting minutes are: (5 ILCS 120/2.06)

1. The meeting’s date, time, and place;
2. Board members recorded as either physically present, remotely present, or absent;
3. A summary of the discussion on all matters proposed, deliberated, or decided, and a record of any votes taken;
4. On all matters requiring a roll call vote, a record of who voted *yea* and/or *nay*;
5. If the meeting is adjourned to another date, the time and place of the adjourned meeting; and
6. When a vote is taken to hold a closed meeting, the vote of each member and the reason for the closed meeting with a citation to the specific exception authorizing the closed meeting.

Location: _____

Type of meeting: Regular Special Reconvened or rescheduled Emergency

Name of person taking the minutes: _____

Name of person presiding: _____

Members in attendance:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

Members absent:

- 1.
- 2.
- 3.

Members in attendance remotely:

- 1.
- 2.
- 3.

Approval of Agenda

List any items removed from the consent agenda:

Motion made by: _____

Motion: To approve

To add items as follows: *(No action may be taken on new agenda items.)*

Motion seconded by: _____

Action: Passed Failed

Approval of Previous Meeting Minutes *(Needed only if this item is not on the consent agenda.)*

Minutes from the Board meeting held on: _____

Motion made by: _____

Motion: To approve

To approve subject to incorporation of the following amendment(s):

Motion seconded by: _____

Action: Passed Failed

Approval of Items on Consent Agenda *(This may include expense advancements, reimbursements, and/or purchase orders regulated by the Local Government Travel Expense Control Act (see Board policies 2:125, Board Member Compensation; Expenses, and 5:60, Expenses)*

Summary of discussion:

Motion to approve the consent agenda made by: _____

Motion seconded by: _____

Roll Call: *(Needed when consent agenda contains an item involving the expenditure of money.)*

“Yeas”

“Nays”

Action: Passed Failed

Public Comments *(Reproduce this section for each individual making a comment.)*

The following individual appeared and commented on the topic noted below: *(Include the title of any documents presented to the Board.)*

Name: _____

Topic: _____

Remaining Agenda Items *(Reproduce this section for each agenda item.)*

Agenda item: _____

Summary of discussion: _____

Motion made by: _____

Motion to: _____

Motion seconded by: _____

Action: Passed Failed

(If a roll call vote occurred, record the vote of individual Board members.)

“Yeas”

“Nays”

If Applicable, Approval of Motion to Adjourn to Closed Meeting *(Insert 2:220-E2, Motion to Adjourn to Closed Meeting.)*

Approval of Motion to Adjourn

Motion to adjourn made by: _____

Motion seconded by: _____

Action: Passed Failed

Time of adjournment: _____

Post-Meeting Action

Date minutes approved: _____

Date minutes were available for public inspection: _____

Date minutes were posted on District website: _____

DATED:

School Board

Exhibit - Semi-Annual Review of Closed Meeting Minutes

Logging and Review Process

- Step 1. The Board Secretary or Recording Secretary maintains a log of the closed meeting minutes that are unavailable for public inspection. The meeting minutes are logged according to the reason the Board held the closed meeting. 2:220-E6, *Log of Closed Meeting Minutes*.
- Step 2. The Board meets in closed session to review the log of unreleased closed meeting minutes. The Board or Recording Secretary brings a copy of all unreleased closed meeting minutes and, if requested, allows Board members to review the actual minutes. The Board identifies which closed meeting minutes or portions thereof no longer need confidential treatment. Use *Report Following the Board's Semi-Annual Review of Closed Meeting Minutes*, below.
- Step 3. At least semi-annually in an open meeting, the Board takes action to release for public inspection those minutes, or portions thereof, no longer needing confidential treatment. Use *Action to Accept*, below. Closed meeting minutes will not be released for public inspection if confidential treatment is needed to protect the public interest or the privacy of an individual, including: (1) student disciplinary cases or other matters relating to an individual student, and (2) personnel files and employees' and Board members' personal information.
- Step 4. The Board or Recording Secretary: (1) updates the log of unreleased closed meeting minutes to remove any minutes that the Board made available for public inspection; (2) makes a notation on any applicable closed meeting minutes of the Board's action to release it or a portion of it for public inspection; (3) continues to log new closed meeting minutes that the Board has not released for public inspection (2:220-E6, *Log of Closed Meeting Minutes*), and (4) maintains logs for access to closed session minutes pursuant to 5 ILCS 120/2.06(e), amended by P.A. 99-515.

Report Following the Board's Semi-Annual Review of Closed Meeting Minutes

The School Board met on _____ in closed session to conduct its semi-annual review of closed meeting minutes that have not been released for public inspection.

The closed meeting minutes, or portions thereof, from the following dates no longer require confidential treatment: *(insert closed meeting dates)*

The need for confidentiality still exists as to all remaining closed meeting minutes to protect an individual's privacy or the District's interests.

Action to Accept the Board's Semi-Annual Review of Closed Meeting Minutes

Open meeting date: _____

Motion to approve the Board's semi-annual review of unreleased closed meeting minutes and to release for public inspection those minutes, or portions thereof, that the Board identified as no longer needing confidential treatment made by: _____

Motion seconded by: _____

Action: Passed Failed

DATED:

School Board

Exhibit - Log of Closed Meeting Minutes

The purpose of this log is to facilitate the Board’s semi-annual review of closed meeting minutes. See 2:220-E5, *Semi-Annual Review of Closed Meeting Minutes*.

The Board Secretary or Recording Secretary shall maintain a list of closed meeting minutes, arranged according to the reason for the closed meeting, that have not been released for public inspection.

Closed Session Held to Discuss:	Dates of Closed Sessions		
Specific employee(s), specific independent contractors, specific volunteers, or District legal counsel; however, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with [the Open Meetings Act]. 5 ILCS 120/2(c)(1), amended by P.A. 101-459.			
Collective negotiating matters or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).			
Selection of a person to fill a vacancy on the Board. 5 ILCS 120/2(c)(3).			
Evidence or testimony presented in a hearing where authorized by law. 5 ILCS 120/2(c)(4).			
Purchase or lease of real property. 5 ILCS 120/2(c)(5).			
Setting of a price for sale or lease of District property. 5 ILCS 120/2(c)(6).			
Sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).			

Closed Session Held to Discuss:	Dates of Closed Sessions		
Security procedures and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger. 5 ILCS 120/2(c)(8).			
Student disciplinary cases. 5 ILCS 120/2(c)(9). <i>Minutes of meetings held for this reason shall never be released to protect the individual student's privacy.</i>			
Any matter involving an individual student. 5 ILCS 120/2(c)(10). <i>Minutes of meetings held for this reason shall never be released to protect the individual student's privacy.</i>			
Litigation, when an action against, affecting, or on behalf of the District has been filed and is pending before a court or administrative tribunal, or when the Board finds that an action is probable or imminent. 5 ILCS 120/2(c)(11).			
Establishment of reserves or settlement of claims as provided in the Local Government and Governmental Employees Tort Immunity Act or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the District or any intergovernmental risk management association or self insurance pool. 5 ILCS 120/2(c)(12).			
Self-evaluation, practices and procedures or professional ethics, when meeting with an IASB representative. 5 ILCS 120/2(c)(16).			
Minutes of meetings lawfully closed, whether for purposes of approval or semi-annual review. 5 ILCS 120/2(c)(21).			
Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(29).			

DATED:

School Board

Exhibit - Access to Closed Meeting Minutes and Verbatim Recordings

The Board must allow its duly elected officials or appointed officials filling a vacancy of an elected office access to closed session minutes and verbatim recordings (5 ILCS 120/2.06(e)), amended by P.A. 99-515. The following subheads implement the logistics of granting this access.

Access to Closed Meeting Minutes

Duplicate this section for each grant of access to closed meeting minutes.

Date: _____ Time: _____ Storage Location: _____

Name of person(s) responsible for storing the closed meeting minutes: _____

Access granted

Date access occurred: _____ Start time: _____ End time: _____

Requesting Board member's name (*Please print*) _____

In the presence of: (*Check appropriate box and insert name on line.*)

Recording Secretary _____

Superintendent or designated administrator _____

Elected Board member _____

For requesting Board member: (*Read the following and sign below.*)

While the Open Meetings Act does not provide a cause of action against me or the Board for disclosing closed session discussions (Swanson v. Board of Police Commissioners, 555 N.E. 2d 35 (1990)), I acknowledge and understand that any disclosures by me of information in the closed session minutes not yet released to the public could subject me to a possible civil action alleging that I created harm to another, i.e., an intentional tort(s).

Requesting Board Member Signature

Date

Verbatim Recording Access

Duplicate this section for each grant of access to verbatim recordings.

Date: _____ Time: _____ Storage Location: _____

Name of person(s) responsible for storing the verbatim recording: _____

Access granted

Date access occurred: _____ Start time: _____ End time: _____

Requesting Board member's name (*Please print*) _____

In the presence of: (*Check appropriate box and insert name on line.*)

Recording Secretary _____

Superintendent or designated administrator _____

Elected Board member _____

- Access denied** **Access unavailable.** Verbatim recording requested is older than 18 months and was destroyed pursuant to 5 ILCS 120/2.06(c).

For requesting Board member: *(Read the following and sign below.)*

While the Open Meetings Act does not provide a cause of action against me or the Board for disclosing closed session discussions (Swanson v. Board of Police Commissioners, 555 N.E. 2d 35 (1990)), I acknowledge and understand that any disclosures by me of information in the verbatim recordings could subject me to a possible civil action alleging that I created harm to another, i.e., an intentional tort(s).

Requesting Board Member Signature

Date

DATED:

School Board

Exhibit - School Board Records Maintenance Requirements and FAQs

Open Meetings Act

The Open Meetings Act (OMA) requires public bodies to “keep written minutes of all their meetings, whether open or closed, and a verbatim record of all their closed meetings in the form of an audio or video recording.” 5 ILCS 120/2.06(a). Minutes must include, but are not limited to: (1) the date, time, and place of the meeting; (2) the members of the public body recorded as either present or absent and whether the members were physically present or present by means of video or audio conference; and (3) a summary of discussion on all matters proposed, deliberated, or decided, and record of any votes taken. Id.

The remainder of Section 2.06 addresses the approval of open meeting minutes, the treatment of verbatim recordings of closed meetings, the semi-annual review of closed meeting minutes, the confidential nature of closed meeting minutes, and the right of persons to address public officials under rules established and recorded by the public body. The requirements of Section 2.06, as well as OMA requirements pertaining to Board agendas, are included in policy 2:220, *School Board Meeting Procedure*.

Exhibit 2:220-E3, *Closed Meeting Minutes*, provides a sample template for keeping closed meeting minutes that incorporates the requirements of Section 2.06 of OMA. It also includes an area to designate if the Board has determined, pursuant to Section 2.06(d), that the closed meeting minutes no longer need confidential treatment.

Exhibit 2:220-E4, *Open Meeting Minutes*, contains an open meeting minute’s protocol that incorporates the requirements of Section 2.06 of OMA. It also provides a sample template for keeping open meeting minutes.

Exhibit 2:220-E5, *Semi-Annual Review of Closed Meeting Minutes*, contains a process for implementing the semi-annual review of closed meeting minutes, and exhibit 2:220-E6, *Log of Closed Meeting Minutes*, is designed to facilitate this semi-annual review.

Local Records Act

The Local Records Act (LRA) provides that public records, including “any book, paper, map, photograph, digitized electronic material, or other official documentary material, regardless of physical form or characteristics, made, produced, executed or received by any agency or officer pursuant to law or in connections with the transaction of public business and preserved or appropriate for preservation by such agency or officer” must be preserved unless the State Local Records Commission has given permission to destroy those records. 50 ILCS 205/3 and 7. Board records, including agendas, meeting packets and meeting minutes, fall into this definition.

Public bodies located in Cook County must work with the Local Records Commission of Cook County to determine how long they must retain public records. Public bodies located outside of Cook County must work with the Downstate Local Records Commission to determine how long they must retain public records.

Policy 2:250, *Access to District Public Records*, contains a subhead entitled **Preserving Public Records** which provides as follows:

Public records, including email messages, shall be preserved and cataloged if: (1) they are evidence of the District's organization, function, policies, procedures, or activities, (2) they contain informational data appropriate for preservation, (3) their retention is required by State or federal law, or (4) they are subject to a retention request by the Board Attorney (e.g., a litigation hold), District auditor, or other individual authorized by the School Board or State or federal law to make such a request. Unless its retention is required as described in items numbered 3 or 4 above, a public record, as defined by the Illinois Local Records Act, may be destroyed when authorized by the Local Records Commission.

See the sample policy, 2:200, *School Board Meeting Procedure*, for all relevant footnotes. Also see administrative procedure 2:250-AP2, *Protocols for Record Preservation and Development of Retention Schedules*, for recommendations regarding school district records retention protocols and links to web-based record management resources.

Open Meeting Minutes

Are you required to approve them?	Must they be semi-annually reviewed?	May you release them to the public?	May you destroy them?
<p>Yes, within 30 days or at the next subsequent meeting, whichever is later.</p> <p><i>A public body shall approve the minutes of its open meeting within 30 days after that meeting or at the public body's second subsequent regular meeting, whichever is later. 5 ILCS 120/2.06(b).</i></p>	<p>No.</p> <p>Unlike the closed meeting requirement, OMA does not contain semi-annual review requirements for open meeting minutes.</p>	<p>Yes, must within ten days after minutes are approved.</p> <p><i>The minutes of meetings open to the public shall be available for public inspection within 10 days after the approval of such minutes by the public body. Beginning July 1, 2006, at the time it complies with other requirements of this subsection, a public body that has a website that the full-time staff of the public body maintains shall post the minutes of a regular meeting of its governing body open to the public on the public body's website within 10 days after the approval of the minutes by the public body. Beginning July 1, 2006, any minutes of meetings open to the public posted on the public body's website shall remain posted on the website for at least 60 days after their initial posting. 5 ILCS 120/2.06(b).</i></p>	<p>No.</p> <p>There is no OMA provision permitting the destruction of open meeting minutes, and they must be preserved unless the State Local Records Commission has given permission to destroy them.</p> <p>If a public body would like to destroy open meeting minutes, then it must comply with the LRA and work with its Local Records Commission. It is highly unlikely, however, that the Local Records Commission would approve of their destruction.</p>

Open Meeting Verbatim Recordings

Are you required to approve them?	Must they be semi-annually reviewed?	May you release them to the public?	May you destroy them?
<p>No.</p> <p>OMA does not require public bodies to approve verbatim recordings of open meetings.</p>	<p>No.</p> <p>Unlike the closed meeting requirement, OMA does not require public bodies to keep verbatim recordings of open meetings. OMA does not contain semi-annual review requirements for open meeting verbatim recordings.</p>	<p>Yes.</p> <p>Unlike the closed meeting requirement, OMA does not require public bodies to keep verbatim recordings of open meetings. If a public body makes verbatim recordings of open meetings, then such recordings are subject to public disclosure pursuant to the Freedom of Information Act (5 ILCS 140/).</p>	<p>Possibly.</p> <p>If a public body would like to destroy open meeting verbatim recordings, then it must comply with the LRA and work with its Local Records Commission.</p>

Closed Meeting Minutes

Are you required to approve them?	Must they be semi-annually reviewed?	May you release them to the public?	May you destroy them?
<p>Yes.</p> <p>OMA does not directly state public bodies are required to approve closed meeting minutes, nor does it set a time frame for such approval. However, OMA Section 2.06(d) requires public bodies to meet at least semi-annually to “review minutes of all closed meetings.” 5 ILCS 120/2.06(d).</p> <p>Moreover, OMA Section 2.06(c) specifically allows the destruction of closed meeting verbatim recordings only if certain conditions are met, one of which is that “the public body approves minutes of the closed meeting that meet the written minutes requirements of subsection (a) of this Section.” 5 ILCS 120/2.06(c)(2). Both of these tasks would be difficult to achieve if closed meeting minutes were not first approved.</p> <p>One practice is to approve</p>	<p>Yes.</p> <p><i>Each public body shall periodically, but not less than semi-annually, meet to review all existing minutes of all prior closed meetings (this includes records from all time that the board has been in existence). At such meetings a determination shall be made, and reported in an open session that (1) the need for confidentiality still exists as to all or part of those minutes or (2) that the minutes or portions thereof no longer require confidential treatment and are available for public inspection.</i> 5 ILCS 120/2.06(d).</p>	<p>Yes, if prerequisites are met.</p> <p><i>Minutes of meetings closed to the public shall be available only after the public body determines that it is no longer necessary to protect the public interest or the privacy of an individual by keeping them confidential.</i> 5 ILCS 120/2.06(f).</p>	<p>No.</p> <p>There is no OMA provision permitting the destruction of closed meeting minutes, and they must be preserved unless the State Local Records Commission has given permission to destroy them.</p> <p>In addition, per OMA Section 2.06(f), as amended by P.A. 99-515:</p> <p><i>No minutes of meetings closed to the public shall be removed from the public body’s main office or official storage location, except by vote of the public body or by court order.</i> 5 ILCS 120/2.06(f).</p> <p>If a public body would like to destroy closed meeting minutes, then it must comply with the LRA and work with its Local Records Commission. It is highly unlikely, however, that the Local Records Commission would</p>

Are you required to approve them?	Must they be semi-annually reviewed?	May you release them to the public?	May you destroy them?
closed meeting minutes within the same time frame that open meeting minutes are approved – within 30 days of the meeting or at the next subsequent meeting, whichever is later.			approve of their destruction.

Closed Meeting Verbatim Recordings

Are you required to approve them?	Must they be semi-annually reviewed?	May you release them to the public?	May you destroy them?
No. OMA does not require approval of closed meeting verbatim recordings.	No. OMA does not require semi-annual review of closed meeting verbatim recordings.	Possibly but unlikely. <i>Unless the public body has made a determination that the verbatim recording no longer requires confidential treatment or otherwise consents to disclosure, the verbatim record of a meeting closed to the public shall not be open for public inspection or subject to discovery in any administrative or judicial proceeding other than one brought to enforce this Act.</i> 5 ILCS 120/2.06(e). But see <u>Kodish v. Oakbrook Terrace Fire Protection District</u> (235 F.R.D. 447 (N.D. IL. 2006)), where a federal district court ordered that closed meeting verbatim recordings be disclosed to the Plaintiff in discovery because his primary claim was brought under federal law.	Yes, after 18 months if prerequisites are met. <i>The verbatim record may be destroyed without notification to or the approval of a records commission or the State Archivist under the Local Records Act or the State Records Act no less than 18 months after the completion of the meeting recorded but only after: 1.) the public body approves the destruction of a particular recording; and 2.) the public body approves minutes of the closed meeting that meet the written minutes requirements of subsection (a) of this Section.</i> 5 ILCS 120/2.06(c). In addition, per OMA Section 2.06(f), as amended by P.A. 99-515: <i>No verbatim recordings shall be recorded or removed from the public body's main office or official storage location, except by vote of the public body or by court order.</i> 5 ILCS 120/2.06(e).

DATED:

School Board

Public Participation at School Board Meetings and Petitions to the Board

For an overall minimum of 30 minutes during each regular and special open meeting, any person may comment to or ask questions of the Board (*public participation*), subject to the reasonable constraints established and recorded in this policy's guidelines below. During public participation, there will be a 20-minute minimum total length of time for any one subject. When public participation takes less time than these minimums, it shall end.

To preserve sufficient time for the Board to conduct its business, any person appearing before the Board is expected to follow these guidelines:

1. Address the Board only at the appropriate time as indicated on the agenda and when recognized by the Board President.
2. Identify oneself and be brief. Ordinarily, the time for any one person to address the Board during public participation shall be limited to five minutes. In unusual circumstances, and when an individual has made a request to speak for a longer period of time, the person may be allowed to speak for more than five minutes.
3. Observe, when necessary and appropriate, the:
 - a. Shortening of the time for each person to address the Board during public participation to conserve time and give the maximum number of people an opportunity to speak;
 - b. Expansion of the overall minimum of 30 minutes for public participation and/or the 20-minute minimum total length of time for any one subject; and/or
 - c. Determination of procedural matters regarding public participation not otherwise covered in Board policy.
4. Conduct oneself with respect and civility toward others and otherwise abide by Board policy 8:30, *Visitors to and Conduct on School Property*.

Petitions or written correspondence to the Board shall be presented to the Board in the next regular Board packet.

LEGAL REF.: 5 ILCS 120/2.06, Open Meetings Act.
105 ILCS 5/10-6 and 5/10-16.

CROSS REF.: 2:220 (School Board Meeting Procedure), 8:10 (Connection with the Community), 8:30 (Visitors to and Conduct on School Property)

ADOPTED:

School Board

Board Policy Development

The School Board governs using written policies. Written policies ensure legal compliance, establish Board processes, articulate District ends, delegate authority, and define operating limits. Board policies also provide the basis for monitoring progress toward District ends.

Policy Development

Anyone may propose new policies, changes to existing policies, or deletion of existing policies. Staff suggestions should be processed through the Superintendent. Suggestions from all others should be made to the Board President or the Superintendent.

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

The Superintendent is responsible for: (1) providing relevant policy information and data to the Board, (2) notifying those who will implement or be affected by or required to implement a proposed policy and obtaining their advice and suggestions, and (3) having policy recommendations drafted into written form for Board deliberation. The Superintendent shall seek the counsel of the Board 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 when: (1) appropriate for a consent agenda because no Board discussion is required, or (2) necessary or prudent in order to meet emergency or special conditions or to be legally compliant. Further Board consideration will be given at a subsequent meeting(s) and after opportunity for community input. The adoption of a policy will serve to supersede all previously adopted policies on the same topic.

The Board policies are available for public inspection in the District's main office during regular office hours. Copy requests should be made pursuant to Board policy 2:250, *Access to District Public Records*.

Board Policy Review and Monitoring

The Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required. The Board may use an annual policy review and monitoring calendar.

Superintendent Implementation

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

In the absence of Board 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 except those provisions that are controlled 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), 2:250 (Access to District Public Records), 3:40 (Superintendent)

ADOPTED:

School Board

Exhibit - PRESS Issue Updates

This procedure is for **PRESS** subscribers. For subscribers to **PRESS Plus**, IASB’s full-maintenance policy update service, the update instructions that arrive with a paid **PRESS Plus** subscription provide further guidance.

Actor	Action
Superintendent	<p>Manages the process for the Board to receive PRESS updates to policies.</p> <p>Manages the Board’s compliance with the Open Meetings Act. Ensures that, as appropriate, the agendas for the Board Policy Committee and School Board include discussion and list action to consider, adopt, or revise Board policies and Board exhibits.</p> <p>Manages the process for approving new or revised administrative procedures, administrative procedure exhibits, and changes to employee and student handbooks.</p> <p>Communicates all policy and administrative procedure revisions or adoptions, as appropriate, to staff members, parents, students, and community members.</p>
Superintendent or Superintendent’s Secretary	<p>Updates District’s <i>Roster</i> as follows:</p> <ol style="list-style-type: none"> 1. Go to www.iasb.com and click on MY ACCOUNT. 2. Log in using your email address and password: <ul style="list-style-type: none"> ● If you are signing in for the first time, your password is the 7-digit IASB ID number beginning with “2” that appears on all IASB mailing labels. ● If you have already changed your password, use the unique password you created. ● If you do not know your password, use the <i>forgot password</i> link. 3. Click on <i>districts you manage</i> and then the District name. 4. Review and verify or change the District’s existing records. Ensure that all current board members, administrators, and anyone else on staff who accesses PRESS are listed with their current email addresses.
Designated support staff	<p>To each member of the Policy Committee (or full Board): Emails or otherwise distributes the following:</p> <ol style="list-style-type: none"> 1. PRESS Online Information and Instructions card; 2. PRESS Update Memo; 3. PRESS Tutorial video link at: www.iasb.com/policy; 4. Committee worksheets and 5. Current District policy in relevant areas. <p>To any other Board member or interested school official: Emails or</p>

Actor	Action
	<p>otherwise distributes numbers 1 through 5, above.</p> <p>As appropriate, includes new and revised policies in the Board meeting packets.</p> <p>After a policy is adopted or revised, updates the District’s policy manual master electronic file and adds or updates adoption dates.</p> <p>Archives old policy.</p> <p>Follows district process for updating paper and online manuals.</p> <p>Considers distributing PRESS Update Memo to Building Principals.</p>
Policy Committee (or Full Board)	<p>Considers each PRESS update. Reviews all footnote changes.</p> <p>Decides which changes require School Board discussion and which are appropriate as consent agenda items.</p> <p style="padding-left: 40px;">The following are appropriate for the consent agenda: changes to the Legal References and Cross References, and minor policy edits that do not require Board discussion.</p> <p>Requests review of recommended revisions by the Board Attorney, as appropriate.</p> <p>Presents recommendations regarding PRESS updates to the Board at a regularly scheduled meeting.</p>
Full Board	<p>Conducts a first reading of the policies that are recommended to be updated.</p> <p>During the next regular meeting, conducts a second reading.</p> <p style="padding-left: 40px;">A second reading allows the Board to hear feedback from interested parties, including staff, parents, students, and community members; however, State law does not require two readings.</p> <p>After the second reading, consider and take action to approve the policies at a duly convened open meeting.</p>
Assistant Superintendents, Directors, Building Principals, and supervisory employees	<p>Reads PRESS Update Memo (if applicable), adopted policies and follows the Superintendent’s process for updating administrative procedures, and changes to employee and student handbooks within their assigned building(s).</p>
Anyone	<p>For further clarification, view the online tutorial for PRESS, available at www.iasb.com/policy.</p>

DATED:

School Board

Exhibit - Developing Local Policy

Actor	Action
Anyone (Superintendent, School Board member, staff, parent, student, community member, or Board Attorney)	Brings a concern that may necessitate a new policy or a current policy’s revision to the attention of the School Board.
Superintendent	<p>Confers with the Board Attorney as appropriate.</p> <p>Manages the Board’s compliance with the Open Meetings Act. Ensures that, as appropriate, the agendas for the Board Policy Committee and School Board include discussion and action to consider, adopt, or revise Board policies.</p> <p>Manages the process for approving new or revised administrative procedures, and revisions to employee and student handbooks.</p> <p>Communicates all policy and procedure revisions or adoptions as appropriate to staff members, parents, students, and community members.</p>
Policy Committee (or Full Board)	<p>First, answers these questions to decide whether new policy language is needed:</p> <ol style="list-style-type: none"> 1. Does the IASB Policy Reference Manual provide guidance? 2. Is the request something that should be covered in policy (i.e., Board work) or is it something that should be handled by the staff (i.e., staff work)? 3. Is it already covered in policy? Checks for policies that cover similar or connected topics using tools such as search engines, Tables of Contents, cross references, and indexes. <p>Second, uses a 4-step process to draft new policy language:</p> <ol style="list-style-type: none"> 1. Frames the question and discusses the topic. 2. Requests the Superintendent to provide research, including appropriate data, and input from others, such as, those who may be affected by the policy and those who will implement the policy. 3. Assesses existing policy and decides whether new or revised policy language is needed. 4. Drafts or requests the Superintendent or Board Attorney to draft language addressing the concern that aligns with the Board’s mission, vision, goals, and objectives. <p>Third, decides whether the new language should be included in an existing policy or added as a new policy. Assigns any new policy an appropriate location and number.</p> <p>The PRESS coding system reserves policy numbers ending in a ‘0’ and ‘5’ for PRESS material. Locally-developed District policies</p>

Actor	Action
	should use policy numbers ending in 2, 4, 6, or 8.
Full Board	<p>Conducts a first reading of the policy that is recommended for adoption or revision.</p> <p>During the next regular meeting, conducts a second reading.</p> <p>A second reading allows the Board to hear feedback from interested parties, including staff, parents, students, and community members; however, State law does not require two readings.</p> <p>After the second reading, consider and take action to approve the policies at a duly convened open meeting.</p>
Designated support staff	<p>After a policy is adopted or revised, updates the District's policy manual master electronic file and adds adoption dates.</p> <p>Archives previous version of revised policy.</p> <p>Follows district process for updating paper and online manuals.</p>
Assistant Superintendents, Directors, Building Principals, and supervisory employees	<p>Reads PRESS Update Memo (if applicable) and adopted policies and follows the Superintendent's process for updating administrative procedures, and changes to employee and student handbooks within their assigned building(s).</p>

DATED:

School Board

Access to District Public Records

Full access to the District's *public records* is available to any person as provided in the Illinois Freedom of Information Act (FOIA), this policy, and implementing procedures. The Superintendent or designee shall: (1) provide the Board with sufficient information and data to permit the Board to monitor the District's compliance with FOIA and this policy, and (2) report any FOIA requests during the Board's regular meetings along with the status of the District's response.

Freedom of Information Officer

The Director of Community Relations shall serve as the District's Freedom of Information Officer and assumes all the duties and powers of that office as provided in FOIA and this policy.

Definition

The District's *public records* are defined as records, reports, forms, writings, letters, memoranda, books, papers, maps, photographs, microfilms, cards, tapes, recordings, electronic data processing records, electronic communications, recorded information and all other documentary material pertaining to the transaction of public business, regardless of physical form or characteristics, having been prepared by or for, or having been or being used by, received by, in the possession of, or under the control of the School District.

Requesting Records

A request for inspection and/or copies of public records must be made in writing and may be submitted by personal delivery, mail, telefax, or email directed to the District's Freedom of Information Officer. Individuals making a request are not required to state a reason for the request other than to identify when the request is for a commercial purpose or when requesting a fee waiver. The Superintendent or designee shall instruct District employees to immediately forward any request for inspection and copying of a public record to the District's Freedom of Information Officer or designee.

Responding to Requests

The Freedom of Information Officer shall approve all requests for public records unless:

1. The requested material does not exist;
2. The requested material is exempt from inspection and copying by the Freedom of Information Act; or
3. Complying with the request would be unduly burdensome.

Within five business days after receipt of a request for access to a public record, the Freedom of Information Officer shall comply with or deny the request, unless the time for response is extended as specified in Section 3 of FOIA. The Freedom of Information Officer may extend the time for a response for up to five business days from the original due date. If an extension is needed, the Freedom of Information Officer shall: (1) notify the person making the request of the reason for the extension, and (2) either inform the person of the date on which a response will be made, or agree with the person in writing on a compliance period.

The time periods are extended for responding to requests for records made for a *commercial purpose*, requests by a *recurrent requester*, or *voluminous requests*, as those terms are defined in Section 2 of FOIA. The time periods for responding to those requests are governed by Sections 3.1, 3.2, and 3.6 of FOIA.

When responding to a request for a record containing both exempt and non-exempt material, the Freedom of Information Officer shall redact exempt material from the record before complying with the request.

Fees

Persons making a request for copies of public records must pay any and all applicable fees. The Freedom of Information Officer shall establish a fee schedule that complies with FOIA and this policy and is subject to the Board's review. The fee schedule shall include copying fees and all other fees to the maximum extent they are permitted by FOIA, including without limitation, search and review fees for responding to a request for a *commercial purpose* and fees, costs, and personnel hours in connection with responding to a *voluminous request*.

Copying fees, except when fixed by statute, shall be reasonably calculated to reimburse the District's actual cost for reproducing and certifying public records and for the use, by any person, of its equipment to copy records. In no case shall the copying fees exceed the maximum fees permitted by FOIA. If the District's actual copying costs are equal to or greater than the maximum fees permitted by FOIA, the Freedom of Information Officer is authorized to use FOIA's maximum fees as the District's fees. No copying fees shall be charged for: (1) the first 50 pages of black and white, letter or legal sized copies, or (2) electronic copies other than the actual cost of the recording medium, except if the response is to a *voluminous request*, as defined in FOIA.

A fee reduction is available if the request qualifies under Section 6 of FOIA. The Freedom of Information Officer shall set the amount of the reduction taking into consideration the amount of material requested and the cost of copying it.

Provision of Copies and Access to Records

A public record that is the subject of an approved access request will be available for inspection or copying at the District's administrative office during regular business hours, unless other arrangements are made by the Freedom of Information Officer.

Many public records are immediately available from the District's website including, but not limited to, the process for requesting a public record. The Freedom of Information Officer shall direct a requester to the District's website if a requested record is available there. If the requester is unable to reasonably access the record online, he or she may resubmit the request for the record, stating his or her inability to reasonably access the record online, and the District shall make the requested record available for inspection and copying as otherwise provided in this policy.

Preserving Public Records

Public records, including email messages, shall be preserved and cataloged if: (1) they are evidence of the District's organization, function, policies, procedures, or activities, (2) they contain informational data appropriate for preservation, (3) their retention is required by State or federal law, or (4) they are subject to a retention request by the Board Attorney (e.g., a litigation hold), District auditor, or other individual authorized by the School Board or State or federal law to make such a request. Unless its retention is required as described in items numbered 3 or 4 above, a public record, as defined by the Illinois Local Records Act, may be destroyed when authorized by the Local Records Commission.

LEGAL REF.: 5 ILCS 140/, Illinois Freedom of Information Act.
105 ILCS 5/10-16 and 5/24A-7.1.
820 ILCS 40/11.
820 ILCS 130/5.

CROSS REF.: 2:140 (Communications To and From the Board), 5:150 (Personnel Records),
7:340 (Student Records)

ADOPTED:

School Board

Uniform Grievance Procedure

A student, parent/guardian, employee, or community member should notify any District Complaint Manager if he or she believes that the School Board, its employees, or its agents have a complaint regarding any one of the following:

1. Title II of the Americans with Disabilities Act
2. Title IX of the Education Amendments of 1972
3. Section 504 of the Rehabilitation Act of 1973
4. Title VI of the Civil Rights Act, 42 U.S.C. §2000d et seq.
5. Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. §2000e et seq.
6. Sexual harassment (State Officials and Employees Ethics Act, Illinois Human Rights Act, Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972)
7. Breastfeeding accommodations for students, 105 ILCS 5/10-20.60
8. Bullying, 105 ILCS 5/27-23.7
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, 820 ILCS 180
12. Illinois Equal Pay Act of 2003, 820 ILCS 112
13. Provision of services to homeless students
14. Illinois Whistleblower Act, 740 ILCS 174/
15. Misuse of genetic information (Illinois Genetic Information Privacy Act (GIPA), 410 ILCS 513/ and Titles I and II of the Genetic Information Nondiscrimination Act (GINA), 42 U.S.C. §2000ff et seq.
16. Employee Credit Privacy Act, 820 ILCS 70/

The Complaint Manager will first attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy may forego any informal suggestions and/or attempts to resolve it and may proceed directly to this grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parents/guardians); this includes mediation.

Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of a complaint filed under this policy shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

Deadlines

All deadlines under this policy may be extended by the Complaint Manager as he or she deems appropriate. As used in this policy, *school business days* means days on which the District's main office is open.

Filing a Complaint

A person (hereinafter Complainant) who wishes to avail him or herself of this grievance procedure may do so by filing a complaint with any District Complaint Manager. The Complainant shall not be required to file a complaint with a particular Complaint Manager and may request a Complaint Manager of the same gender. The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with a student's parent(s)/guardian(s). The Complaint Manager shall assist the Complainant as needed.

For any complaint alleging bullying and/or cyberbullying of students, the Complaint Manager shall process and review the complaint according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy. For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy 2:260, *Uniform Grievance Procedure*.

Investigation

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. If the Complainant is a student under 18 years of age, the Complaint Manager will notify his or her parent(s)/guardian(s) that they may attend any investigatory meetings in which their child is involved. The complaint and identity of the Complainant will not be disclosed except: (1) as required by law or this policy, (2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant.

The identity of any student witnesses will not be disclosed except: (1) as required by law or any collective bargaining agreement, (2) as necessary to fully investigate the complaint, or (3) as authorized by the parent/guardian of the student witness, or by the student if the student is 18 years of age or older.

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days of the date the complaint was filed, the Complaint Manager shall file a written report of his or her findings with the Superintendent. The Complaint Manager may request an extension of time.

The Superintendent will keep the Board informed of all complaints.

If a complaint contains allegations involving the Superintendent or Board member(s), the written report shall be filed directly with the Board, which will make a decision in accordance with paragraph four of the following section of this policy.

Decision and Appeal

Within five school business days after receiving the Complaint Manager's report, the Superintendent shall mail his or her written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager. All decisions shall be based upon the *preponderance of evidence* standard.

Within 10 school business days after receiving the Superintendent's decision, the Complainant or the accused may appeal the decision to the Board by making a written request to the Complaint Manager.

The Complaint Manager shall promptly forward all materials relative to the complaint and appeal to the Board.

Within 30 school business days, the Board shall affirm, reverse, or amend the Superintendent's decision or direct the Superintendent to gather additional information. Within five school business days of the Board's decision, the Superintendent shall inform the Complainant and the accused of the Board's action.

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall mail its written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager.

This policy shall not be construed to create an independent right to a hearing before the Superintendent or Board. The failure to strictly follow the timelines in this grievance procedure shall not prejudice any party.

Appointing a Nondiscrimination Coordinator and Complaint Managers

The Superintendent shall appoint a Nondiscrimination Coordinator to manage the District's efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

The Superintendent shall appoint at least one Complaint Manager to administer the complaint process in this policy. If possible, the Superintendent will appoint two Complaint Managers, one of each gender. The District's Nondiscrimination Coordinator may be appointed as one of the Complaint Managers.

The Superintendent shall insert into this policy and keep current the names, addresses, and telephone numbers of the Nondiscrimination Coordinator and the Complaint Managers.

Nondiscrimination Coordinator:

John Troy, Asst. Superintendent
Name
26655 W Eames St Channahon, IL 60410
Address
jtroy@mchs.net
Email
(815) 521- 4294
Telephone

Complaint Managers:

Dr. Janel Grzetich
Name
26655 W Eames St Channahon, IL 60410
Address
jgrzetich@mchs.net
Email
(815) 521-4001
Telephone

Joe Pacetti
Name
26655 W Eames St Channahon, IL 60410
Address
jpacetti@mchs.net
Email
(815) 467-2140
Telephone

LEGAL REF.: Age Discrimination in Employment Act, 29 U.S.C. §621 et seq.
Americans With Disabilities Act, 42 U.S.C. §12101 et seq.
Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. §2000e et seq.
Equal Pay Act, 29 U.S.C. §206(d).
Genetic Information Nondiscrimination Act, 42 U.S.C. §2000ff et seq.
Immigration Reform and Control Act, 8 U.S.C. §1324a et seq.
McKinney-Vento Homeless Assistance Act, 42 U.S.C. §11431 et seq.
Rehabilitation Act of 1973, 29 U.S.C. §791 et seq.
Title VI of the Civil Rights Act, 42 U.S.C. §2000d et seq.
Title IX of the Education Amendments, 20 U.S.C. §1681 et seq.
State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a).
105 ILCS 5/2-3.8, 5/3-10, 5/10-20.7a, 5/10-20.60, 5/10-22.5, 5/22-19, 5/24-4, 5/27-1, 5/27-23.7, and 45/1-15.
Illinois Genetic Information Privacy Act, 410 ILCS 513/.
Illinois Whistleblower Act, 740 ILCS 174/.
Illinois Human Rights Act, 775 ILCS 5/.
Victims' Economic Security and Safety Act, 820 ILCS 180/, 56 Ill.Admin.Code Part 280.
Equal Pay Act of 2003, 820 ILCS 112/.
Employee Credit Privacy Act, 820 ILCS 70/.
23 Ill.Admin.Code §§1.240 and 200.40.

CROSS REF.: 2:105 (Ethics and Gift Ban), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

ADOPTED:

MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
SCHOOL BOARD POLICY MANUAL
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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

General School Administration

Goals and Objectives

The Superintendent directs the administration in order to manage the School District and to facilitate the implementation of a quality educational program in alignment with School Board policy 1:30, *School District Philosophy*. Specific goals and objectives are to:

1. Provide educational expertise.
2. Plan, organize, implement, and evaluate educational programs that will provide for students' mastery of the Illinois Learning Standards.
3. Meet or exceed student performance and academic improvement goals established by the Board.
4. Develop and maintain channels for communication between the school and community.
5. Develop an administrative procedures manual and handbooks for personnel and students that are in alignment with Board policy.
6. Manage the District's fiscal and business activities to ensure financial health, cost-effectiveness, and protection of the District's assets.
7. Provide for the proper use, reasonable care, and appropriate maintenance of the District's real and personal property, including buildings, equipment, and supplies.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-21.4, and 5/10-21.4a.

CROSS REF.: 1:30 (School District Philosophy), 2:20 (Powers and Duties of the School Board; Indemnification), 2:130 (Board Superintendent Relationship), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:60 (Administrative Responsibility of the Building Principal), 6:10 (Educational Philosophy and Objectives)

ADOPTED:

General School Administration

Chain of Command

The Superintendent shall develop an organizational chart indicating the channels of authority and reporting relationships for school personnel. These channels should be followed, and no level should be bypassed except in unusual situations.

All personnel should refer matters requiring administrative action to the responsible administrator, and may appeal a decision to a higher administrative officer. Whenever possible, each employee should be responsible to only one immediate supervisor. When this is not possible, the division of responsibility must be clear.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:140 (Communications To and From the Board), 3:70 (Succession of Authority), 8:110 (Public Suggestions and Concerns)

ADOPTED:

General School Administration

Superintendent

Duties and Authority

The Superintendent is the District's executive officer and is responsible for the administration and management of the District schools in accordance with School Board policies and directives, and State and federal law. District management duties include, without limitation, preparing, submitting, publishing, and posting reports and notifications as required by State and federal law. The Superintendent is authorized to develop administrative procedures and take other action as needed to implement Board policy and otherwise fulfill his or her responsibilities. The Superintendent may delegate to other District staff members the exercise of any powers and the discharge of any duties imposed upon the Superintendent by Board policies or by Board vote. The delegation of power or duty, however, shall not relieve the Superintendent of responsibility for the action that was delegated.

Qualifications

The Superintendent must be of good character and of unquestionable morals and integrity. The Superintendent shall have the experience and the skills necessary to work effectively with the Board, District employees, students, and the community. The Superintendent must have and maintain a Professional Educator License with a superintendent endorsement issued by the Illinois State Educator Preparation and Licensure Board.

Evaluation

The Board will evaluate, at least annually, the Superintendent's performance and effectiveness, using standards and objectives developed by the Superintendent and Board that are consistent with the Board's policies and the Superintendent's contract. A specific time should be designated for a formal evaluation session with all Board members present. The evaluation should include a discussion of professional strengths as well as performance areas needing improvement.

The Superintendent shall annually present evidence of professional growth through attendance at educational conferences, in-service training, or similar continuing education pursuits.

Compensation and Benefits

The Board and the Superintendent shall enter into an employment agreement that conforms to Board policy and State law. This contract shall govern the employment relationship between the Board and the Superintendent. The terms of the Superintendent's employment agreement, when in conflict with this policy, will control.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-20.47, 5/10-21.4, 5/10-23.8, 5/21B-20, 5/21B-25, 5/24-11, and 5/24A-3.
23 Ill.Admin.Code §§1.310, 1.705, and 29.130.

CROSS REF: 2:20 (Powers and Duties of the School Board; Indemnification), 2:130 (Board-Superintendent Relationship), 2:240 (Board Policy Development), 3:10 (Goals and Objectives)

ADOPTED:

General School Administration

Exhibit - Checklist for the Superintendent Employment Contract Negotiation Process

The School Board hires and employs the Superintendent. The Superintendent shall be in charge of the administration of the schools under the direction of the Board, through its policies. See 105 ILCS 5/10-21.4 and 105 ILCS 5/10-16.7. As an effective employer, the Board must develop and maintain a productive relationship with the Superintendent. See IASB's *Foundational Principles of Effective Governance*, **Principle 3. The board employs a superintendent**, at:

www.iasb.com/pdf/found_prin.pdf.

The foundation for a productive employment relationship begins when the Board identifies the most qualified superintendent candidate (*successful superintendent candidate*) after an established interview process. The Board then extends an offer of employment to the successful superintendent candidate. The employment search process and resulting relationship should consist of mutual respect and a clear understanding of respective roles, responsibilities, and expectations. This relationship should begin with the Board's policy, a thoughtfully crafted employment contract and job description, and procedures for communications and ongoing assessment. See *Principles* at:

www.iasb.com/pdf/found_prin.pdf.

Below, the *Checklist for the Superintendent Employment Contract Negotiation Process (Checklist)* provides a column entitled **Superintendent Contract Term Considerations for the Board**. It lists common superintendent employment contract terms and points of consideration for boards to prepare for during the contract formation process. Another column entitled **Explanation, Special Considerations, and Resources** provides extra information about these common superintendent employment contract terms.

The *Checklist* is intended to serve as a resource to educate and guide the Board through the employment contract negotiation process with its successful superintendent candidate. Board members who are educated about the content within the *Checklist* are crucial to successful negotiation processes. An educated contract formation and negotiation process, along with a well-written contract and job description for the Superintendent, all set the foundation for mutual respect and a clear understanding of the Board and Superintendent's respective roles, responsibilities, and expectations. **Important:** This *Checklist* is a resource for contract formation; it is not a list of *must have* items for a superintendent's employment contract or a basis for a board to re-open contracts currently in effect.

Prior to providing the successful superintendent candidate an offer for employment and contract for review, consideration, and negotiation, consult the Board Attorney about the *Checklist* and the scope of the terms the Board wishes to offer the successful superintendent candidate. The Board and the successful superintendent candidate should expect and encourage the other to seek the advice of their respective attorneys during the employment contract formation process.

Many attorneys agree and best practices suggest that boards and successful superintendent candidates work with their own separate attorneys in an amicable and cooperative manner to complete the employment contract negotiation process.

- Board Attorney.** Prior to providing any successful superintendent candidate with an offer for employment and a contract for review, consideration, and negotiation, best practices suggest consulting the Board Attorney about the *Checklist*. **Note:** Boards should view a successful superintendent candidate retaining his or her own attorney as a best practice (as opposed to a

warning sign). Each party is beginning the employment relationship in a cooperative manner to set an appropriate foundation to the future working relationship.

Power and Duties of the Superintendent

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Duties	<p>Does the Board enumerate the duties of the Superintendent in the employment contract?</p> <ol style="list-style-type: none"> 1. Are the statutory duties of the Superintendent listed? 2. Has the Board incorporated policy references to the other duties related to the Superintendent’s employment? <p>See 105 ILCS 5/10-21.4 and 105 ILCS 5/10-16.7.</p>
Full-time, Attention and Energy Clause	<p>How will the Board address outside activities of the Superintendent?</p> <ol style="list-style-type: none"> 1. How will the Board define <i>outside activities</i>? 2. Will the Board restrict the Superintendent from engaging in outside activities during the term of the employment contract? 3. Will the Board require approval/notification before the Superintendent engages in outside activities?

Employment and Compensation

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Duration of Contract	<p>A superintendent’s employment contract may not exceed five years. If its duration is two to five years, the contract must reference goals and suspension of tenure.</p> <p>No performance-based contract shall be extended or rolled over prior to its scheduled expiration unless all the performance and improvement goals contained in the contract have been met. See 105 ILCS 5/10-23.8.</p> <p>If the duration is one year or less, then the contract need not reference goals or suspension of tenure.</p>
Salary	<p>Special Considerations for the Board may include:</p> <ol style="list-style-type: none"> 1. What is the estimated Board contribution to the Teachers’ Retirement System (TRS) for any raises above six percent (40 ILCS 5/15-155(g), amended by P.A. 101-10) prior to retirement? 2. What is the <i>cost shift</i> implication for the District if the Board offers or later agrees to a salary that is

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	<p>equal to or greater than the governor's statutory salary of \$177,412 (P.A. 100-23 now makes school districts responsible for paying the actuarial cost of the pension benefits earned on the portion of a TRS member's salary that exceeds \$177,412)?</p> <p>3. Do any administrative cost cap triggers exist (105 ILCS 5/17-1.5)?</p> <p>Items the Board may see the successful superintendent candidate request of it:</p> <ol style="list-style-type: none"> 1. A fixed salary for each year of the contract. 2. A guaranteed minimum salary. 3. Compensation increases.
Severance Agreements	<p>The Government Severance Pay Act (GSPA), 5 ILCS 415/10, added by P.A. 100-895, requires the following contract provisions:</p> <ol style="list-style-type: none"> 1. A restriction to an amount not exceeding 20 weeks of compensation; and 2. A prohibition for any severance if the Superintendent is fired for <i>misconduct</i> by the Board. See the <i>Severance Pay</i> row under the Changes to the Superintendent's Employment Contract subhead below for a definition of what misconduct means in the context of this law.
Teachers Retirement System (TRS) & Teacher Health Insurance (THIS)	<p>How does the Board want to address:</p> <ol style="list-style-type: none"> 1. Pension contributions (TRS-THIS)? 2. Inclusion of salary and other compensation in the payment of TRS and THIS? Or, will TRS and THIS be in addition to salary and other compensation? 3. Unforeseen pension reform issues?

Conditions of Employment

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Administrative License	<p>Does the Board want to require the successful superintendent candidate to guarantee that as the future Superintendent of the District, he or she has and will maintain the appropriate licensure throughout the employment contract?</p>
Criminal Background Check Law	<p>105 ILCS 5/10-21.9, amended by P.A. 101-531. See also PRESS sample policy 5:30, <i>Hiring Process and</i></p>

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	<p><i>Criteria</i> and the subhead entitled Fingerprint-based Criminal History Records Information Check in administrative procedure 5:30-AP2, <i>Investigations</i>.</p>
Other Background Check Laws	<p>Does the Board want to require additional background inquiries beyond the fingerprint-based criminal history records information check required by 105 ILCS 5/10-21.9, amended by P.A. 101-531, and discussed above? If yes, consult the Board Attorney and consider the following laws:</p> <p>15 U.S.C. § 1681 <i>et seq.</i>, Federal Fair Credit Reporting Act (FCRA), is a federal law that regulates the gathering and use of information about consumers by third party <i>consumer reporting agencies</i>, including credit information, criminal background, driving record, personal characteristics/reputation, etc. The law requires consumer reporting agencies to comply with certain procedural notice requirements when gathering information from a consumer.</p> <p>820 ILCS 75/, Ill. Job Opportunities for Qualified Applicants Act, prohibits employers from inquiring about an applicant’s criminal history until the application has been determined qualified and notified that he/she has been selected for an interview (a/k/a <i>ban the box</i> law).</p> <p>820 ILCS 55/, Ill. Right to Privacy in the Workplace Act (RPWA), prohibits employers from:</p> <ol style="list-style-type: none"> 1. Requesting, coercing, or requiring any employee or prospective employee to provide a user name and password for any personal online account; 2. Requesting, coercing, or requiring an employee or applicant to invite the employer to have access to that individual’s personal online account; and 3. Taking an adverse employment action against an individual (including refusal to hire) based on that individual’s use of a lawful product off District property during nonworking hours, i.e., tobacco, cannabis, or alcohol. (Note: RPWA allows employers to regulate employees’ use of those lawful products that impair an employee’s ability to perform the employee’s assigned duties. See policy 5:50, <i>Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition</i>, and its

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	<p>f/ns).</p> <p>820 ILCS 70/, III. Employee Credit Privacy Act, prohibits employers from inquiring into an individual's credit history or taking action against an employee based such history unless a satisfactory credit history is a <i>bona fide occupational requirement</i>, which is further defined in the statute. The job descriptions of superintendents generally meet this standard because they: (1) describe a managerial position that involves direction of school districts; (2) include signatory power over more than \$100; and (3) involve having access to confidential and financial information. Note: Any one of these grounds alone is sufficient.</p>
Medical Examination	<p>105 ILCS 5/24-5 requires new employees to submit evidence of physical fitness to perform assigned duties and freedom from communicable diseases.</p> <p>The Americans with Disabilities Act allows medical inquiries of current employees only when they are job-related and consistent with business necessity or part of a voluntary employee wellness program. 42 U.S.C. §12112(d)(4). Districts may deny jobs to individuals with disabilities who pose a direct threat to the health or safety of others in the workplace, provided that a reasonable accommodation would not either eliminate the risk or reduce it to an acceptable level. 42 U.S.C. §12113; 29 C.F.R. Part 1630.2(r).</p> <p>See also PRESS sample policy 5:30, <i>Hiring Process and Criteria</i>, specifically f/ns 18 and 19.</p>
Tenure	<p><u>Suspension of Tenure</u></p> <p>With multi-year contracts and multi-year extensions, superintendents waive their rights to tenure in a school district, but no previously acquired tenure may be lost.</p> <p><u>Continued Tenure</u></p> <p>Superintendents serving multiple one year contracts may still accrue service toward and acquire tenure.</p> <p>See 105 ILCS 5/10-23.8 and the <i>Duration of Contract</i> row in the Employment and Compensation checkbox, above.</p>

Evaluations and Goals

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
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Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
<p>Board Goals and Indicators of Student Performance and Academic Achievement for the Superintendent</p>	<p>105 ILCS 5/10-23.8 requires each performance-based contract to include the goals and indicators of student performance and academic improvement determined and used by the Board to measure the performance and effectiveness of the Superintendent and other information as the Board may determine.</p> <p>Regarding its goals and indicators, has the Board:</p> <ol style="list-style-type: none"> 1. At minimum, addressed student performance and academic achievement (105 ILCS 5/10-23.8 states “and other information as the Board may determine”)? 2. Included them in the body of the employment contract? Or as an exhibit to it? 3. Set them to be: <ol style="list-style-type: none"> a. Measurable and achievable, i.e., are they within the Superintendent’s control? b. Objective, subjective or a combination of both? 4. Set a timeline for achievement, and if so is it on an: <ol style="list-style-type: none"> a. Annual basis? b. Prior to completion of the employment contract? 5. Set them as procedural, substantive, or a combination of both? <p>For more information about setting goals and indicators for superintendents regarding student performance and academic achievement, see:</p> <p>IASB’s <i>Field Services Catalog</i> at: www.iasb.mys1cloud.com/fieldservicecatalog.pdf</p> <p>Contact a Field Services Director regarding the following IASB workshops and/or offerings that may set the stage for school boards to hold their superintendents accountable for district performance, including academic achievement:</p> <p><i>Setting District Goals and Direction</i> (leads a board and superintendent to develop their own district-language for specific measurable, and attainable goals and indicators)</p> <p><i>The Superintendent Evaluation Process</i> (describes an effective method of holding the superintendent</p>

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	<p>accountable)</p> <p><i>The Board and its Superintendent</i> (workshop assisting a board in developing an effective relationship with its superintendent).</p>
Superintendent Evaluation	<p>Once the Board has developed its goals and indicators (as discussed immediately above), 105 ILCS 5/10-20, 5/10-23, and 5/10-23.8 require the Board to:</p> <ol style="list-style-type: none"> 1. “Direct, through policy, its superintendent in his or her charge of the administration of the school district;” and 2. Evaluate the superintendent in his or her “administration of school board policies and his or her stewardship of the assets of the district.” <p>How will the Board evaluate the successful superintendent candidate upon its outlined goals and indicators?</p> <p>Does the Board state when it will evaluate the successful superintendent candidate upon the goals and indicators that it set? Note: Some districts do not consider the superintendent evaluation to be a <i>one-time event</i> and put an on-going process into place. Contrast other districts, which depending upon their preferences, generally find the best time of year to evaluate is in the winter or early springtime.</p> <p>Is the Board or the successful superintendent candidate responsible to trigger the components of the Superintendent’s evaluation process?</p> <p>What evaluation instrument will be used? How will the evaluation be documented?</p> <p>Will an evaluation instrument be outlined by the Board in its employment contract with the successful superintendent candidate?</p> <p>Is the evaluation instrument the Board will use tied to its goals and indicators of student performance and academic improvement and other information as the Board may determine?</p> <p>For more information about best practices when planning for and evaluating the Superintendent, see: <i>The Superintendent Evaluation Process</i> at: www.iasb.com/training/superintendent-evaluation-process.pdf;</p> <p>IASB’s <i>Foundational Principles of Effective</i></p>

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	<p><i>Governance, Principle 3. The board employs a superintendent, at: www.iasb.com/principles.cfm; stating “the board employs and evaluates one person — the superintendent — and holds that person accountable for district performance and compliance with written board policy.”</i></p>

Expenses and Benefits

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Expenses	<p>How will the Board address expenses in its employment contract negotiations with the successful superintendent candidate?</p> <p><u>Business</u></p> <ol style="list-style-type: none"> 1. What standard will the Board use, e.g., reasonable, itemized, etc.? 2. Will the Board designate the Board President or another individual to review and/or approve the Superintendent’s expenses? <p><u>Transportation</u></p> <p>Will the Board reimburse travel? If yes, what types of travel will the board reimburse? Some transportation topics that successful superintendent candidates request discussion about include:</p> <ol style="list-style-type: none"> 1. Vehicle insurance reimbursement(s) 2. Vehicle repair reimbursement(s) 3. A travel allowance only at either a set amount or the District’s per mile rate 4. A vehicle 5. Out-of-district travel
Insurance	<p>Will the Board address insurance in its employment contract negotiations with the successful superintendent candidate?</p> <p>Some items successful superintendent candidates request include:</p> <ol style="list-style-type: none"> 1. Insurance contributions as part of a Cafeteria Plan, or in the alternative, the Board paying the premiums. 2. Specific insurance coverages from the Board, such as health, dental, vision, life, disability, etc.

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Vacation	<p>Will the Board address vacation days in its employment contract negotiations with the successful superintendent candidate? If yes, then:</p> <ol style="list-style-type: none"> 1. How many days? 2. Will vacation days accumulate? And, if so, how? 3. Will the Board designate itself, the Board President, or a Board officer to approve or receive notification from the Superintendent prior to taking a vacation? If yes, describe the process. 4. Will the Board address reimbursement for unused days?
Sick Leave/Days	<p>Will the Board address sick days in its employment contract negotiations with the successful superintendent candidate? If yes, then:</p> <ol style="list-style-type: none"> 1. Will sick leave be limited to annual sick leave days in the District's teachers' contract? 2. How will sick day accumulation be addressed? 3. Will the Board designate itself, the Board President, or a Board officer to approve or receive notification from the Superintendent prior to taking or upon returning from a sick day? If yes, describe the process.
Professional Activities and Organizations Memberships in Community Organizations	<p>Will the Board address memberships in professional activities/organizations and/or community organizations its employment contract negotiations with the successful superintendent candidate? If yes, then:</p> <ol style="list-style-type: none"> 1. How many organizations will the Board allow the Superintendent to join? 2. Which organizations will be allowed? 3. What is the Board's limit for the cost of dues to professional organizations?
Retirement	<p>Will the Board address any type of payment(s) upon the Superintendent's retirement? If yes, then:</p> <ol style="list-style-type: none"> 1. Has the Board thoroughly examined and addressed: <ol style="list-style-type: none"> a. Any consequences or other penalties to it? b. The impact of any prior salary increases? c. Potential pension reform issues?

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	<p>2. Often, a successful superintendent candidate's attorney has interest in the following issues:</p> <ul style="list-style-type: none"> a. Available post-retirement options available, e.g., payments for sick/vacation days, post-retirement insurance, longevity annuity payment, etc. b. Whether a potential retirement payment will be properly creditable for TRS purposes. Note: Ultimately, only TRS has the authority to determine creditability.
Annuities and Other Deferred Compensation	<p>Will the Board address any type of annuities and other deferred compensation issues? If yes, then:</p> <ul style="list-style-type: none"> 1. Will it offer such compensation in addition to the Superintendent's agreed-upon salary? 2. Will it contribute creditable earnings for TRS purposes?

Changes to the Superintendent's Employment Contract

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Non-Renewal at End of Contract	<p>How will the Board and successful superintendent candidate agree to address orderly end to the employment contract when the Board chooses not to renew it?</p> <ul style="list-style-type: none"> 1. Will there be a non-renewal notification date? Do both parties' attorneys find it reasonable? 2. Will the Board require the Superintendent to remind it of the non-renewal date? 3. Will there be any agreement to a clause for an automatic one-year renewal if the Board fails to provide end-of-contract non-renewal notification? 4. Will the Board agree to language in the employment contract that would provide the Superintendent with a hearing upon non-renewal?
Renewal at End of Contract	<p>Will the Board agree to a procedure for renewing the employment contract at its end? If yes, then:</p> <ul style="list-style-type: none"> 1. What date would be the earliest that the Board could renew its employment contract with the Superintendent? 2. What criteria will the Board base its renewal upon?

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	For example, some boards base renewal upon superintendents achieving their stated goals and indicators of student performance and academic improvement and other information they required.
Contract Extensions	<p>Will the Board agree to allow for an extension of its employment contract during its term? If yes, then:</p> <ol style="list-style-type: none"> 1. Will the Board agree to extend it during its term if the Board determines that the Superintendent successfully met all of the Board’s stated goals and indicators of student performance and academic improvement and other information it required? 2. Will the Board agree to extend a one-year contract when the Superintendent is not required to meet any goals? <p>See 105 ILCS 5/10-23.8.</p>
Terminations	<p>If the successful superintendent candidate accepts employment with the Board and becomes the Superintendent, how will the Board outline the grounds and procedures for terminating the Superintendent’s employment during the contract’s term?</p> <ol style="list-style-type: none"> 1. Will the Board and the successful superintendent candidate agree to terminate it upon mutual agreement? 2. Will the Board allow retirement to be an appropriate reason for terminating its employment contract with the Superintendent? And if so, will the Board require reasonable notice from its Superintendent? 3. Could either the Board or Superintendent terminate the employment contract without cause by providing notice to the other? 4. Will the Board terminate the employment contract for permanent disability of the Superintendent? <ol style="list-style-type: none"> a. How will the Board define permanent disability in the contract? b. Will the Board require the Superintendent to obtain a permanent disability determination through physician certification, and/or c. Will the Board consider duration of absence; e.g., 90-days or exhaustion of sick leave, whichever is greater?

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	<p>See PRESS sample policy 5:180, <i>Temporary Illness or Temporary Incapacity</i>.</p> <p>5. What standard will the Board use to terminate the employment contract for cause? Items to consider include:</p> <ul style="list-style-type: none"> a. Any conduct detrimental/prejudicial to the District;* b. Just cause; c. Sufficient to dismiss a tenured teacher; d. Material breach of contract; or e. Not arbitrary and capricious. <p>*50 ILCS 205/3c, amended by P.A. 100-1040, requires a school district to post on its website and make available to news media specific information about severance agreements that it enters into because an employee or contractor was found to have engaged in sexual harassment or sexual discrimination, as defined by the Ill. Human Rights Act or Title VII of the Civil Rights Act of 1964. See Severance Pay row directly below.</p> <p>6. Will the Board agree to provisions for hearing and due process for the Superintendent?</p> <p>7. How will the Board address death of its Superintendent during the duration of the employment contract?</p>
Severance Pay	<p>Any renewal or renegotiation that adds a condition of severance pay must include the following provisions of GSPA, 5 ILCS 415/10(a)(1), added by P.A. 100-895:</p> <ul style="list-style-type: none"> 1. A restriction to an amount not exceeding 20 weeks of compensation; and 2. A prohibition for any severance if the Superintendent is fired for <i>misconduct</i> by the Board. This law defines misconduct to include sexual harassment and/or discrimination. But 50 ILCS 205/3c, amended by P.A. 100-1040, limits sexual harassment or discrimination to instances when an employee is “found to have engaged in sexual harassment or sexual discrimination, as defined by the Ill. Human Rights Act or Title VII of the Civil Rights Act of 1964.” For more

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	discussion about these laws, see f/n 6 in policy 2:260, <i>Uniform Grievance Procedure</i> .
Liquidated Damages	Will the Board agree to liquidate damages with its Superintendent if one or the other terminates the employment contract? 1. Have both the Board and the successful superintendent candidate discussed the practical consequences of a liquidated damages clause with their respective attorneys? 2. If the Board terminates the contract, has it discussed with the Board Attorney how it can avoid litigation with its former Superintendent?
Amendments	How will the Board and Superintendent agree to allow for amendments to the employment contract?

What technical clauses need to be in the Superintendent's employment contract?

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Technical clauses (common in contracts)	If the employment contract contains any of the following technical provisions, have the Board Attorney and Superintendent's attorney reviewed them? 1. Notice 2. Applicable law 3. Headings and numbers 4. Complete understanding, i.e., do the Board members and Superintendent share the same understanding of the various provisions written in the employment contract? 5. Counterparts 6. Effect of Policy Amendments 7. Severability 8. Advice of Counsel

Miscellaneous Issues

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
Board Obligations Under the Employment Contract	Do all members of the Board understand the District's obligations under the employment contract and what not complying with them will mean to the District? Specifically, are Board members aware of the Board's specific obligations regarding: 1. The Superintendent Evaluation 2. Goal setting

Superintendent Contract Term Considerations for the Board	Explanation, Special Considerations, and Resources
	3. Required notifications/actions by each party prior to termination of the employment contract
Ongoing Monitoring of Each Party's Compliance with the Contract	Are the Board and Superintendent actually complying with the terms of the employment contract? Has the Board Attorney explained how the Board should monitor compliance with the employment contract?
Legislative Issues	How might pending pension reform legislation or other trending legislation affect the employment contract?

DATED:

General School Administration

Administrative Personnel Other Than the Superintendent

Duties and Authority

The School Board establishes District administrative and supervisory positions in accordance with the District's needs and State law. This policy applies to all administrators other than the Superintendent, including without limitation, Building Principals. The general duties and authority of each administrative or supervisory position are approved by the Board, upon the Superintendent's recommendation, and contained in the respective position's job description. In the event of a conflict, State law and/or the administrator's employment agreement shall control.

Qualifications

All administrative personnel shall be appropriately licensed and shall meet all applicable requirements contained in State law and Illinois State Board of Education rules.

Evaluation

The Superintendent or designee shall evaluate all administrative personnel and make employment and salary recommendations to the Board.

Administrators shall annually present evidence to the Superintendent of professional growth through attendance at educational conferences, additional schooling, in-service training, and Illinois Administrators' Academy courses, or through other means as approved by the Superintendent.

Administrative Work Year

The work year for administrators shall be the same as the District's fiscal year, July 1 through June 30, unless otherwise stated in the employment agreement. In addition to legal holidays, administrators shall have vacation periods as approved by the Superintendent. All administrators shall be available for work when their services are necessary.

Compensation and Benefits

The Board and each administrator shall enter into an employment agreement that complies with Board policy and State law. The terms of an individual employment contract, when in conflict with this policy, will control.

The Board will consider the Superintendent's recommendations when setting compensation for individual administrators. These recommendations should be presented to the Board no later than the March Board meeting or at such earlier time that will allow the Board to consider contract renewal and nonrenewal issues.

Unless stated otherwise in individual employment contracts, all benefits and leaves of absence available to teaching personnel are available to administrative personnel.

LEGAL REF: 105 ILCS 5/10-21.4a, 5/10-23.8a, 5/10-23.8b, 5/21B, and 5/24A.
23 Ill.Admin.Code §§1.310, 1.705, and 50.300; and Parts 25 and 29.

CROSS REF: 3:60 (Administrative Responsibility of the Building Principal), 5:30 (Hiring
Process and Criteria), 5:250 (Leaves of Absence)

ADOPTED:

General School Administration

Administrative Responsibility of the Building Principal

Duties and Authority

The School Board, upon the recommendation of the Superintendent, employs Building Principals as the chief administrators and instructional leaders of their assigned schools, and may employ Assistant Principals. The primary responsibility of a Building Principal is the improvement of instruction. Each Building Principal shall perform all duties as described in State law as well as such other duties as specified in his or her employment agreement or as the Superintendent may assign, that are consistent with the Building Principal's education and training. Each Building Principal and Assistant Principal shall complete State law requirements to be a prequalified evaluator before conducting an evaluation of a teacher or assistant principal.

Evaluation Plan

The Superintendent or designee shall implement an evaluation plan for Principals and Assistant Principals that complies with Section 24A-15 of the School Code and relevant Illinois State Board of Education rules. Using that plan, the Superintendent or designee shall evaluate each Building Principal and Assistant Principal. The Superintendent or designee may conduct additional evaluations.

Qualifications and Other Terms and Conditions of Employment

Qualifications and other terms and conditions of employment are found in Board policy 3:50, *Administrative Personnel Other Than the Superintendent*.

LEGAL REF.: 10 ILCS 5/4-6.2.
105 ILCS 5/2-3.53a, 5/10-20.14, 5/10-21.4a, 5/10-23.8a, 5/10-23.8b, and 5/24A-15.
105 ILCS 127/.
23 Ill.Admin.Code Parts 35 and 50, Subpart D.

CROSS REF.: 3:50 (Administrative Personnel Other Than the Superintendent), 5:250 (Leaves of Absence)

ADOPTED:

General School Administration

Succession of Authority

If the Superintendent, Building Principal, or other administrator is temporarily unavailable, the succession of authority and responsibility of the respective office shall follow a succession plan, developed by the Superintendent and submitted to the School Board.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 3:30
(Chain of Command)

ADOPTED:

MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
SCHOOL BOARD POLICY MANUAL
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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

Operational Services

Fiscal and Business Management

The Superintendent is responsible for the School District's fiscal and business management. This responsibility includes annually preparing and presenting the District's statement of affairs to the School Board and publishing it before December 1 as required by State law.

The Superintendent shall ensure the efficient and cost-effective operation of the District's business management using computers, computer software, data management, communication systems, and electronic networks, including electronic mail, the Internet, and security systems. Each person using the District's electronic network shall complete an *Authorization for Access to the District's Electronic Network*.

Budget Planning

The District's fiscal year is from July 1 until June 30. The Superintendent shall present to the Board, during a regular Board meeting in August, a tentative budget with appropriate explanation. This budget shall represent the culmination of an ongoing process of planning for the fiscal support needed for the District's educational program. The District's budget shall be entered upon the Illinois State Board of Education's *School District Budget Form*. To the extent possible, the tentative budget shall be balanced as defined by the State Board of Education guidelines. The Superintendent shall complete a tentative deficit reduction plan if one is required by the State Board of Education guidelines.

Preliminary Adoption Procedures

After receiving the Superintendent's proposed budget, the Board sets the date, place, and time for:

1. A public hearing on the proposed budget, and
2. The proposed budget to be available to the public for inspection.

The Board Secretary shall arrange to publish a notice in a local newspaper stating the date, place, and time of the proposed budget's availability for public inspection and the public hearing. The proposed budget shall be available for public inspection at least 30 days before the time of the budget hearing.

At the public hearing, the proposed budget shall be reviewed, and the public shall be invited to comment, question, or advise the Board.

Final Adoption Procedures

The Board adopts a budget before the end of the first quarter of each fiscal year, September 30, or by such alternative procedure as State law may define. To the extent possible, the budget shall be balanced as defined by the State Board of Education; if not balanced, the Board will adopt a deficit reduction plan to balance the District's budget within three years according to State Board of Education requirements.

The Board adopts the budget by roll call vote. The budget resolution shall be incorporated into the meeting's official minutes. Board members' names voting *yea* and *nay* shall be recorded in the minutes.

The Superintendent or designee shall perform each of the following:

1. Post the District's final annual budget, itemized by receipts and expenditures, on the District's Internet website; notify parents/guardians that it is posted and provide the website's address.

2. File a certified copy of the budget resolution and an estimate of revenues by source anticipated to be received in the following fiscal year, certified by the District's Chief Fiscal Officer, with the County Clerk within 30 days of the budget's adoption.
3. Make all preparations necessary for the Board to timely file its Certificate of Tax Levy, including preparations to comply with the Truth in Taxation Act; file the Certificate of Tax Levy with the County Clerk on or before the last Tuesday in December. The Certificate lists the amount of property tax money to be provided for the various funds in the budget.
4. Submit the annual budget, a deficit reduction plan if one is required by State Board of Education guidelines, and other financial information to the State Board of Education according to its requirements.

Any amendments to the budget or Certificate of Tax Levy shall be made as provided in the School Code and Truth in Taxation Act.

Budget Amendments

The Board may amend the budget by the same procedure as provided for in the original adoption.

Implementation

The Superintendent or designee shall implement the District's budget and provide the Board with a monthly financial report that includes all deficit fund balances. The amount budgeted as the expenditure in each fund is the maximum amount that may be expended for that category, except when a transfer of funds is authorized by the Board.

The Board shall act on all interfund loans, interfund transfers, transfers within funds, and transfers from the working cash fund or abatements of it, if one exists.

LEGAL REF.: 35 ILCS 200/18-55 et seq.
105 ILCS 5/10-17, 5/10-22.33, 5/17-1, 5/17-1.2, 5/17-2A, 5/17-3.2, 5/17-11, 5/20-5, 5/20-8, and 5/20-10.
23 Ill.Admin.Code Part 100.

CROSS REF.: 4:40 (Incurring Debt), 6:235 (Access to Electronic Networks)

ADOPTED:

Operational Services

Identity Protection

The collection, storage, use, and disclosure of social security numbers by the School District shall be consistent with State and federal laws. The goals for managing the District's collection, storage, use, and disclosure of social security numbers are to:

1. Limit all activities involving social security numbers to those circumstances that are authorized by State or federal law.
2. Protect each social security number collected or maintained by the District from unauthorized disclosure.

The Superintendent is responsible for ensuring that the District complies with the Identity Protection Act, 5 ILCS 179/. Compliance measures shall include each of the following:

1. All employees having access to social security numbers in the course of performing their duties shall be trained to protect the confidentiality of social security numbers. Training should include instructions on the proper handling of information containing social security numbers from the time of collection through the destruction of the information.
2. Only employees who are required to use or handle information or documents that contain social security numbers shall have access to such information or documents.
3. Social security numbers requested from an individual shall be provided in a manner that makes the social security number easily redacted if the record is required to be released as part of a public records request.
4. When collecting a social security number or upon request by an individual, a statement of the purpose(s) for which the District is collecting and using the social security number shall be provided. The stated reason for collection of the social security number must be relevant to the documented purpose.
5. All employees must be advised of this policy's existence, and a copy of the policy must be made available to each employee. The policy must also be made available to any member of the public, upon request.
6. If this policy is amended, employees will be advised of the existence of the amended policy and a copy of the amended policy will be made available to each employee.

The Superintendent is also responsible for ensuring the District complies with the Personal Information Protection Act, 815 ILCS 530/. Compliance measures shall include each of the following:

1. Written or electronic notification to an individual and, if applicable, the owner of the information, as required by 815 ILCS 530/10 whenever his or her personal information was acquired by an unauthorized person; *personal information* means either:
 - a. An individual's first name or first initial and last name in combination with any one or more of his or her (i) social security number, (ii) driver's license number or State identification card number, (iii) financial account information (with any required security codes or passwords), (iv) medical information, (v) health insurance information, and/or (vi) unique biometric data or other unique physical or digital representation of biometric data, when either the name or the data elements are not encrypted or redacted or are

- encrypted or redacted but the keys to unencrypt or unredact or otherwise read the name or data elements have been acquired through the breach of security; or
- b. An individual's username or email address, in combination with a password or security question and answer that would permit access to an online account, when either the username or email address or password or security question and answer are not encrypted or redacted or are encrypted or redacted but the keys to unencrypt or unredact or otherwise read the data elements have been obtained through the breach of security.
2. Notification to the Ill. Attorney General as required by 815 ILCS 530/10, if a single breach of the security system requires the District to notify more than 500 Illinois residents.
 3. Cooperation with the owner of the information in matters relating to the breach, if applicable, as required by 815 ILCS 530/10.
 4. Disposal of materials containing personal information in a manner that renders the personal information unreadable, unusable, and undecipherable; personal information has the meaning stated in #1, above.

Written or electronic notification to an individual and, if applicable, the owner of No District employee shall collect, store, use, or disclose an individual's social security number unless specifically authorized by the Superintendent. This policy shall not be interpreted as a guarantee of the confidentiality of social security numbers and/or other personal information. The District will use best efforts to comply with this policy, but this policy should not be construed to convey any rights to protection of information not otherwise afforded by law.

Treatment of Personally Identifiable Information Under Grant Awards

The Superintendent ensures that the District takes reasonable measures to safeguard: (1) *protected personally identifiable information*, (2) other information that a federal awarding agency, pass-through agency or State awarding agency designates as sensitive, such as *personally identifiable information* (PII) and (3) information that the District considers to be sensitive consistent with applicable laws regarding privacy and confidentiality (collectively, *sensitive information*), when administering federal grant awards and State grant awards governed by the Grant Accountability and Transparency Act (30 ILCS 708/).

The Superintendent shall establish procedures for the identification, handling, storage, access, disposal and overall confidentiality of sensitive information. The Superintendent shall ensure that employees and contractors responsible for the administration of a federal or State award for the District receive regular training in the safeguarding of sensitive information. Employees mishandling sensitive information are subject to discipline, up to and including dismissal.

LEGAL REF.: 2 C.F.R. §200.303(e).
 5 ILCS 179/, Identity Protection Act.
 30 ILCS 708/, Grant Accountability and Transparency Act
 50 ILCS 205/3, Local Records Act.
 105 ILCS 10/, Illinois School Student Records Act.
 815 ILCS 530/, Personal Information Protection Act.

CROSS REF: 2:250 (Access to District Public Records), 5:150 (Personnel Records), 7:340 (Student Records)

ADOPTED:

Operational Services

Fund Balances

The Superintendent or designee shall maintain fund balances adequate to ensure the District's ability to maintain levels of service and pay its obligations in a prompt manner in spite of unforeseen events or unexpected expenses. The Superintendent or designee shall inform the Board whenever it should discuss drawing upon its reserves or borrowing money.

The School District seeks to maintain a year-end fund balance to revenue ratio of no less than 15-20 percent, as calculated under the Ill. State Board of Education's *School District Financial Profile*.

CROSS REF.: 4:10 (Fiscal and Business Management), 4:80 (Accounting and Audits)

ADOPTED:

Operational Services

Revenue and Investments

Revenue

The Superintendent or designee is responsible for making all claims for property tax revenue, State Aid, special State funds for specific programs, federal funds, and categorical grants.

Investments

The Superintendent shall either appoint a Chief Investment Officer or serve as one. The Chief Investment Officer shall invest money that is not required for current operations, in accordance with this policy and State law.

The Chief Investment Officer and Superintendent shall use the standard of prudence when making investment decisions. They shall use the judgment and care, under circumstances then prevailing, that persons of prudence, discretion, and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the safety of their capital as well as its probable income.

Investment Objectives

The objectives for the School District's investment activities are:

1. Safety of Principal - Every investment is made with safety as the primary and over-riding concern. Each investment transaction shall ensure that capital loss, whether from credit or market risk, is avoided.
2. Liquidity - The investment portfolio shall provide sufficient liquidity to pay District obligations as they become due. In this regard, the maturity and marketability of investments shall be considered.
3. Rate of Return - The highest return on investments is sought, consistent with the preservation of principal and prudent investment principles.
4. Diversification - The investment portfolio is diversified as to materials and investments, as appropriate to the nature, purpose, and amount of the funds.

Authorized Investments

The Chief Investment Officer may invest District funds in one or more of the following:

1. Bonds, notes, certificates of indebtedness, treasury bills, or other securities now or hereafter issued, that are guaranteed by the full faith and credit of the United States of America as to principal and interest.
2. Bonds, notes, debentures, or other similar obligations of the United States of America, its agencies, and its instrumentalities.

The term "agencies of the United States of America" includes: (a) the federal land banks, federal intermediate credit banks, banks for cooperative, federal farm credit banks, or any other entity authorized to issue debt obligations under the Farm Credit Act of 1971 and Acts amendatory thereto, (b) the federal home loan banks and the federal home loan mortgage corporation, and (c) any other agency created by Act of Congress.

3. Interest-bearing savings accounts, interest-bearing certificates of deposit or interest-bearing time deposits or any other investments constituting direct obligations of any bank as defined by the Illinois Banking Act.
4. Obligations of corporations organized in the United States with assets exceeding \$500,000,000 if: (a) such obligations are rated at the time of purchase at one of the three highest classifications established by at least two standard rating services and that mature not later than three years from the date of purchase, (b) such purchases do not exceed 10% of the corporation's outstanding obligations, and (c) no more than one-third of the District's funds may be invested in short term obligations of corporations.
5. Money market mutual funds registered under the Investment Company Act of 1940, provided that the portfolio of any such money market mutual fund is limited to obligations described in paragraph (1) or (2) and to agreements to repurchase such obligations.
6. Interest-bearing bonds of any county, township, city, village, incorporated town, municipal corporation, school district, the State of Illinois, any other state, or any political subdivision or agency of the State of Illinois or any other state, whether the interest earned is taxable or tax-exempt under federal law. The bonds shall be (a) registered in the name of the municipality, county, or other governmental unit, or held under a custodial agreement at a bank, and (b) rated at the time of purchase within the four highest general classifications established by a rating service of nationally recognized expertise in rating bonds of states and their political subdivisions.
7. Short term discount obligations of the Federal National Mortgage Association or in shares or other forms of securities legally issuable by savings banks or savings and loan associations incorporated under the laws of this State or any other state or under the laws of the United States. Investments may be made only in those savings banks or savings and loan associations, the shares, or investment certificates that are insured by the Federal Deposit Insurance Corporation. Any such securities may be purchased at the offering or market price thereof at the time of such purchase. All such securities so purchased shall mature or be redeemable on a date or dates prior to the time when, in the judgment of the Chief Investment Officer, the public funds so invested will be required for expenditure by the District or its governing authority.
8. Dividend-bearing share accounts, share certificate accounts, or class of share accounts of a credit union chartered under the laws of this State or the laws of the United States; provided, however, the principle office of any such credit union must be located within the State of Illinois. Investments may be made only in those credit unions the accounts of which are insured by applicable law.
9. A Public Treasurers' Investment Pool created under Section 17 of the State Treasurer Act. The District may also invest any public funds in a fund managed, operated, and administered by a bank, subsidiary of a bank, or subsidiary of a bank holding company or use the services of such an entity to hold and invest or advise regarding the investment of any public funds.
10. The Illinois School District Liquid Asset Fund Plus.
11. Repurchase agreements of government securities having the meaning set out in the Government Securities Act of 1986, as now or hereafter amended or succeeded, subject to the provisions of said Act and the regulations issued there under. The government securities, unless registered or inscribed in the name of the District, shall be purchased through banks or trust companies authorized to do business in the State of Illinois.

Except for repurchase agreements of government securities that are subject to the Government Securities Act of 1986, as now or hereafter amended or succeeded, the District may not purchase or invest in instruments that constitute repurchase agreements, and no financial institution may enter into such an agreement with or on behalf of the District unless the instrument and the transaction meet all of the following requirements:

- a. The securities, unless registered or inscribed in the name of the District, are purchased through banks or trust companies authorized to do business in the State of Illinois.
- b. The Chief Investment Officer, after ascertaining which firm will give the most favorable rate of interest, directs the custodial bank to “purchase” specified securities from a designated institution. The “custodial bank” is the bank or trust company, or agency of government, that acts for the District in connection with repurchase agreements involving the investment of funds by the District. The State Treasurer may act as custodial bank for public agencies executing repurchase agreements.
- c. A custodial bank must be a member bank of the Federal Reserve System or maintain accounts with member banks. All transfers of book-entry securities must be accomplished on a Reserve Bank’s computer records through a member bank of the Federal Reserve System. These securities must be credited to the District on the records of the custodial bank and the transaction must be confirmed in writing to the District by the custodial bank.
- d. Trading partners shall be limited to banks or trust companies authorized to do business in the State of Illinois or to registered primary reporting dealers.
- e. The security interest must be perfected.
- f. The District enters into a written master repurchase agreement that outlines the basic responsibilities and liabilities of both buyer and seller.
- g. Agreements shall be for periods of 330 days or less.
- h. The Chief Investment Officer informs the custodial bank in writing of the maturity details of the repurchase agreement.
- i. The custodial bank must take delivery of and maintain the securities in its custody for the account of the District and confirm the transaction in writing to the District. The custodial undertaking shall provide that the custodian takes possession of the securities exclusively for the District; that the securities are free of any claims against the trading partner; and that any claims by the custodian are subordinate to the District’s claims to rights to those securities.
- j. The obligations purchased by the District may only be sold or presented for redemption or payment by the fiscal agent bank or trust company holding the obligations upon the written instruction of the Chief Investment Officer.
- k. The custodial bank shall be liable to the District for any monetary loss suffered by the District due to the failure of the custodial bank to take and maintain possession of such securities.

12. Any investment as authorized by the Public Funds Investment Act, and Acts amendatory thereto. Paragraph 11 supersedes paragraphs 1-10 and controls in the event of conflict.

Except as provided herein, investments may be made only in banks, savings banks, savings and loan associations, or credit unions that are insured by the Federal Deposit Insurance Corporation or other approved share insurer.

The Chief Investment Officer and Superintendent shall regularly consider material, relevant, and decision-useful sustainability factors in evaluating investment decisions, within the bounds of financial and fiduciary prudence. Such factors include, but are not limited to: (1) corporate governance and leadership factors, (2) environmental factors, (3) social capital factors, (4) human capital factors, and (5) business model and innovation factors, as provided under the Ill. Sustainable Investing Act, 30 ILCS 238/.

Selection of Depositories, Investment Managers, Dealers, and Brokers

The Chief Investment Officer shall establish a list of authorized depositories, investment managers, dealers and brokers based upon the creditworthiness, reputation, minimum capital requirements, qualifications under State law, as well as a long history of dealing with public fund entities. The Board will review and approve the list at least annually.

In order to be an authorized depository, each institution must submit copies of the last two sworn statements of resources and liabilities or reports of examination that the institution is required to furnish to the appropriate State or federal agency. Each institution designated as a depository shall, while acting as such depository, furnish the District with a copy of all statements of resources and liabilities or all reports of examination that it is required to furnish to the appropriate State or federal agency.

The above eligibility requirements of a bank to receive or hold public deposits do not apply to investments in an interest-bearing savings account, interest-bearing certificate of deposit, or interest-bearing time deposit if: (1) the District initiates the investment at or through a bank located in Illinois, and (2) the invested public funds are at all times fully insured by an agency or instrumentality of the federal government.

The District may consider a financial institution's record and current level of financial commitment to its local community when deciding whether to deposit funds in that financial institution. The District may consider factors including:

1. For financial institutions subject to the federal Community Reinvestment Act of 1977, the current and historical ratings that the financial institution has received, to the extent that those ratings are publicly available, under the federal Community Reinvestment Act of 1977;
2. Any changes in ownership, management, policies, or practices of the financial institution that may affect the level of the financial institution's commitment to its community;
3. The financial impact that the withdrawal or denial of District deposits might have on the financial institution;
4. The financial impact to the District as a result of withdrawing public funds or refusing to deposit additional public funds in the financial institution; and
5. Any additional burden on the District's resources that might result from ceasing to maintain deposits of public funds at the financial institution under consideration.

Collateral Requirements

All amounts deposited or invested with financial institutions in excess of any insurance limit shall be collateralized in accordance with the Public Funds Investment Act, 30 ILCS 235/. The Superintendent or designee shall keep the Board informed of collateral agreements.

Safekeeping and Custody Arrangements

The preferred method for safekeeping is to have securities registered in the District's name and held by a third-party custodian. Safekeeping practices should qualify for the Governmental Accounting Standards Board Statement No. 3, Deposits with Financial Institutions, Investments (including Repurchase Agreements), and Reverse Repurchase Agreements, Category I, the highest recognized safekeeping procedures.

Controls and Report

The Chief Investment Officer shall establish a system of internal controls and written operational procedures to prevent losses arising from fraud, employee error, misrepresentation by third parties, or imprudent employee action.

The Chief Investment Officer shall provide a quarterly investment report to the Board. The report will: (1) assess whether the investment portfolio is meeting the District's investment objectives, (2) identify each security by class or type, book value, income earned, and market value, (3) identify those institutions providing investment services to the District, and (4) include any other relevant information. The investment portfolio's performance shall be measured by appropriate and creditable industry standards for the investment type.

The Board will determine, after receiving the Superintendent's recommendation, which fund is in most need of interest income and the Superintendent shall execute a transfer. This provision does not apply when the use of interest earned on a particular fund is restricted.

Ethics and Conflicts of Interest

The Board and District officials will avoid any investment transaction or practice that in appearance or fact might impair public confidence. Board members are bound by the Board policy 2:100, *Board Member Conflict of Interest*. No District employee having influence on the District's investment decisions shall:

1. Have any interest, directly or indirectly, in any investments in which the District is authorized to invest,
2. Have any interest, directly or indirectly, in the sellers, sponsors, or managers of those investments, or
3. Receive, in any manner, compensation of any kind from any investments in that the agency is authorized to invest.

LEGAL REF.: 30 ILCS 235/, Public Funds Investment Act.
30 ILCS 238/, Ill. Sustainable Investing Act.
105 ILCS 5/8-7, 5/10-22.44, 5/17-1, and 5/17-11.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 4:10 (Fiscal and Business Management), 4:80 (Accounting and Audits)

ADOPTED:

Operational Services

Incurring Debt

The Superintendent shall provide early notice to the School Board of the District's need to borrow money. The Superintendent or designee shall prepare all documents and notices necessary for the Board, at its discretion, to: (1) issue State Aid Anticipation Certificates, tax anticipation warrants, working cash fund bonds, bonds, notes, and other evidence of indebtedness, or (2) establish a line of credit with a bank or other financial institution. The Superintendent shall notify the State Board of Education before the District issues any form of long-term or short-term debt that will result in outstanding debt that exceeds 75% of the debt limit specified in State law.

Bond Issue Obligations

In connection with the Board's issuance of bonds, the Superintendent shall be responsible for ensuring the District's compliance with federal securities laws, including the anti-fraud provisions of the Securities Act of 1933, as amended and, if applicable, the continuing disclosure obligations under Rule 15c2-12 of the Securities Exchange Act of 1934, as amended.

Additionally, in connection with the Board's issuance of bonds, the interest on which is excludable from *gross income* for federal income tax purposes, or which enable the District or bond holder to receive other federal tax benefits, the Board authorizes the Superintendent to establish written procedures for post-issuance compliance monitoring for such bonds to protect their tax-exempt (or tax-advantaged) status.

The Board may contract with outside professionals, such as bond counsel and/or a qualified financial consulting firm, to assist it in meeting the requirements of this subsection.

LEGAL REF.: Securities Act of 1933, 15 U.S.C. §77a et seq.
 Securities Exchange Act of 1934, 15 U.S.C. §78a et seq.
 17 C.F.R. §240.15c2-12.
 Bond Authorization Act, 30 ILCS 305/2.
 Bond Issue Notification Act, 30 ILCS 352/1.
 Local Government Debt Reform Act, 30 ILCS 350/.
 Tax Anticipation Note Act, 50 ILCS 420/.
 105 ILCS 5/17-16, 5/17-17, 5/18-18, and 5/19-1 et seq.

CROSS REF.: 4:10 (Fiscal and Business Management)

ADOPTED:

Operational Services

Insufficient Fund Checks and Debt Recovery

Insufficient Fund Checks

The Superintendent or designee is responsible for collecting up to the maximum fee authorized by State law for returned checks written to the District that are not honored upon presentation to the respective bank or other depository institution for any reason. The Superintendent is authorized to contact the Board Attorney whenever necessary to collect the returned check amount, fee, collection costs and expenses, and interest.

Delinquent Debt Recovery

The Superintendent is authorized to seek collection of delinquent debt owed the District to the fullest extent of the law.

A Local Debt Recovery Program may be available through the Illinois Office of the Comptroller (IOC) in the future. To participate in it, an intergovernmental agreement (IGA) between the District and the IOC must be in existence. The IGA establishes the terms under which the District may refer a delinquent debt to the IOC for an offset (deduction). The IOC may execute an offset, in the amount of the delinquent debt owed to the District, from a future payment that the State makes to an individual or entity responsible for paying the delinquent debt.

The Superintendent or designee shall execute the requirements of the IGA. While executing the requirements of the IGA, the Superintendent or designee is responsible, without limitation, for each of the following:

1. Providing a District-wide, uniform, method of notice and due process to the individual or entity against whom a claim for delinquent debt payment (*claim*) is made. Written notice and an opportunity to be heard must be given to the individual or entity responsible for paying a delinquent debt before the claim is certified to the IOC for offset. The notice must state the claim's amount, the reason for the amount due, the claim's date or time period, and a description of the process to challenge the claim. If reimbursable meals or snacks provided under the Hunger-Free Students' Bill of Rights Act are the basis of the District's delinquent debt claim of no less than \$500, the notice must be sent to a student's parent(s)/guardian(s) only after: (a) the student owes the District more than five meals and/or snacks; (b) the Superintendent or designee made: (i) repeated contacts to collect the amounts owed, and (ii) reasonable efforts to collect the amount due for at least one year; and (c) the District requested the student's parent(s)/guardian(s) to apply for meal benefits pursuant to policy 4:130, *Free and Reduced-Price Food Services*, and they either: (i) did not qualify, or (ii) refused to apply.
2. An individual or entity challenging a claim shall be provided an informal proceeding to refute the claim's existence, amount, or current collectability; the decision following this proceeding shall be reviewable.
 - a. If a waiver of student fees is requested as a challenge to paying the claim, and the waiver of student fees is denied, an appeal of the denial of a fee waiver request shall be handled according to 4:140, *Waiver of Student Fees*. If no waiver of student fees is requested, reviews regarding payment of the claim shall be handled according to this policy before certification to the IOC for offset.

- b. If application for meal benefits pursuant to policy 4:130, *Free and Reduced-Price Food Services*, is requested as a challenge to paying the claim, and the request is denied, an appeal of the denial of the request shall be handled according to 4:130, *Free and Reduced-Price Food Services*. If no request for meal benefits is received, review of the claim's payment shall be handled according to this policy before certification to the IOC for offset.
3. Certifying to the IOC that the debt is past due and legally enforceable, and notifying the IOC of any change in the status of an offset claim for delinquent debt.
4. Responding to requests for information from the IOC to facilitate the prompt resolution of any administrative review requests received by the IOC.

LEGAL REF.: 15 ILCS 405/10.05 and 10.05d.
105 ILCS 123/, Hunger-Free Students' Bill of Rights Act.
810 ILCS 5/3-806.

ADOPTED:

Operational Services

Payment Procedures

The Treasurer shall prepare a list of all due and payable bills, indicating vendor name and amount, and shall present it to the School Board in advance of the Board's first regular monthly meeting or, if necessary, a special meeting. These bills are reviewed by the Board, after which they may be approved for payment by Board order. Approval of all bills shall be given by a roll call vote and the votes shall be recorded in the minutes. The Treasurer shall pay the bills after receiving a Board order or pertinent portions of the Board minutes, even if the minutes are unapproved, provided the order or minutes are signed by the Board President and Secretary, or a majority of the Board.

The Treasurer is authorized, without further Board approval, to pay Social Security taxes, wages, pension contributions, utility bills, and other recurring bills. These disbursements shall be included in the listing of bills presented to the Board.

The Board authorizes the Superintendent or designee to establish revolving funds and a petty cash fund system for school cafeterias, lunchrooms, athletics, or similar purposes, provided such funds are maintained in accordance with Board policy 4:80, *Accounting and Audits*, and remain in the custody of an employee who is properly bonded according to State law.

LEGAL REF.: 105 ILCS 5/8-16, 5/10-7, and 5/10-20.19.
23 Ill.Admin.Code §100.70.

CROSS REF.: 4:55 (Use of Credit and Procurement Cards), 4:60 (Purchases and Contracts),
4:80 (Accounting and Audits)

ADOPTED:

Operational Services

Use of Credit and Procurement Cards

The Superintendent and employees designated by the Superintendent are authorized to use District credit and procurement cards to simplify the acquisition, receipt, and payment of purchases and travel expenses incurred on the District's behalf. Credit and procurement cards shall only be used for those expenses that are for the District's benefit and serve a valid and proper public purpose; they shall not be used for personal purchases. Cardholders are responsible for exercising due care and judgment and for acting in the District's best interests.

The Superintendent or designee shall manage the use of District credit and procurement cards by employees. It is the Board's responsibility, through the audit and approval process, to determine whether District credit and procurement card use by the Superintendent is appropriate.

In addition to the other limitations contained in this and other Board policies, District credit and procurement cards are governed by the following restrictions:

1. Credit and/or procurement cards may only be used to pay certain job-related expenses or to make purchases on behalf of the Board or District or any student activity fund, or for purposes that would otherwise be addressed through a conventional revolving fund.
2. The Superintendent or designee shall instruct the issuing bank to block the cards' use at unapproved merchants.
3. Each cardholder, other than the Superintendent, may charge no more than \$500 in a single purchase and no more than \$1000 within a given month without prior authorization from the Superintendent.
4. The Superintendent or designee must approve the use of a District credit or procurement card whenever such use is by telephone, fax, and the Internet. Permission shall be withheld when the use violates any Board policy, is from a vendor whose reputation has not been verified, or would be more expensive than if another available payment method were used.
5. The consequences for unauthorized purchases include, but are not limited to, reimbursing the District for the purchase amount, loss of cardholding privileges, and, if made by an employee, discipline up to and including discharge.
6. All cardholders must sign a statement affirming that they are familiar with this policy.
7. The Superintendent shall implement a process whereby all purchases using a District credit or procurement card are reviewed and approved by someone other than the cardholder or someone under the cardholder's supervision.
8. Cardholders must submit the original, itemized receipt to document all purchases.
9. No individual may use a District credit or procurement card to make purchases in a manner contrary to State law, including, but not limited to, the bidding and other purchasing requirements in 105 ILCS 5/10-20.21, or any Board policy.
10. The Superintendent or designee shall account for any financial or material reward or rebate offered by the company or institution issuing the District credit or procurement card and shall ensure that it is used for the District's benefit.

LEGAL REF.: 105 ILCS 5/10-20.21.
23 Ill.Admin.Code §100.70(d).

CROSS REF.: 4:50 (Payment Procedures), 4:60 (Purchases and Contracts), 4:80 (Accounting and Audits), 4:90 (Activity Funds), 5:60 (Expenses)

ADOPTED:

Operational Services

Purchases and Contracts

The Superintendent shall manage the District's purchases and contracts in accordance with State law, the standards set forth in this policy, and other applicable School Board policies.

Standards for Purchasing and Contracting

All purchases and contracts shall be entered into in accordance with State law. The Board Attorney shall be consulted as needed regarding the legal requirements for purchases or contracts. All contracts shall be approved or authorized by the Board.

All purchases and contracts should support a recognized District function or purpose as well as provide for good quality products and services at the lowest cost, with consideration for service, reliability, and delivery promptness, and in compliance with State law. No purchase or contract shall be made or entered into as a result of favoritism, extravagance, fraud, or corruption.

Adoption of the annual budget authorizes the Superintendent or designee to purchase budgeted supplies, equipment, and services, provided that State law is followed. Purchases of items outside budget parameters require prior Board approval, except in an emergency. **Notwithstanding the above, the Superintendent shall not commit to any single, non-customary purchase or expenditure, excluding personnel, of greater than \$12,500.00 without prior Board approval.**

When presenting a contract or purchase for Board approval, the Superintendent or designee shall ensure that it complies with applicable State law, including but not limited to, those specified below:

1. Supplies, materials, or work involving an expenditure in excess of \$25,000 must comply with the State law bidding procedure, 105 ILCS 5/10-20.21, unless specifically exempted.
2. Construction, lease, or purchase of school buildings must comply with State law and Board policy 4:150, *Facility Management and Building Programs*.
3. Guaranteed energy savings must comply with 105 ILCS 5/19b-1 *et seq.*
4. Third party non-instructional services must comply with 105 ILCS 5/10-22.34c.
5. Goods and services that are intended to generate revenue and other remunerations for the District in excess of \$1,000, including without limitation vending machine contracts, sports and other attire, class rings, and photographic services, must comply with 105 ILCS 5/10-20.21(b-5). The Superintendent or designee shall keep a record of: (1) each vendor, product, or service provided, (2) the actual net revenue and non-monetary remuneration from each contract or agreement, and (3) how the revenue was used and to whom the non-monetary remuneration was distributed. The Superintendent or designee shall report this information to the Board by completing the necessary forms that must be attached to the District's annual budget.
6. Any contract to purchase food with a bidder or offeror must comply with 105 ILCS 5/10-20.21(b-10).
7. The purchase of paper and paper products must comply with 105 ILCS 5/10-20.19c and Board policy 4:70, *Resource Conservation*.
8. Each contractor with the District is bound by each of the following:
 - a. In accordance with 105 ILCS 5/10-21.9(f): (1) prohibit any of its employees who is or was found guilty of a criminal offense listed in 105 ILCS 5/10-21.9(c) and 5/21B-80(c) to have direct, daily contact at a District school or school-related activity with one or more student(s); (2) prohibits any of the contractor's employees from having direct, daily

contact with one or more students if the employee was found guilty of any offense in 5/21B-80(b) (certain drug offenses) until seven years following the end of the employee's sentence for the criminal offense; and (3) require each of its employees who will have direct, daily contact with student(s) to cooperate during the District's fingerprint-based criminal history records check on him or her.

- b. In accordance with 105 ILCS 5/24-5: (1) concerning each new employee of a contractor that provides services to students or in schools, provide the District with evidence of physical fitness to perform the duties assigned and freedom from communicable disease if the employee will have direct, daily contact with one or more student(s); and (2) require any new or existing employee who has and will have direct, daily contact with one or more student(s) to complete additional health examinations as required by the District and be subject to additional health examinations, including tuberculosis screening, as required by the Ill. Department of Public Health rules or order of a local health official.

The Superintendent or designee shall: (1) execute the reporting and website posting mandates in State law concerning District contracts, and (2) monitor the discharge of contracts, contractors' performances, and the quality and value of services or products being provided.

LEGAL REF.: 105 ILCS 5/10-20.19c, 5/10-20.21, 5/10-21.9, 5/10-22.34c, 5/19b-1 et seq., and 5/24-5.
820 ILCS 130/.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 4:70 (Resource Conservation), 4:150 (Facility Management and Building Programs), 4:175 (Convicted Child Sex Offender; Screening; Notifications)

ADOPTED:

Operational Services

Resource Conservation

The Superintendent or designee shall manage a program of energy and resource conservation for the District that includes:

1. Periodic review of procurement procedures and specifications to ensure that purchased products and supplies are reusable, durable, or made from recycled materials, if economically and practically feasible.
2. Purchasing recycled paper and paper products in amounts that will, at a minimum, meet the specifications in the School Code, if economically and practically feasible.
3. Periodic review of procedures on the reduction of solid waste generated by academic, administrative, and other institutional functions. These procedures shall: (a) require recycling the District's waste stream, including landscape waste, computer paper, and white office paper, if economically and practically feasible; (b) include investigation of the feasibility of potential markets for other recyclable materials that are present in the District's waste stream; and (c) be designed to achieve, before July 1, 2020, at least a 50% reduction in the amount of solid waste that is generated by the District.
4. Adherence to energy conservation measures.

LEGAL REF.: 105 ILCS 5/10-20.19c.

CROSS REF.: 4:60 (Purchases and Contracts), 4:150 (Facility Management and Building Programs)

ADOPTED:

Operational Services

Accounting and Audits

The School District's accounting and audit services shall comply with the *Requirements for Accounting, Budgeting, Financial Reporting, and Auditing*, as adopted by the Ill. State Board of Education (ISBE), State and federal laws and regulations, and generally accepted accounting principles. Determination of liabilities and assets, prioritization of expenditures of governmental funds, and provisions for accounting disclosures shall be made in accordance with government accounting standards as directed by the auditor designated by the Board. The Superintendent, in addition to other assigned financial responsibilities, shall report monthly on the District's financial performance, both income and expense, in relation to the financial plan represented in the budget.

Annual Audit

At the close of each fiscal year, the Superintendent shall arrange an audit of the District funds, accounts, statements, and other financial matters. The audit shall be performed by an independent certified public accountant designated by the Board and be conducted in conformance with prescribed standards and legal requirements. A complete and detailed written audit report shall be provided to each Board member and to the Superintendent. The Superintendent shall annually, on or before October 15, submit an original and one copy of the audit to the Regional Superintendent of Schools.

Annual Financial Report

The Superintendent or designee shall annually prepare and submit the Annual Financial Report on a timely basis using the form adopted by the ISBE. The Superintendent shall review and discuss the Annual Financial Report with the Board before it is submitted.

Inventories

The Superintendent or designee is responsible for establishing and maintaining accurate inventory records. The inventory record of supplies and equipment shall include a description of each item, quantity, location, purchase date, and cost or estimated replacement cost, unless the supplies and equipment are acquired by the District pursuant to a federal or State grant award, in which case the inventory record shall also include the information required by 2 C.F.R. 200.313, if applicable. The Superintendent shall establish procedures for the management of property acquired by the District under grant awards that comply with federal and State law.

Capitalization Threshold

To be considered a capital asset for financial reporting purposes, a capital item must be at or above a capitalization threshold of \$5,000 and have an estimated useful life greater than one year.

Disposition of District Property

The Superintendent or designee shall notify the Board, as necessary, of the following so that the Board may consider its disposition: (1) District personal property (property other than buildings and land) that is no longer needed for school purposes, and (2) school site, building, or other real estate that is unnecessary, unsuitable, or inconvenient. Notwithstanding the above, the Superintendent or designee may unilaterally dispose of personal property of a diminutive value. The Superintendent shall establish procedures for the disposition of property acquired by the District under grant awards that comply with federal and State law.

Taxable Fringe Benefits

The Superintendent or designee shall: (1) require that all use of District property or equipment by employees is for the District's convenience and best interests unless it is a Board-approved fringe benefit, and (2) ensure compliance with the Internal Revenue Service regulations regarding when to report an employee's personal use of District property or equipment as taxable compensation.

Controls for Revolving Funds and Petty Cash

Revolving funds and the petty cash system are established in Board policy 4:50, *Payment Procedures*. The Superintendent shall: (1) designate a custodian for each revolving fund and petty cash fund, (2) obtain a bond for each fund custodian, and (3) maintain the funds in compliance with this policy, State law, and ISBE rules. A check for the petty cash fund may be drawn payable to the designated petty cash custodian. Each revolving fund shall be maintained in a bank that has been approved by the Board and established in an amount approved by the Superintendent consistent with the annual budget. All expenditures from these bank accounts must be directly related to the purpose for which the account was established and supported with documentation, including signed invoices or receipts. All deposits into these bank accounts must be accompanied with a clear description of their intended purpose. The Superintendent or designee shall include checks written to reimburse revolving funds on the Board's monthly listing of bills indicating the recipient and including an explanation.

Control Requirements for Checks

The Board must approve all bank accounts opened or established in the District's or a District school's name or with the District's Federal Employer Identification Number. All checks issued by the School District must be signed by either the Treasurer or Board President, except that checks from an account containing student activity funds and revolving accounts may be signed by the respective account custodian.

Internal Controls

The Superintendent is primarily responsible for establishing and implementing a system of internal controls for safeguarding the District's financial condition; the Board, however, will oversee these safeguards. The control objectives are to ensure efficient business and financial practices, reliable financial reporting, and compliance with State law and Board policies, and to prevent losses from fraud, waste, and abuse, as well as employee error, misrepresentation by third parties, or other imprudent employee action. The District's system of internal controls shall include the following:

1. All financial transactions must be properly authorized and documented.
2. Financial records and data must be accurate and complete.
3. Accounts payable must be accurate and punctual.
4. District assets must be protected from loss or misuse.
5. Incompatible duties should be segregated, if possible.
6. Accounting records must be periodically reconciled.
7. Equipment and supplies must be safeguarded.
8. Staff members with financial or business responsibilities must be properly trained and supervised, and must perform their responsibilities with utmost care and competence.
9. Any unnecessary weaknesses or financial risks must be promptly corrected.

The Superintendent or designee shall annually audit the District's financial and business operations for compliance with established internal controls and provide the results to the Board. The Board may from time-to-time engage a third-party to audit internal controls in addition to the annual audit.

LEGAL REF.: 2 C.F.R. §200 et seq.
30 ILCS 708/, Grant Accountability and Transparency Act, implemented by 44
Ill.Admin.Code 7000 et seq.
105 ILCS 5/2-3.27, 5/2-3.28, 5/3-7, 5/3-15.1, 5/5-22, 5/10-21.4, 5/10-20.19, 5/10-
22.8, and 5/17-1 et seq.
23 Ill.Admin.Code Part 100.

CROSS REF.: 4:10 (Fiscal and Business Management), 4:50 (Payment Procedures), 4:55 (Use
of Credit and Procurement Cards), 4:90 (Activity Funds)

ADOPTED:

Operational Services

Activity Funds

The School Board, upon the Superintendent or designee's recommendation, establishes student activity funds to be managed by student organizations under the guidance and direction of a staff member for educational, recreational, or cultural purposes.

The Superintendent or designee shall be responsible for supervising student activity funds in accordance with Board policy, 4:80, *Accounting and Audits*; State law; and the Illinois State Board of Education rules for student activity funds. The Board will appoint a treasurer for each fund to serve as the fund's sole custodian and be bonded in accordance with the School Code. The treasurer shall have all of the responsibilities specific to the treasurer listed in the Illinois State Board of Education rules for school activity funds, including the authority to make loans between activity funds.

Unless otherwise instructed by the Board, a student activity fund's balance will carry over to the next fiscal year. An account containing student activity funds that is inactive for 12 consecutive months shall be closed and its funds transferred to another student activity fund or authorized fund with a similar purpose.

LEGAL REF.: 105 ILCS 5/8-2 and 5/10-20.19.
23 Ill.Admin.Code §§100.20 and 100.80.

CROSS REF.: 4:80 (*Accounting and Audits*), 7:325 (*Student Fundraising Activities*)

ADOPTED:

Operational Services

Insurance Management

The Superintendent shall recommend and maintain all insurance programs that provide the broadest and most complete coverage available at the most economical cost, consistent with sound insurance principles.

The insurance program shall include each of the following:

1. Liability coverage to insure against any loss or liability of the School District and the listed individuals against civil rights damage claims and suits, constitutional rights damage claims and suits, and death and bodily injury and property damage claims and suits, including defense costs, when damages are sought for negligent or wrongful acts allegedly committed in the scope of employment or under the Board's direction or related to any mentoring services provided to the District's certified staff members; School Board members; employees; volunteer personnel authorized by 105 ILCS 5/10-22.34, 5/10-22.34a, and 5/10-22.34b; mentors of certified staff members authorized in 105 ILCS 5/21A-5 et seq. (new teacher), 105 ILCS 5/2-3.53a (new principal), and 2-3.53b (new superintendents); and student teachers.
2. Catastrophic accident insurance at the mandated benefit level for student athletes in grades 9 through 12 who sustain an accidental injury while participating in school-sponsored or school-supervised interscholastic athletic events sanctioned by the Ill. High School Association that results in medical expenses in excess of \$50,000.
3. Comprehensive property insurance covering a broad range of causes of loss involving building and personal property. The coverage amount shall normally be for the replacement cost or the insurable value.
4. Workers' Compensation to protect individual employees against financial loss in case of a work-related injury, certain types of disease, or death incurred in an employee-related situation.

Student Insurance

The Board shall annually designate a company to offer student accident insurance coverage. The Board does not endorse the plan nor recommend that parents/guardians secure the coverage, and any contract is between the parent(s)/guardian(s) and the company.

LEGAL REF.: Consolidated Omnibus Budget Reconciliation Act, Pub. L. 99-272, §10001, 100 Stat. 222, 4980B(f) of the I.R.S. Code, 42 U.S.C. §300bb-1 et seq.
 105 ILCS 5/10-20.20, 5/10-22.3, 5/10-22.3a, 5/10-22.3b, 5/10-22.3f, 5/10-22.34, 5/10-22.34a, 5/10-22.34b, and 5/22-15.
 215 ILCS 5/, Ill. Insurance Code.
 750 ILCS 75/, Ill. Religious Freedom Protection and Civil Union Act.
 820 ILCS 305/, Workers' Compensation Act.

ADOPTED:

Operational Services

Transportation

The District shall provide free transportation for any student in the District who resides: (1) at a distance of one and one-half miles or more from his or her assigned school, unless the School Board has certified to the Illinois State Board of Education that adequate public transportation is available, or (2) if adequate public transportation is not available, within one and one-half miles from his or her assigned school where walking to or from school or to or from a pick-up point or bus stop would constitute a *serious safety hazard* due to either (a) vehicular traffic or rail crossing or (b) *a course or pattern of criminal activity*, as defined in the Ill. Streetgang Terrorism Omnibus Prevention Act, 740 ILCS 147/. The District may provide transportation for other students residing within one and one-half miles from their assigned school. A student's parent(s)/guardian(s) may file a petition with the Board requesting transportation due to the existence of a serious safety hazard. Free transportation service and vehicle adaptation is provided for a special education student if included in the student's individualized educational program. The District may provide transportation to and from school-sponsored activities. If it is provided, participants will be expected to use such transportation, unless the parent or guardian is granted prior approval by the appropriate administrator. Non-public school students shall be transported in accordance with State law. Homeless students shall be transported in accordance with Section 45/1-15 of the Education for Homeless Children Act. Foster care students shall be transported in accordance with Section 6312(c)(5)(B) of the Elementary and Secondary Education Act.

Bus schedules and routes shall be determined by the Transportation Director and shall be altered only with the Transportation Director's approval and direction. In setting the routes, the pick-up and discharge points should be as safe for students as possible.

No school employee may transport students in school or private vehicles unless authorized by the administration.

Every vehicle regularly used for the transportation of students must pass safety inspections in accordance with State law and Illinois Department of Transportation regulations. The strobe light on a school bus may be illuminated only when the bus is actually being used as a school bus and (1) is stopping or stopped for loading or discharging students on a highway outside an urban area, or (2) is bearing one or more students. The Superintendent shall implement procedures in accordance with State law for accepting comment calls about school bus driving.

All contracts for charter bus services must contain the clause prescribed by State law regarding criminal background checks for bus drivers.

Pre-Trip and Post-Trip Vehicle Inspection

The Superintendent or designee shall develop and implement a pre-trip and post-trip inspection procedure to ensure that the school bus driver: (1) tests the two-way radio or cellular radio telecommunication device and ensures that it is functioning properly before the bus is operated, and (2) walks to the rear of the bus before leaving the bus at the end of each route, work shift, or work day, to check the bus for children or other passengers in the bus.

LEGAL REF.: 20 U.S.C. §6312(c)(5)(B), Elementary and Secondary Education Act.
42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.
105 ILCS 5/10-22.22 and 5/29-1 et seq.
105 ILCS 45/1-15 and /1-17.
625 ILCS 5/1-148.3a-5, 5/1-182, 5/11-1414.1, 5/12-813.1, 5/12-815, 5/12-816,
5/12-821, and 5/13-109.
23 Ill.Admin.Code §§1.510 and 226.750; Part 120.
92 Ill.Admin.Code Part 440.

CROSS REF.: 4:170 (Safety), 5:100 (Staff Development Program), 5:120 (Employee Ethics;
Conduct; and Conflict of Interest), 5:280 (Educational Support Personnel -
Duties and Qualifications), 6:140 (Education of Homeless Children), 6:170 (Title
I Programs), 7:220 (Bus Conduct)

ADOPTED:

Operational Services

Food Services

Good nutrition shall be promoted in the District's meal programs and in other food and beverages that are sold to students during the school day. The Superintendent shall manage a food service program that complies with this policy and is in alignment with School Board policy 6:50, *School Wellness*.

Food or beverage items sold to students as part of a reimbursable meal under federal law must follow the nutrition standards specified in the U.S. Dept. of Agriculture rules that implement the National School Lunch and Child Nutrition Acts. Schools being reimbursed for meals under these laws are *participating schools*.

The food service program in participating schools shall comply with the nutrition standards specified in the U.S. Dept. of Agriculture's *Smart Snacks rules* when it offers competitive foods to students on the school campus during the school day. *Competitive foods* are all food and beverages that are offered by any person, organization or entity for sale to students on the school campus during the school day that are not reimbursed under programs authorized by federal law. The food service programs in participating schools shall also comply with any applicable mandates in the Illinois State Board of Education's School Food Service rules implementing these federal laws and the Ill. School Breakfast and Lunch Program Act.

All revenue from the sale of any food or beverages sold in competition with the School Breakfast Program or National School Lunch Program to students in food service areas during the meal period shall accrue to the nonprofit school lunch program account.

LEGAL REF.: Russell B. National School Lunch Act, 42 U.S.C. §1751 et seq.
 Child Nutrition Act of 1966, 42 U.S.C. §1771 et seq.
 7 C.F.R. Parts 210 and 220, Food and Nutrition Service.
 105 ILCS 125/.
 23 Ill.Admin.Code Part 305, School Food Service.

CROSS REF.: 4:130 (Free and Reduced-Price Food Services), 6:50 (School Wellness)

ADOPTED:

Operational Services

Free and Reduced-Price Food Services

Notice

The Superintendent shall be responsible for implementing the District's free and reduced-price food services policy and all applicable programs.

Eligibility Criteria and Selection of Children

A student's eligibility for free and reduced-price food services shall be determined by the income eligibility guidelines, family-size income standards, set annually by the U.S. Dept. of Agriculture and distributed by the Ill. State Board of Education.

Notification

At the beginning of each school year, by letter, the District shall notify students and their parents/guardians of: (1) eligibility requirements for free and reduced-price food service; (2) the application process; (3) the name and telephone number of a contact person for the program; and (4) other information required by federal law. The Superintendent shall provide the same information to: (1) informational media, the local unemployment office, and any major area employers contemplating layoffs; and (2) the District's website (if applicable), all school newsletters, or students' registration materials. Parents/guardians enrolling a child in the District for the first time, any time during the school year, shall receive the eligibility information.

Nondiscrimination Assurance

The District shall avoid publicly identifying students receiving free or reduced-price meals and shall use methods for collecting meal payments that prevent identification of children receiving assistance.

Appeal

A family may appeal the District's decision to deny an application for free and reduced-price food services or to terminate such services as outlined by the U.S. Dept. of Agriculture in 7 C.F.R. §245.7, Determining Eligibility for Free and Reduced-Price Meals and Free Milk in Schools. The Superintendent shall establish a hearing procedure for adverse eligibility decisions and provide by mail a copy of them to the family. The District may also use these procedures to challenge a child's continued eligibility for free or reduced-price meals or milk.

During an appeal, students previously receiving food service benefits shall not have their benefits terminated. Students who were denied benefits shall not receive benefits during the appeal.

The Superintendent shall keep on file for a period of three years a record of any appeals made and the hearing record. The District shall also maintain accurate and complete records showing the data and method used to determine the number of eligible students served free and reduced-price food services. These records shall be maintained for three years.

LEGAL REF.: U.S. Dept. of Agriculture, Food and Nutrition Service, National School Lunch Program, 7 C.F.R. Part 210.
U.S. Dept. of Agriculture, Food and Nutrition Service, Determining Eligibility for Free and Reduced-Price Meals and Free Milk in Schools, 7 C.F.R. Part 245.
105 ILCS 125/ and 126/.
23 Ill.Admin.Code §305.10 et seq.

ADOPTED:

Operational Services

Exhibit - Free and Reduced-Price Food Services; Meal Charge Notifications

On District letterhead, website, in student handbook, newsletters, bulletins, and/or calendars

Date:

To: Parents/Guardians, Students, and Staff

Re: Eligibility and Meal Charge Notifications

The following notification is provided at the beginning of each school year as federally required notification regarding eligibility requirements and the application process for the free and reduced-price food services that are listed in Board policy 4:130, *Free and Reduced-Price Food Services* and 4:140, *Waiver of Student Fees*. For more information, see www.fns.usda.gov/school-meals/unpaid-meal-charges, and/or contact the Building Principal or designee.

Free and Reduced-Price Food Services Eligibility

When the parents/guardians of students are unable to pay for their child(ren)'s meal services, meal charges will apply per a student's eligibility category and will be processed by the District accordingly.

A student's eligibility for free and reduced-price food services shall be determined by the income eligibility guidelines, family-size income standards, set annually by the U.S. Dept. of Agriculture, and distributed by the Ill. State Board of Education.

Meal Charges for Meals Provided by the District

The Building Principal and District staff will work jointly to prevent meal charges from accumulating. Every effort to collect all funds due to the District will be made on a regular basis and before the end of the school year. Contact your Building Principal or designee about whether your child(ren)'s charges may be carried over at the end of the school year, i.e., beyond June 30th.

Unpaid meal charges are considered delinquent debt when payment is overdue as defined by Board policy 4:45, *Insufficient Fund Checks and Debt Recovery* and the Hunger-Free Students' Bill of Rights Act (105 ILCS 123/, added by P.A. 100-1092). The District will make reasonable efforts to collect charges classified as delinquent debt.

When a student's funds are low or there is a negative balance, reminders will be provided to the staff, students, and their parent(s)/guardian(s) at regular intervals during the school year. State law allows the Building Principal to contact parents(s)/guardian(s) to attempt collection of the owed money when the amount owed is more than the amount of five lunches [*or insert lower amount*]. If a parent/guardian regularly fails to provide meal money for the child(ren) that he/she is responsible for in the District and does not qualify for free meal benefits, the Building Principal or designee will direct the next course of action. Continual failure to provide meal money may require the District to notify the Ill. Dept. of Children and Family Services (DCFS) and/or take legal steps to recover the unpaid meal charges, up to and including seeking an offset under the State Comptroller Act, if applicable.

LEGAL REF.: Healthy Hunger-Free Kids Act of 2010 (P.L. 111-296).
7 C.F.R. §245.5.
105 ILCS 123/, Hunger-Free Students' Bill of Rights Act.
23 Ill.Admin.Code Part 305, School Food Service.

DATED:

Operational Services

Waiver of Student Fees

The Superintendent will recommend to the School Board a schedule of fees, if any, to be charged students for the use of textbooks, consumable materials, extracurricular activities, and other school student fees. Students must also pay for the loss of or damage to school books or other school-owned materials.

Fees for textbooks, other instructional materials, and driver education are waived for students who meet the eligibility criteria for a fee waiver as described in this policy. In order that no student is denied educational services or academic credit due to the inability of parents/guardians to pay student fees, the Superintendent will recommend to the Board which additional fees, if any, the District will waive for students who meet the eligibility criteria for fee waiver. Students receiving a fee waiver are not exempt from charges for lost and damaged books, locks, materials, supplies, and equipment.

Notification

The Superintendent shall ensure that applications for fee waivers are widely available and distributed according to State law and Ill. State Board of Education (ISBE) rule and that provisions for assisting parents/guardians in completing the application are available.

Eligibility Criteria

A student shall be eligible for a fee waiver when the student currently lives in a household that meets the same income guidelines, with the same limits based on household size, that are used for the federal free meals program.

The Superintendent or designee will give additional consideration where one or more of the following factors are present:

- Illness in the family;
- Unusual expenses such as fire, flood, storm damage, etc.;
- Unemployment;
- Emergency situations;
- When one or more of the parents/guardians are involved in a work stoppage.

Verification

The Superintendent or designee must follow the verification requirements of 7 C.F.R. 245.6a when using the free lunch or breakfast eligibility guidelines pursuant to The National School Lunch Act as the basis for waiver of the student's fee(s).

Determination and Appeal

Within 30 calendar days after the receipt of a waiver request, the Superintendent or designee shall mail a notice to the parent/guardian whenever a waiver request is denied. The denial notice shall include: (1) the reason for the denial, (2) the process and timelines for making an appeal, and (3) a statement that the parent/guardian may reapply for a waiver any time during the school year if circumstances change. If the denial is appealed, the District shall follow the procedures for the resolution of appeals as provided in the ISBE rule on waiver of fees.

LEGAL REF.: 105 ILCS 5/10-20.13, 5/10-22.25, 5/27-24.2, and 5/28-19.2.
23 Ill.Admin.Code §1.245 [may contain unenforceable provisions].

CROSS REF.: 4:130 (Free and Reduced-Price Food Services)

ADOPTED:

Operational Services

Facility Management and Building Programs, Including Naming Buildings and Facilities

The Superintendent shall manage the District's facilities and grounds as well as facility construction and building programs in accordance with the law, the standards set forth in this policy, and other applicable School Board policies. The Superintendent or designee shall facilitate: (1) inspections of schools by the Regional Superintendent and State Fire Marshal or designee, (2) review of plans and specifications for future construction or alterations of a school if requested by the relevant municipality, county (if applicable), or fire protection district, and (3) compliance with the 10-year safety survey process required by the School Code.

Standards for Managing Buildings and Grounds

All District buildings and grounds shall be adequately maintained in order to provide an appropriate, safe, and energy efficient physical environment for learning and teaching. The Superintendent or designee shall provide the Board with periodic reports on maintenance data and projected maintenance needs that include cost analysis. Prior Board approval is needed for all renovations or permanent alterations to buildings or grounds when the total cost will exceed \$12,500, including the cost equivalent of staff time. This policy is not intended to discourage efforts to improve the appearance of buildings or grounds that are consistent with the designated use of those buildings and grounds.

Standards for Green Cleaning

For each District school with 50 or more students, the Superintendent or designee shall establish and supervise a green cleaning program that complies with the guidelines established by the Illinois Green Government Coordinating Council.

Standards for Facility Construction and Building Programs

As appropriate, the Board will authorize a comprehensive study to determine the need for facility construction and expansion. On an annual basis, the Superintendent or designee shall provide the Board with projected facility needs, enrollment trends, and other data impacting facility use. Board approval is needed for all new facility construction and expansion.

When making decisions pertaining to design and construction of school facilities, the Board will confer with members of the staff and community, the Ill. State Board of Education, and educational and architectural consultants, as it deems appropriate. The Board's facility goals are to:

1. Integrate facilities planning with other aspects of planning and goal-setting.
2. Base educational specifications for school buildings on identifiable student needs.
3. Design buildings for sufficient flexibility to permit new or modified programs.
4. Design buildings for maximum potential for community use.
5. Meet or exceed all safety requirements.
6. Meet requirements on the accessibility of school facilities to disabled persons as specified in State and federal law.
7. Provide for low maintenance costs, energy efficiency, and minimal environmental impact.

Naming Buildings and Facilities

Recognizing that the name for a school building, facility, or ground or field reflects on its public image, the Board's primary consideration will be to select a name that enhances the credibility and

stature of the school or facility. Any request to name or rename an existing facility should be submitted to the Board. When a facility is to be named or renamed, the Board President will appoint a special committee to consider nominations and make a recommendation, along with supporting rationale, to the Board. The Board will make the final selection. The Superintendent or designee may name a room or designate some area on a school's property in honor of an individual or group that has performed outstanding service to the school without using the process in this policy.

LEGAL REF.: 42 U.S.C. §12101 et seq., Americans with Disabilities Act of 1990, implemented by 28 C.F.R. Parts 35 and 36.
20 ILCS 3130/, Green Buildings Act.
105 ILCS 5/2-3.12, 5/10-20.49, 5/10-22.36, 5/10-20.63, and 5/17-2.11.
105 ILCS 140/, Green Cleaning Schools Act.
105 ILCS 230/, School Construction Law.
410 ILCS 25/, Environmental Barriers Act.
410 ILCS 35/25, Equitable Restrooms Act.
820 ILCS 130/, Prevailing Wage Act.
23 Ill.Admin.Code Part 151, School Construction Program; Part 180, Health/Life Safety Code for Public Schools; and Part 2800, Green Cleaning for Elementary and Secondary Schools.
71 Ill.Admin.Code Part 400, Ill. Accessibility Code.

CROSS REF.: 2:150 (Committees), 2:170 (Procurement of Architectural, Engineering, and Land Surveying Services), 4:60 (Purchases and Contracts), 8:70 (Accommodating Individuals with Disabilities)

ADOPTED:

Operational Services

Environmental Quality of Buildings and Grounds

The Superintendent shall take all reasonable measures to protect: (1) the safety of District personnel, students, and visitors on District premises from risks associated with hazardous materials, and (2) the environmental quality of the District's buildings and grounds. Before pesticides are used on District premises, the Superintendent or designee shall notify employees and parents/guardians of students as required by the Structural Pest Control Act, 225 ILCS 235/, and the Lawn Care Products Application and Notice Act, 415 ILCS 65/.

LEGAL REF.: 29 C.F.R. §1910.1030, Occupational Exposure to Bloodborne Pathogens, as adopted by the Illinois Department of Labor, 56 Ill.Admin.Code §350.700(b).
 29 C.F.R. §1910.1200, Occupational Safety and Health Administration Hazard Communication Standards, as adopted by 820 ILCS 255/1.5, Toxic Substances Disclosure to Employees Act.
 20 ILCS 3130/, Green Buildings Act.
 105 ILCS 5/10-20.17a; 5/10-20.48.
 105 ILCS 135/, Toxic Art Supplies in Schools Act.
 105 ILCS 140/, Green Cleaning School Act.
 225 ILCS 235/, Structural Pest Control Act.
 415 ILCS 65/, Lawn Care Products Application and Notice Act.
 820 ILCS 255/, Toxic Substances Disclosure to Employees Act. (*inoperative*)
 23 Ill.Admin.Code §1.330.

CROSS REF.: 4:150 (Facility Management and Building Programs), 4:170 (Safety)

ADOPTED:

Operational Services

Safety

Safety and Security

All District operations, including the education program, shall be conducted in a manner that will promote the safety and security of everyone on District property or at a District event. The Superintendent or designee shall develop, implement, and maintain a comprehensive safety and security plan that includes, without limitation:

1. An emergency operations and crisis response plan(s) addressing prevention, preparation, response, and recovery for each school;
2. Provisions for a coordinated effort with local law enforcement and fire officials, emergency medical services personnel, and the Board Attorney;
3. A school safety drill plan;
4. Instruction in safe bus riding practices; and
5. A clear, rapid, factual, and coordinated system of internal and external communication.

In the event of an emergency that threatens the safety of any person or property, students and staff are encouraged to follow the best practices discussed for their building regarding the use of any available cellular telephones.

School Safety Drill Plan

During every academic year, each school building that houses school children shall conduct, at a minimum, each of the following in accordance with the School Safety Drill Act (105 ILCS 128/):

1. Three school evacuation drills to address and prepare students and school personnel for fire incidents. One of these three drills shall require the participation of the local fire department or district.
2. One bus evacuation drill.
3. One severe weather and shelter-in-place drill to address and prepare students and school personnel for possible tornado incidents.
4. One law enforcement drill to address a school shooting incident and to evaluate the preparedness of school personnel and students. This drill shall occur no later than 90 days after the first day of school of each year, and shall require the participation of all school personnel and students present at school at the time of the drill, except for those exempted by administrators or school support personnel.

Annual Review

The Board or its designee will annually review each school building's emergency operations and crisis response plan(s), protocols, and procedures, as well as each building's compliance with the school safety drill plan. This annual review shall be in accordance with the School Safety Drill Act (105 ILCS 128/) and the Joint Rules of the Office of the State Fire Marshal and the Ill. State Board of Education (ISBE). 29 Ill.Admin.Code Part 1500.

Automated External Defibrillator (AED)

The Superintendent or designee shall implement a written plan for responding to medical emergencies at the District's physical fitness facilities in accordance with the Fitness Facility Medical Emergency Preparedness Act and shall file a copy of the plan with the Ill. Dept. of Public Health (IDPH). The plan shall provide for at least one automated external defibrillator (AED) to be available at every physical fitness facility on the premises according to State law requirements.

The District shall have an AED on site as well as a trained AED user: (1) on staff during staffed business hours; and (2) available during activities or events sponsored and conducted or supervised by the District. The Superintendent or designee shall ensure that every AED on the District's premises is properly tested and maintained in accordance with rules developed by the IDPH. This policy does not create an obligation to use an AED.

Carbon Monoxide Alarms

The Superintendent or designee shall implement a plan with the District's local fire officials to:

1. Determine which school buildings to equip with approved *carbon monoxide alarms* or *carbon monoxide detectors*,
2. Locate the required carbon monoxide alarms or carbon monoxide detectors within 20 feet of a carbon monoxide emitting device, and
3. Incorporate carbon monoxide alarm or detector activation procedures into each school building that requires a carbon monoxide alarm or detector. The Superintendent or designee shall ensure each school building annually reviews these procedures.

Soccer Goal Safety

The Superintendent or designee shall implement the Movable Soccer Goal Safety Act in accordance with the guidance published by the IDPH. Implementation of the Act shall be directed toward improving the safety of movable soccer goals by requiring that they be properly anchored.

Unsafe School Choice Option

The unsafe school choice option provided in State law permits students to transfer to another school within the District in certain situations. This transfer option is unavailable in this District because each grade is in only one attendance center. A student, who would otherwise have qualified for the choice option, or such a student's parent/guardian, may request special accommodations from the Superintendent or designee.

Lead Testing in Water

The Superintendent or designee shall implement testing for lead in each source of drinking water in school buildings in accordance with the Ill. Plumbing License Law and guidance published by the IDPH. The Superintendent or designee shall notify parent(s)/guardian(s) about the sampling results from their children's respective school buildings.

Emergency Closing

The Superintendent is authorized to close school(s) in the event of hazardous weather or other emergency that threatens the safety of students, staff members, or school property.

LEGAL REF.: 105 ILCS 5/10-20.2, 5/10-20.57, 5/18-12, and 5/18-12.5.
105 ILCS 128/, School Safety Drill Act, implemented by 29 Ill.Admin.Code Part 1500.
210 ILCS 74/, Physical Fitness Facility Medical Emergency Preparedness Act.
225 ILCS 320/35.5, Ill. Plumbing License Law.

CROSS REF.: 4:110 (Transportation), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 4:180 (Pandemic Preparedness), 5:30 (Hiring Process and Criteria), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

Operational Services

Convicted Child Sex Offender; Screening; Notifications

Persons Prohibited on School Property without Prior Permission

State law prohibits a child sex offender from being present on school property or loitering within 500 feet of school property when persons under the age of 18 are present, unless the offender meets either of the following two exceptions:

1. The offender is a parent/guardian of a student attending the school and has notified the Building Principal of his or her presence at the school for the purpose of: (i) attending a conference with school personnel to discuss the progress of his or her child academically or socially, (ii) participating in child review conferences in which evaluation and placement decisions may be made with respect to his or her child regarding special education services, or (iii) attending conferences to discuss other student issues concerning his or her child such as retention and promotion; or
2. The offender received permission to be present from the School Board, Superintendent, or Superintendent's designee. If permission is granted, the Superintendent or Board President shall provide the details of the offender's upcoming visit to the Building Principal.

In all cases, the Superintendent or designee shall supervise a child sex offender whenever the offender is in a child's vicinity. If a student is a sex offender, the Superintendent or designee shall develop guidelines for managing his or her presence in school.

Screening

The Superintendent or designee shall perform fingerprint-based criminal history records information checks and/or screenings required by State law or Board policy for employees; student teachers; students doing field or clinical experience other than student teaching; contractors' employees who have direct, daily contact with one or more children; and resource persons and volunteers. He or she shall take appropriate action based on the result of any criminal background check and/or screen.

Notification to Parents/Guardians

The Superintendent shall develop procedures for the distribution and use of information from law enforcement officials under the Sex Offender Community Notification Law and the Murderer and Violent Offender Against Youth Community Notification Law. The Superintendent or designee shall serve as the District contact person for purposes of these laws. The Superintendent and Building Principal shall manage a process for schools to notify the parents/guardians during school registration that information about sex offenders is available to the public as provided in the Sex Offender Community Notification Law. This notification must occur during school registration and at other times as the Superintendent or Building Principal determines advisable.

LEGAL REF.: 20 ILCS 2635/, Uniform Conviction Information Act.
720 ILCS 5/11-9.3.
730 ILCS 152/, Sex Offender Community Notification Law.
730 ILCS 154/75-105, Murderer and Violent Offender Against Youth Community
Notification Law.

CROSS REF.: 5:30 (Hiring Process and Criteria), 5:260 (Student Teachers), 6:250 (Community
Resource Persons and Volunteers), 8:30 (Visitors to and Conduct on School
Property), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

Operational Services

Pandemic Preparedness

The School Board recognizes that the District will play an essential role along with the local health department and emergency management agencies in protecting the public's health and safety if an influenza pandemic occurs. Pandemic influenza is a worldwide outbreak of a virus for which there is little or no natural immunity and no vaccine; it spreads quickly to people who have not been previously exposed to the new virus.

To prepare the School District community for a pandemic, the Superintendent or designee shall: (1) learn and understand the roles that the federal, State, and local government would play in an epidemic; (2) form a pandemic planning team consisting of appropriate District personnel and community members to identify priorities and oversee the development and implementation of a comprehensive pandemic influenza school action plan; and (3) build awareness of the final plan among staff, students, and community.

Emergency School Closing

In the case of a pandemic, any decision for an emergency school closing will be made by the Superintendent in consultation with and, if necessary, at the direction of the District's local health department, emergency management agencies, and Regional Office of Education.

LEGAL REF.: 105 ILCS 5/10-16.7 and 5/10-20.5.
Ill. Dept. of Public Health Act (Part 1), 20 ILCS 2305/2(b).
Ill. Emergency Management Agency Act, 20 ILCS 3305.
Ill. Educational Labor Relations Act, 115 ILCS 5/.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:20 (Powers and Duties of the School Board; Indemnification), 4:170 (Safety), 7:90 (Release During School Hours), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

Operational Services

Targeted School Violence Prevention Program

Threats and acts of targeted school violence harm the District's environment and school community, diminishing students' ability to learn and a school's ability to educate. Providing students and staff with access to a safe and secure District environment is an important Board goal. While it is not possible for the District to completely eliminate threats in its environment, a Targeted School Violence Prevention Program (Program) using the collective efforts of local school officials, staff, students, families, and the community helps the District reduce these risks to its environment.

The Superintendent or designee shall develop and implement the Program. The Program oversees the maintenance of a District environment that is conducive to learning and working by identifying, assessing, classifying, responding to, and managing threats and acts of targeted school violence. The Program shall be part of the District's Comprehensive Safety and Security Plan, required by Board policy 4:170, *Safety*, and shall:

1. Establish a District-level School Violence Prevention Team to: (a) develop a District-level Targeted School Violence Prevention Plan, and (b) oversee the District's Building-level Threat Assessment Team(s).
2. Establish Building-level Threat Assessment Team(s) to assess and intervene with individuals whose behavior may pose a threat to safety. This team may serve one or more schools.
3. Comply with State and federal law and align with Board policies.

The Local Governmental and Governmental Employees Tort Immunity Act protects the District from liability. The Program does not: (1) replace the care of a physician licensed to practice medicine in all of its branches or a licensed medical practitioner or professional trained in violence prevention, assessments and counseling services, (2) extend beyond available resources within the District, (3) extend beyond the school day and/or school-sponsored events, or (4) guarantee or ensure the safety of students, District staff, or visitors.


LEGAL REF.: 105 ILCS 5/10-20.14, 5/10-21.7, 5/10-27.1A, 5/10-27.1B, 5/24-24, and 5/27-23.7.
105 ILCS 128/, School Safety Drill Act.
745 ILCS 10/, Local Governmental and Governmental Employees Tort Immunity Act.
29 Ill.Admin.Code Part 1500.

CROSS REF.: 2:240 (Board Policy Development), 4:170 (Safety), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:230 (Maintaining Student Discipline), 6:65 (Student Social and Emotional Development), 6:270 (Guidance and Counseling Program), 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:250 (Student Support Services), 7:290 (Suicide and Depression Awareness and Prevention), 7:340 (Student Records), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
SCHOOL BOARD POLICY MANUAL
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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

General Personnel

Equal Employment Opportunity and Minority Recruitment

The School District shall provide equal employment opportunities to all persons regardless of their race; color; creed; religion; national origin; sex; sexual orientation; age; ancestry; marital status; arrest record; military status; order of protection status; unfavorable military discharge; citizenship status provided the individual is authorized to work in the United States; use of lawful products while not at work; being a victim of domestic violence, sexual violence, or gender violence; genetic information; physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation; pregnancy, childbirth, or related medical conditions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Program Act, 410 ILCS 130/.

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager for the Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she: (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or (2) initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager for the Uniform Grievance Procedure. The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

John Troy, Asst. Superintendent

Name

26655 W Eames St Channahon, IL 60410

Address

jtroy@mchs.net

Email

(815) 521- 4294

Telephone

Complaint Managers:

Dr. Janel Grzetich

Name

26655 W Eames St Channahon, IL 60410

Address

jgrzetich@mchs.net

Email

(815) 521-4001

Telephone

Joe Pacetti

Name

26655 W Eames St Channahon, IL 60410

Address

jpacetti@mchs.net

Email

(815) 467-2140

Telephone

The Superintendent shall also use reasonable measures to inform staff members and applicants that the District is an equal opportunity employer, such as, by posting required notices and including this policy in the appropriate handbooks.

Minority Recruitment

The District will attempt to recruit and hire minority employees. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments. This policy, however, does not require or permit the District to give preferential treatment or special rights based on a protected status without evidence of past discrimination.

LEGAL REF.: 8 U.S.C. §1324a et seq., Immigration Reform and Control Act.
20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972, implemented by 34 C.F.R. Part 106.
29 U.S.C. §206(d), Equal Pay Act.
29 U.S.C. §621 et seq., Age Discrimination in Employment Act.
29 U.S.C. §701 et seq., Rehabilitation Act of 1973.
38 U.S.C. §4301 et seq., Uniformed Services Employment and Reemployment Rights Act (1994).
42 U.S.C. §1981 et seq., Civil Rights Act of 1991.
42 U.S.C. §2000e et seq., Title VII of the Civil Rights Act of 1964, implemented by 29 C.F.R. Part 1601.
42 U.S.C. §2000ff et seq., Genetic Information Nondiscrimination Act of 2008.
42 U.S.C. §2000d et seq., Title VI of the Civil Rights Act of 1964.
42 U.S.C. §2000e(k), Pregnancy Discrimination Act.
42 U.S.C. §12111 et seq., Americans with Disabilities Act, Title I.
Ill. Constitution, Art. I, §§17, 18, and 19.
105 ILCS 5/10-20.7, 5/20.7a, 5/21.1, 5/22.4, 5/23.5, 5/22-19, 5/24-4, 5/24-4.1, and 5/24-7.
410 ILCS 130/40, Compassionate Use of Medical Cannabis Program Act.
410 ILCS 513/25, Genetic Information Privacy Act.
740 ILCS 174/, Ill. Whistleblower Act.
775 ILCS 5/1-103, 5/2-102, 103, and 5/6-101, Ill. Human Rights Act.
775 ILCS 35/5, Religious Freedom Restoration Act.
820 ILCS 55/10, Right to Privacy in the Workplace Act.
820 ILCS 70/, Employee Credit Privacy Act.
820 ILCS 75/, Job Opportunities for Qualified Applicants Act.
820 ILCS 112/, Ill. Equal Pay Act of 2003.
820 ILCS 180/30, Victims' Economic Security and Safety Act.

820 ILCS 260/, Nursing Mothers in the Workplace Act.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 5:70 (Religious Holidays), 5:180 (Temporary Illness or Temporary Incapacity), 5:200 (Terms and Conditions of Employment and Dismissal), 5:250 (Leaves of Absence), 5:270 (Employment, At-Will, Compensation, and Assignment), 5:300 (Schedules and Employment Year), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 8:70 (Accommodating Individuals with Disabilities)

ADOPTED:

General Personnel

Workplace Harassment Prohibited

The School District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's actual or perceived race, color, religion, national origin, ancestry, sex, sexual orientation, age, citizenship status, disability, pregnancy, marital status, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's other protected status identified in Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policy 7:20, *Harassment of Students Prohibited*.

The District will take remedial and corrective action to address unlawful workplace harassment, including sexual harassment.

Sexual Harassment Prohibited

The School District shall provide a workplace environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. The District provides annual sexual harassment prevention training in accordance with State law.

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment prohibited by this policy includes, but is not limited to, verbal, physical, or other conduct. The terms intimidating, hostile, or offensive include, but are not limited to, conduct that has the effect of humiliation, embarrassment, or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

Making a Complaint

Employees and *nonemployees* (persons who are not otherwise employees and are directly performing services for the District pursuant to a contract with the District, including contractors and consultants) are encouraged to promptly report information regarding violations of this policy. Individuals may choose to report to a person of the individual's same gender. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available.

Aggrieved individuals, if they feel comfortable doing so, should directly inform the person engaging in the harassing conduct or communication that such conduct or communication is offensive and must stop.

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager. Employees may also report claims

using Board policy 2:260, *Uniform Grievance Procedure*. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

John Troy, Asst. Superintendent
Name
26655 W Eames St Channahon, IL 60410
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jtroy@mchs.net
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Joe Pacetti
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(815) 467-2140
Telephone

Investigation Process

Supervisors, Building Principals, or administrators who receive a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. A supervisor or administrator who fails to promptly forward a report or complaint may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain a workplace environment that is productive, respectful, and free of unlawful discrimination, including harassment. The District shall investigate alleged workplace harassment when the Nondiscrimination Coordinator or a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.

Enforcement

A violation of this policy by an employee may result in discipline, up to and including discharge. A violation of this policy by a third party will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, i.e., vendor, parent, invitee, etc. Any employee making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, up to and including discharge.

Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing bona fide complaints or providing information about harassment is prohibited (see Board policy

2:260, *Uniform Grievance Procedure*), and whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/).

An employee should report allegations of retaliation to his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees who retaliate against others for reporting or complaining of violations of this policy or for participating in the reporting or complaint process will be subject to disciplinary action, up to and including discharge.

Recourse to State and Federal Fair Employment Practice Agencies

The District encourages all employees who have information regarding violations of this policy to report the information pursuant to this policy. The following government agencies are available to assist employees: the Ill. Dept. of Human Rights and the U. S. Equal Employment Opportunity Commission.

The Superintendent shall also use reasonable measures to inform staff members, applicants, and nonemployees of this policy, which shall include posting on the District website and/or making this policy available in the District's administrative office, and including this policy in the appropriate handbooks.

LEGAL REF.: Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq., implemented by 29 C.F.R. §1604.11.
Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., implemented by 34 C.F.R. Part 106.
State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a).
Ill. Human Rights Act, 775 ILCS 5/2-101(E) and (E-1), 5/2-102(A), (A-10), (D-5), 5/2-102(E-5), 5/2-109, 5/5-102, and 5/5-102.2.
56 Ill. Admin.Code Parts 2500, 2510, 5210, and 5220.
Burlington Industries v. Ellerth, 524 U.S. 742 (1998).
Crawford v. Metro. Gov't of Nashville & Davidson County, 555 U.S. 271 (2009).
Faragher v. City of Boca Raton, 524 U.S. 775 (1998).
Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992).
Harris v. Forklift Systems, 510 U.S. 17 (1993).
Jackson v. Birmingham Bd. of Educ., 544 U.S. 167 (2005).
Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986).
Oncale v. Sundowner Offshore Services, 523 U.S. 75 (1998).
Porter v. Erie Foods International, Inc., 576 F.3d 629 (7th Cir. 2009).
Sangamon County Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).
Vance v. Ball State University, 133 S. Ct. 2434 (2013).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 7:20 (Harassment of Students Prohibited)

ADOPTED:

General Personnel

Exhibit - Resolution to Prohibit Sexual Harassment

WHEREAS, Section 10-20 of the School Code (105 ILCS 5/10-20) grants school boards other powers that are not inconsistent with their duties;

WHEREAS, Section 1-5 of the State Officials and Employees Ethics Act (5 ILCS 430/1-5) includes school districts within the definition of a *governmental entity*;

WHEREAS, Section 5-65 of the State Officials and Employees Ethics Act (5 ILCS 430/5-65, added by P.A. 100-554) provides that all persons have a right to work in an environment free from sexual harassment;

WHEREAS, Section 70-5 of the State Officials and Employees Ethics Act (5 ILCS 430/70-5, amended by P.A.s 100-554 and 101-221) requires governmental entities to adopt an ordinance or resolution establishing a policy to prohibit sexual harassment which, at a minimum, includes: (1) a prohibition on sexual harassment; (2) details on how an individual can report an allegation of sexual harassment, including options for making a confidential report to a supervisor, ethics officer, Inspector General, or the Ill. Dept. of Human Rights; (3) a prohibition on retaliation for reporting sexual harassment allegations, including availability of whistleblower protections under the Act, the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/); (4) the consequences: (a) of a violation of the prohibition on sexual harassment; and (b) for knowingly making a false report; and (5) a mechanism for reporting and independent review of allegations of sexual harassment made against a Board member by a fellow Board member or other elected official;

THEREFORE, BE IT RESOLVED, by the Board of Education of [insert name], [insert county] County, Illinois, as follows:

Section 1: The Board adopts Board policies 2:105, *Ethics and Gift Ban*, and 5:20, *Workplace Harassment Prohibited*, attached as Exhibit A, which collectively contain the following: (1) a prohibition on sexual harassment; (2) detail regarding how an individual can report an allegation of sexual harassment, including options for making a confidential report to an immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, a Complaint Manager, or the Ill. Dept. of Human Rights; (3) a prohibition on retaliation for reporting sexual harassment allegations and a statement regarding the availability of whistleblower protections under the State Officials and Employees Ethics Act, the Whistleblower Act, and the Ill. Human Rights Act; and (4) the consequences: (a) of a violation of the prohibition on sexual harassment; and (b) for knowingly making a false report, and (5) a mechanism for reporting and independent review of allegations of sexual harassment made against a Board member by a fellow Board member or other elected official.

Section 2: Any prior versions of Board policies 2:105, *Ethics and Gift Ban*, and 5:20, *Workplace Harassment Prohibited*, adopted by the Board are superseded by this Resolution.

Adopted this ____ day of _____, 20__.

Attested by: _____, Board President

Attested by: _____, Board Secretary

General Personnel

Hiring Process and Criteria

The District hires the most qualified personnel consistent with budget and staffing requirements and in compliance with School Board policy on equal employment opportunity and minority recruitment. The Superintendent is responsible for recruiting personnel and making hiring recommendations to the Board. If the Superintendent's recommendation is rejected, the Superintendent must submit another. The Superintendent may select personnel on a short-term basis for a specific project or emergency condition before the Board's approval. No individual will be employed who has been convicted of a criminal offense listed in 105 ILCS 5/21B-80(c).

All applicants must complete a District application in order to be considered for employment.

Job Descriptions

The Board maintains the Superintendent's job description and directs, through policy, the Superintendent, in his or her charge of the District's administration.

The Superintendent shall develop and maintain a current comprehensive job description for each position or job category; however, a provision in a collective bargaining agreement or individual contract will control in the event of a conflict.

Investigations

The Superintendent or designee shall ensure that a fingerprint-based criminal history records check and a check of the Statewide Sex Offender Database and Violent Offender Against Youth Database is performed on each applicant as required by State law. When the applicant is a successful superintendent candidate who has been offered employment by the Board, the Board President shall ensure that these checks are completed. The Superintendent or designee, or if the applicant is a successful superintendent candidate, then the Board President shall notify an applicant if the applicant is identified in either database. The School Code requires the Board President to keep a conviction record confidential and share it only with the Superintendent, Regional Superintendent, State Superintendent, State Educator Preparation and Licensure Board, any other person necessary to the hiring decision, or for purposes of clarifying the information, the Ill. Dept. of State Police and/or Statewide Sex Offender Database. The Board reserves its right to authorize additional background inquiries beyond a fingerprint-based criminal history records check when it deems it appropriate to do so, in accordance with applicable laws.

Each newly hired employee must complete a U.S. Citizenship and Immigration Services Form as required by federal law.

The District retains the right to discharge any employee whose criminal background investigation reveals a conviction for committing or attempting to commit any of the offenses outlined in 105 ILCS 5/21B-80 or who falsifies, or omits facts from, his or her employment application or other employment documents. If an indicated finding of abuse or neglect of a child has been issued by the Ill. Department of Children and Family Services or by a child welfare agency of another jurisdiction for any applicant for student teaching, applicant for employment, or any District employee, then the Board must consider that person's status as a condition of employment.

The Superintendent shall ensure that the District does not engage in any investigation or inquiry prohibited by law and complies with each of the following:

1. The District uses an applicant's credit history or report from a consumer reporting agency only when a satisfactory credit history is an established bona fide occupational requirement of a particular position.
2. The District does not screen applicants based on their current or prior wages or salary histories, including benefits or other compensation, by requiring that the wage or salary history satisfy minimum or maximum criteria.
3. The District does not request or require a wage or salary history as a condition of being considered for employment, being interviewed, continuing to be considered for an offer of employment, an offer of employment, or an offer of compensation.
4. The District does not request or require an applicant to disclose wage or salary history as a condition of employment.
5. The District does not ask an applicant or applicant's current or previous employers about wage or salary history, including benefits or other compensation.
6. The District does not ask an applicant or applicant's previous employers about claim(s) made or benefit(s) received under the Workers' Compensation Act.
7. The District does not request of an applicant or employee access in any manner to his or her personal online account, such as social networking websites, including a request for passwords to such accounts.
8. The District provides equal employment opportunities to all persons. See policy 5:10, *Equal Employment Opportunity and Minority Recruitment*.

Physical Examinations

Each new employee must furnish evidence of physical fitness to perform assigned duties and freedom from communicable disease. The physical fitness examination must be performed by a physician licensed in Illinois, or any other state, to practice medicine and surgery in any of its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations. The employee must have the physical examination performed no more than 90 days before submitting evidence of it to the District.

Any employee may be required to have an additional examination by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations, if the examination is job-related and consistent with business necessity. The Board will pay the expenses of any such examination.

Orientation Program

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The District's staff will provide an orientation program for new employees to acquaint them with the District's policies and procedures, the school's rules and regulations, and the responsibilities of their position. Before beginning employment, each employee must sign the *Acknowledgement of Mandated Reporter Status* form as provided in policy 5:90, *Abused and Neglected Child Reporting*.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-20.7, 5/10-21.4, 5/10-21.9, 5/21B-10, 5/21B-80, 5/10-22.34, 5/10-22.34b, 5/22-6.5, and 5/24-5.
20 ILCS 2630/3.3, Criminal Identification Act.
820 ILCS 55/, Right to Privacy in the Workplace Act.
820 ILCS 70/, Employee Credit Privacy Act.
Americans with Disabilities Act, 42 U.S.C. §12112, and 29 C.F.R. Part 1630.
Fair Credit Reporting Act, 15 U.S.C. § 1681 et seq.
Immigration Reform and Control Act, 8 U.S.C. §1324a et seq.
Duldulao v. St. Mary of Nazareth Hospital, 136 Ill. App. 3d 763 (1st Dist. 1985),
aff'd in part and remanded 115 Ill.2d 482(Ill. 1987).
Kaiser v. Dixon, 127 Ill. App. 3d 251 (2nd Dist. 1984).
Molitor v. Chicago Title & Trust Co., 325 Ill. App. 124 (1st Dist. 1945).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 3:50 (Administrative Personnel Other Than the Superintendent), 4:60 (Purchases and Contracts), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:40 (Communicable and Chronic Infectious Disease), 5:90 (Abused and Neglected Child Reporting), 5:125 (Personal Technology and Social Media; Usage and Conduct), 5:220 (Substitute Teachers), 5:280 (Educational Support Personnel - Duties and Qualifications)

ADOPTED:

General Personnel

Compliance with the Fair Labor Standards Act

Job Classifications

The Superintendent will ensure that all job positions are identified as either “exempt” or “non-exempt” according to State law and the Fair Labor Standards Act (FLSA) and that employees are informed whether they are “exempt” or “non-exempt.” “Exempt” and “non-exempt” employee categories may include certificated and non-certificated job positions. All non-exempt employees, whether paid on a salary or hourly basis, are covered by minimum wage and overtime provisions.

Workweek and Compensation

The workweek for District employees will be 12:00 a.m. Saturday until 11:59 p.m. Friday. Non-exempt employees will be compensated for all hours worked in a workweek including overtime. For non-exempt employees paid a salary, the salary is paid for a 40-hour workweek even if an employee is scheduled for less than 40 hours. “Overtime” is time worked in excess of 40 hours in a single workweek.

Overtime

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

A non-exempt employee shall not work overtime without his or her supervisor’s express approval. All supervisors of non-exempt employees shall: (1) monitor overtime use on a weekly basis and report such use to the business office, (2) seek the Superintendent or designee’s written pre-approval for any long term or repeated use of overtime that can be reasonably anticipated, (3) ensure that overtime provisions of this policy and the FLSA are followed, and (4) ensure that employees are compensated for any overtime worked. Accurate and complete time sheets of actual hours worked during the workweek shall be signed by each employee and submitted to the business office. The business office will review work records of employees on a regular basis, make an assessment of overtime use, and provide the assessment to the Superintendent. In lieu of overtime compensation, non-exempt employees may receive compensatory time-off, according to Board policy 5:310, *Compensatory Time-Off*.

Suspension Without Pay

No exempt employee shall have his or her salary docked, such as by an unpaid suspension, if the deduction would cause a loss of the exempt status. Licensed employees may be suspended without pay in accordance with Board policy 5:240, *Professional Personnel - Suspension*. Non-licensed employees may be suspended without pay in accordance with Board policy 5:290, *Educational Support Personnel - Employment Termination and Suspensions*.

Implementation

The Superintendent or designee shall implement the policy in accordance with the FLSA, including its required notices to employees. In the event of a conflict between the policy and State or federal law, the latter shall control.

LEGAL REF.: 820 ILCS 105/4a.
Fair Labor Standards Act, 29 U.S.C. §201 et seq., 29 C.F.R. Parts 516, 541, 548,
553, 778, and 785.

CROSS REF.: 5:240 (Suspension), 5:290 (Employment Termination and Suspensions), 5:310
(Compensatory Time-Off)

ADOPTED:

General Personnel

Communicable and Chronic Infectious Disease

The Superintendent or designee shall develop and implement procedures for managing known or suspected cases of a communicable and chronic infectious disease involving District employees that are consistent with State and federal law, Illinois Department of Public Health rules, and School Board policies.

An employee with a communicable or chronic infectious disease is encouraged to inform the Superintendent immediately and grant consent to being monitored by the District's Communicable and Chronic Infectious Disease Review Team. The Review Team, if used, provides information and recommendations to the Superintendent concerning the employee's conditions of employment and necessary accommodations. The Review Team shall hold the employee's medical condition and records in strictest confidence, except to the extent allowed by law.

An employee with a communicable or chronic infectious disease will be permitted to retain his or her position whenever, after reasonable accommodations and without undue hardship, there is no substantial risk of transmission of the disease to others, provided an employee is able to continue to perform the position's essential functions. An employee with a communicable and chronic infectious disease remains subject to the Board's employment policies including sick and/or other leave, physical examinations, temporary and permanent disability, and termination.

LEGAL REF.: Americans With Disabilities Act, 42 U.S.C. §12101 et seq.; 29 C.F.R. §1630.1 et seq., amended by the Americans with Disabilities Act Amendments Act (ADAAA), Pub. L. 110-325.
 Rehabilitation Act of 1973, 29 U.S.C. §791; 34 C.F.R. §104.1 et seq.
 Department of Public Health Act, 20 ILCS 2305/6.
 105 ILCS 5/24-5.
 Personnel Record Review Act, 820 ILCS 40/.
 Control of Communicable Diseases, 77 Ill.Admin.Code Part 690.

CROSS REF.: 2:150 (Committees), 5:30 (Hiring Process and Criteria), 5:180 (Temporary Illness or Temporary Incapacity)

ADOPTED:

General Personnel

Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition

All District workplaces are drug- and alcohol-free workplaces.

All employees are prohibited from engaging in any of the following activities while on District premises or while performing work or being *on call* for the District:

1. Unlawful manufacture, dispensing, distribution, possession, or use of an illegal or controlled substance, or being impaired by or under the influence of any illegal substance or any detectible use of any illegal substance regardless of when or where the use occurred.
2. Distribution, consumption, use, possession, or being impaired by or under the influence of an alcoholic beverage; being present on District premises or while performing work for the District when alcohol consumption is detectible, regardless of when and/or where the use occurred.
3. Distribution, consumption, possession, use, or being impaired by or under the influence of cannabis; being present on District premises or while performing work for the District when impaired by or under the influence of cannabis, regardless of when and/or where the use occurred, unless distribution, possession, and/or use is by a school nurse or school administrator pursuant to *Ashley's Law*, 105 ILCS 5/22-33. The District considers employees impaired by or under the influence of cannabis when there is a good faith belief that an employee manifests the specific articulable symptoms listed in the Cannabis Regulation and Tax Act (CRTA).

For purposes of this policy a controlled substance means a substance that is:

1. Not legally obtainable,
2. Being used in a manner different than prescribed,
3. Legally obtainable, but has not been legally obtained, or
4. Referenced in federal or State controlled substance acts.

For purposes of this policy, *District premises* means workplace as defined in the CRTA in addition to District and school buildings, grounds, and parking areas; vehicles used for school purposes; and any location used for a School Board meeting, school athletic event, or other school-sponsored or school-sanctioned events or activities. *School grounds* means the real property comprising any school, any conveyance used to transport students to school or a school-related activity, and any public way within 1,000 feet of any school ground, designated school bus stops where students are waiting for the school bus, and school-sponsored or school-sanctioned events or activities. "Vehicles used for school purposes" means school buses or other school vehicles.

As a condition of employment, each employee shall:

1. Abide by the terms of the Board policy respecting a drug- and alcohol-free workplace; and
2. Notify his or her supervisor of his or her conviction under any criminal drug statute for a violation occurring on the District premises or while performing work for the District, no later than five calendar days after such a conviction.

Unless otherwise prohibited by this policy, prescription and over-the-counter medications are not prohibited when taken in standard dosages and/or according to prescriptions from the employee's licensed health care provider, provided that an employee's work performance is not impaired.

To make employees aware of the dangers of drug and alcohol abuse, the Superintendent or designee shall perform each of the following:

1. Provide each employee with a copy of this policy.
2. Post notice of this policy in a place where other information for employees is posted.
3. Make available materials from local, State, and national anti-drug and alcohol-abuse organizations.
4. Enlist the aid of community and State agencies with drug and alcohol informational and rehabilitation programs to provide information to District employees.
5. Establish a drug-free awareness program to inform employees about:
 - a. The dangers of drug abuse in the workplace,
 - b. Available drug and alcohol counseling, rehabilitation, re-entry, and any employee assistance programs, and
 - c. The penalties that the District may impose upon employees for violations of this policy.
6. Remind employees that policy 6:60, *Curriculum Content*, requires the District to educate students, depending upon their grade, about drug and substance abuse prevention and relationships between drugs, alcohol, and violence.

E-Cigarette, Tobacco, and Cannabis Prohibition

All employees are covered by the conduct prohibitions contained in policy 8:30, *Visitors to and Conduct on School Property*. The prohibition on the use of e-cigarettes, tobacco, and cannabis products applies both (1) when an employee is on school property, and (2) while an employee is performing work for the District at a school event regardless of the event's location.

Tobacco shall have the meaning provided in 105 ILCS 5/10-20.5b.

Cannabis shall have the meaning provided in the CRTA, 410 ILCS 705/1-10.

E-Cigarette is short for electronic cigarette and includes, but is not limited to, any electronic nicotine delivery system (ENDS), electronic cigar, electronic cigarillo, electronic pipe, electronic hookah, vape pen, or similar product or device, and any components or parts that can be used to build the product or device.

District Action Upon Violation of Policy

An employee who violates this policy may be subject to disciplinary action, including termination. In addition or alternatively, the Board may require an employee to successfully complete an appropriate drug- or alcohol-abuse rehabilitation program.

The Board shall take disciplinary action with respect to an employee convicted of a drug offense in the workplace within 30 days after receiving notice of the conviction.

Should District employees be engaged in the performance of work under a federal contract or grant, or under a State contract or grant of \$5,000 or more, the Superintendent shall notify the appropriate State or federal agency from which the District receives contract or grant monies of the employee's conviction within 10 days after receiving notice of the conviction.

Disclaimer

The Board reserves the right to interpret, revise or discontinue any provision of this policy pursuant to the **Suspension of Policies** subhead in policy 2:240, *Board Policy Development*.

LEGAL REF.: Americans With Disabilities Act, 42 U.S.C. §12114.
Controlled Substances Act, 21 U.S.C. §812; 21 C.F.R. §1308.11-1308.15.
Drug-Free Workplace Act of 1988, 41 U.S.C. §8101 et seq.
Safe and Drug-Free School and Communities Act of 1994, 20 U.S.C. §7101 et seq.
30 ILCS 580/, Drug-Free Workplace Act.
105 ILCS 5/10-20.5b.
410 ILCS 82/, Smoke Free Illinois Act.
410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act.
410 ILCS 705/1-1 et seq., Cannabis Regulation and Tax Act.
720 ILCS 675, Prevention of Tobacco Use by Persons under 21 Years of Age
and Sale and Distribution of Tobacco Products Act.
820 ILCS 55/, Right to Privacy in the Workplace Act.
21 C.F.R. Parts 1100, 1140, and 1143.
23 Ill.Admin.Code §22.20.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:120
(Employee Ethics; Conduct; and Conflict of Interest), 6:60 (Curriculum Content),
8:30 (Visitors to and Conduct on School Property)

ADOPTED:

General Personnel

Expenses

The Board regulates the reimbursement of all travel, meal, and lodging expenses by resolution. Money shall not be advanced or reimbursed, or purchase orders issued for: (1) the expenses of any person except the employee, (2) anyone's personal expenses, or (3) entertainment expenses. Entertainment includes, but is not limited to, shows, amusements, theaters, circuses, sporting events, or any other place of public or private entertainment or amusement, unless the entertainment is ancillary to the purpose of the program or event. The District is not responsible for losses due to an employee's own negligence, losses due to normal wear, or losses due to theft, unless the theft was a result of the District's negligence. Employees must submit the appropriate itemized, signed, standardized form(s) to support any requests for expense advancements, reimbursements, or purchase orders that show the following:

1. The amount of the estimated or actual expense, with attached receipts for actual incurred expenses.
2. The name and title of the employee who is requesting the expense advancement or reimbursement. Receipts from group functions must include the names, offices, and job titles of all participants.
3. The date(s) of the official business on which the expense advancement, reimbursement, or purchase order will be or was expended.
4. The nature of the official business conducted when the expense advancement, reimbursement, or purchase order will be or was expended.

Advancements

The Superintendent may advance expenses to teachers and other licensed employees for the anticipated actual and necessary expenses to be incurred while attending meetings that are related to their duties and will contribute to their professional development, provided they fall below the maximum allowed in the Board's expense regulations.

Expense advancement requests must be submitted to the Superintendent or designee on the District's standardized estimated expense approval form for employees. After spending expense advancements, employees must use the District's standardized expense reimbursement form and submit to the Superintendent: (a) the itemized, signed advancement voucher that was issued, and (b) the amount of actual expenses by attaching receipts. Any portion of an expense advancement not used must be returned to the District. Expense advancements and vouchers shall be presented to the Board in its regular bill process.

Reimbursements and Purchase Orders

Expense reimbursements and purchase orders may be issued by the Superintendent or designee to employees, along with other expenses necessary for the performance of their duties, provided the expenses fall below the maximum allowed in the Board's expense regulations.

Expense reimbursements and purchase order approvals are not guaranteed and, when possible, employees should seek pre-approval of expenses by providing an estimation of expenses on the District's standardized estimated expense approval form for employees, except in situations when the expense is diminutive. When pre-approval is not sought, employees must seek reimbursement on the

District's standardized expense reimbursement form for employees. Expense reimbursements and purchase orders shall be presented to the Board in its regular bill process.

Use of Credit and Procurement Cards

Credit and procurement card usage is governed by policy 4:55, *Use of Credit and Procurement Cards*.

Exceeding the Maximum Allowable Expense Amount(s)

All requests for expense advancements, reimbursements, and purchase orders exceeding the maximum allowed in the Board's expense regulations may only be approved when:

1. The Board's resolution to regulate expenses allows for such approval;
2. An emergency or other extraordinary circumstance exists; and
3. The request is approved by a roll call vote at an open Board meeting.

Registration

When possible, registration fees will be paid by the District in advance.

Travel

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The least expensive method of travel will be used, provided that no hardship will be caused to the employee. Employees will be reimbursed for:

1. Air travel at the coach or economy class commercial airline rate. First class or business class air travel will be reimbursed only if emergency circumstances warrant. The emergency circumstances must be explained on the expense form and Board approval of the additional expense is required. Copies of airline tickets must be attached to the expense form.
2. Rail or bus travel at actual cost. Rail or bus travel costs may not exceed the cost of coach airfare. Copies of tickets must be attached to the expense form to substantiate amounts.
3. Use of personal automobiles at the standard mileage rate approved by the Internal Revenue Service for income tax purposes. The reimbursement may not exceed the cost of coach airfare. Mileage for use of personal automobiles in trips to and from transportation terminals will also be reimbursed. Toll charges and parking costs will be reimbursed.
4. Automobile rental costs when the vehicle's use is warranted. The circumstances for such use must be explained on the expense form.
5. Taxis, airport limousines, or other local transportation costs.

Meals

Meals charged to the District should represent mid-fare selections for the hotel/meeting facility or general area. Tips are included with meal charges. Expense forms must explain the meal charges incurred. Alcoholic beverages will not be reimbursed.

Lodging

Employees should request conference rate or mid-fare room accommodations. A single room rate will be reimbursed. Employees should pay personal expenses at checkout. If that is impossible, deductions for the charges should be made on the expense form.

Miscellaneous Expenses

Employees may seek reimbursement for other expenses incurred while attending a meeting sponsored by organizations described herein by fully describing the expenses on the expense form, attaching receipts.

LEGAL REF.: 50 ILCS 150/, Local Government Travel Expense Control Act.
105 ILCS 5/10-22.32.
820 ILCS 115/9.5, Ill. Wage Payment and Collection Act.

CROSS REF.: 2:125 (Board Member Compensation; Expenses), 2:240 (Board Policy Development), 4:50 (Payment Procedures), 4:55 (Use of Credit and Procurement Cards)

ADOPTED:

General Personnel

Exhibit - Employee Expense Reimbursement Form

Submit to the Superintendent. Use of this form is required by 2:125-E3, Resolution to Regulate Expense Reimbursements. Please print and attach receipts for all expenditures.

Name: _____ Title/Office: _____

Destination: _____ Purpose: _____

Departure Date: _____ Return Date: _____

Receipts attached Request Date: _____

Approved expense advancement (voucher) attached, if applicable* (Completed 5:60-E2, Employee Estimated Expense Approval Form.)

Actual Expense Report										
<i>*Employees will be reimbursed for actual and necessary expenses that exceed the amount advanced, but must refund any expense advancement that exceeds the actual and necessary expenses incurred. (105 ILCS 5/10-22.32)</i>										
Auto Travel Allowance: _____ per mile										
Date	Mileage		Comm. Travel Expenses	Lodging	Meals			Other Item	Cost	Daily Total
	Miles	Cost			Bkfst	Lunch	Dinner			
Subtotal										
Advances										
TOTAL (A negative amount indicates refund due from employee.)									\$	

Superintendent (below maximum allowable amount): **Approved** **Denied**
 Approved in Part

 Superintendent Signature Date

School Board Action (exceeds maximum allowable amount): **Approved** **Denied**
 Approved in Part

 Employee Signature Date

DATED:

General Personnel

Exhibit - Employee Estimated Expense Approval Form

Submit to the Superintendent. Use of this form is required by 2:125-E3, Resolution to Regulate Expense Reimbursements. Please print.

Name: _____ Title/Office: _____

Travel Destination: _____ Purpose: _____

Estimated Expenses Approval Requested (50 ILCS 150/20)

Purchase Order Requested Purchase Order #: _____

Expense Advancement Voucher Requested (105 ILCS 5/10-22.32)

Voucher Amount: _____

Estimated Expense Report										
Departure date: _____					Return date: _____					
Auto Travel Allowance: _____ per mile										
Date	Mileage		Comm. Travel Expenses	Lodging	Meals			Other		Daily Total
	Miles	Cost			Bkfst	Lunch	Dinner	Item	Cost	
Total										\$

Superintendent (*below maximum allowable amount*):

- Approved** **Denied**
 Approved in Part

Superintendent Signature

Date

School Board Action (*exceeds maximum allowable amount*):

- Approved** **Denied**
 Approved in Part

Employee Signature

Date

DATED:

General Personnel

Religious Holidays

The Superintendent shall grant an employee's request for time off to observe a religious holiday if the employee gives at least five days' prior notice and the absence does not cause an undue hardship.

Employees may use earned vacation time or personal leave to make up the absence, provided such time is consistent with the District's operational needs. A per diem deduction may also be requested by the employee.

LEGAL REF.: Religious Freedom Restoration Act, 775 ILCS 35/15.
Illinois Human Rights Act, 775 ILCS 5/2-101 and 5/2-102.

ADOPTED:

General Personnel

Court Duty

The District will pay full salary during the time an employee is absent due to court duty or, pursuant to a subpoena, serves as a witness or has a deposition taken in any school-related matter pending in court.

The District will deduct any fees that an employee receives for such duties, less mileage and meal expenses, from the employee's compensation, or make arrangements for the employee to endorse the fee check to the District.

An employee should give at least five days' prior notice of pending court duty to the District.

Jury Duty

Please refer to the applicable collective bargaining agreement(s).

LEGAL REF.: 105 ILCS 5/10-20.7.

ADOPTED:

General Personnel

Abused and Neglected Child Reporting

Any District employee who suspects or receives knowledge that a student may be an abused or neglected child or, for a student aged 18 through 21, an abused or neglected individual with a disability, shall: (1) immediately report or cause a report to be made to the Ill. Dept. of Children and Family Services (DCFS) on its Child Abuse Hotline 1-800-25-ABUSE (1-800-252-2873)(within Illinois); 1-217-524-2606 (outside of Illinois); or 1-800-358-5117 (TTY), and (2) follow directions given by DCFS concerning filing a written report within 48 hours with the nearest DCFS field office. Any District employee who believes a student is in immediate danger of harm, shall first call 911. The employee shall also promptly notify the Superintendent or Building Principal that a report has been made. The Superintendent or Building Principal shall immediately coordinate any necessary notifications to the student's parent(s)/guardian(s) with DCFS, the applicable school resource officer (SRO), and/or local law enforcement.

Negligent failure to report occurs when a District employee personally observes an instance of suspected child abuse or neglect and reasonably believes, in his or her professional or official capacity, that the instance constitutes an act of child abuse or neglect under the Abused and Neglected Child Reporting Act (ANCRA) and he or she, without willful intent, fails to immediately report or cause a report to be made of the suspected abuse or neglect to DCFS.

Any District employee who discovers child pornography on electronic and information technology equipment shall immediately report it to local law enforcement, the National Center for Missing and Exploited Children's CyberTipline 1-800-THE-LOST (1-800-843-5678) or online at report.cybertip.org/ or www.missingkids.org. The Superintendent or Building Principal shall also be promptly notified of the discovery and that a report has been made.

Any District employee who observes any act of hazing that does bodily harm to a student must report that act to the Building Principal, Superintendent, or designee who will investigate and take appropriate action. If the hazing results in death or great bodily harm, the employee must first make the report to law enforcement and then to the Superintendent or Building Principal. Hazing is defined as any intentional, knowing, or reckless act directed to or required of a student for the purpose of being initiated into, affiliating with, holding office in, or maintaining membership in any group, organization, club, or athletic team whose members are or include other students.

Abused and Neglected Child Reporting Act (ANCRA), School Code, and Erin's Law Training

The Superintendent or designee shall provide staff development opportunities for District employees in the detection, reporting, and prevention of child abuse and neglect.

All District employees shall:

1. Before beginning employment, sign the *Acknowledgement of Mandated Reporter Status* form provided by DCFS. The Superintendent or designee shall ensure that the signed forms are retained.
2. Complete mandated reporter training as required by law within three months of initial employment and at least every three years after that date.

The Superintendent will encourage all District educators to complete continuing professional development that addresses the traits and identifiers that may be evident in students who are victims of child sexual abuse, including recognizing and reporting child sexual abuse and providing appropriate follow-up and care for abused students as they return to the classroom setting.

Alleged Incidents of Sexual Abuse: Investigations

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A, that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

If a District employee reports an alleged incident of sexual abuse to DCFS and DCFS accepts the report for investigation, DCFS will refer the matter to the local Children’s Advocacy Center (CAC). The Superintendent or designee will implement procedures to coordinate with the CAC.

DCFS and/or the appropriate law enforcement agency will inform the District when its investigation is complete or has been suspended, as well as the outcome of its investigation. The existence of a DCFS and/or law enforcement investigation will not preclude the District from conducting its own parallel investigation into the alleged incident of sexual abuse in accordance with policy 7:20, *Harassment of Students Prohibited*.

Special Superintendent Responsibilities

The Superintendent shall execute the requirements in Board policy 5:150, *Personnel Records*, whenever another school district requests a reference concerning an applicant who is or was a District employee and was the subject of a report made by a District employee to DCFS.

The Superintendent shall notify the State Superintendent and the Regional Superintendent in writing when he or she has reasonable cause to believe that a license holder was dismissed or resigned from the District as a result of an act that made a child an abused or neglected child. The Superintendent must make the report within 30 days of the dismissal or resignation and mail a copy of the notification to the license holder.

Special School Board Member Responsibilities

Each individual Board member must, if an allegation is raised to the member during an open or closed Board meeting that a student is an abused child as defined in ANCRA, direct or cause the Board to direct the Superintendent or other equivalent school administrator to comply with ANCRA’s requirements concerning the reporting of child abuse.

If the Board determines that any District employee, other than an employee licensed under 105 ILCS 5/21B, has willfully or negligently failed to report an instance of suspected child abuse or neglect as required by ANCRA, the Board may dismiss that employee immediately.

LEGAL REF.: 105 ILCS 5/10-21.9.
20 ILCS 1305/1-1 *et seq.*, Department of Human Services Act.
325 ILCS 5/, Abused and Neglected Child Reporting Act.
720 ILCS 5/12C-50.1, Criminal Code of 2012.

CROSS REF.: 2:20 (Powers and Duties of the School Board; Indemnification), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:200 (Terms and Conditions of Employment and Dismissal), 5:290 (Employment Terminations and Suspensions), 6:120 (Education of Children with Disabilities), 6:250 (Community Resource Persons and Volunteers), 7:20 (Harassment of Students Prohibited), 7:150 (Agency and Police Interviews)

ADOPTED:

General Personnel

Staff Development Program

The Superintendent or designee shall implement a staff development program. The goal of such program shall be to update and improve the skills and knowledge of staff members in order to achieve and maintain a high level of job performance and satisfaction. Additionally, the development program for licensed staff members shall be designed to effectuate the District and School Improvement Plans so that student learning objectives meet or exceed goals established by the District and State.

The staff development program shall provide, at a minimum, at least once every two years, the in-service training of licensed school personnel and administrators on current best practices regarding the identification and treatment of attention deficit disorder and attention deficit hyperactivity disorder, the application of non-aversive behavioral interventions in the school environment, and the use of psychotropic or psychostimulant medication for school-age children.

The staff development program shall provide, at a minimum, once every two years, the in-service training of all District staff on educator ethics, teacher-student conduct, and school employee-student conduct.

In addition, the staff development program shall include each of the following:

1. At least, once every two years, training of all District staff by a person with expertise on anaphylactic reactions and management.
2. At least every two years, an in-service to train school personnel, at a minimum, to understand, provide information and referrals, and address issues pertaining to youth who are parents, expectant parents, or victims of domestic or sexual violence.
3. Training that, at a minimum, provides District staff with a basic knowledge of matters relating to acquired immunodeficiency syndrome (AIDS) and the availability of appropriate sources of counseling and referral.
4. Training for licensed school personnel and administrators who work with students in grades 9 through 12 to identify the warning signs of mental illness and suicidal behavior in youth along with appropriate intervention and referral techniques.
5. Abused and Neglected Child Reporting Act (ANCRA), School Code, and *Erin's Law* Training as follows:
 - a. Staff development for local school site personnel who work with students in grades kindergarten through 8, in the detection, reporting and prevention of child abuse and neglect (see policy 5:90, *Abused and Neglected Child Reporting*).
 - b. Within three months of employment, each staff member must complete mandated reporter training from a provider or agency with expertise in recognizing and reporting child abuse. Mandated reporter training must be completed again at least every three years (see policy 5:90, *Abused and Neglected Child Reporting*).
 - c. Informing educators about the recommendation in the *Erin's Law* Taskforce Report requesting them to attend continuing professional development programs that address the prevention and identification of child sexual abuse (see policy 5:90, *Abused and Neglected Child Reporting*).
6. Education for staff instructing students in grades 9 through 12, concerning teen dating violence as recommended by the District's Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students or Complaint Manager.

7. Ongoing professional development for teachers, administrators, school resource officers, and staff regarding the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, the appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.
8. Annual continuing education and/or training opportunities (*professional standards*) for school nutrition program directors, managers, and staff. Each school food authority's director shall document compliance with this requirement by the end of each school year and maintain documentation for a three year period.
9. All high school coaching personnel, including the head and assistant coaches, and athletic directors must obtain online concussion certification by completing online concussion awareness training in accordance with 105 ILCS 25/1.15. Coaching personnel and athletic directors hired on or after 8-19-2014 must be certified before their position's start date.
10. The following individuals must complete concussion training as specified in the Youth Sports Concussion Safety Act: coaches and assistant coaches (whether volunteer or employee) of an interscholastic athletic activity; nurses, licensed and/or non-licensed healthcare professionals serving on the Concussion Oversight Team; athletic trainers; game officials of an interscholastic athletic activity; and physicians serving on the Concussion Oversight Team.
11. Every two years, school personnel who work with students must complete an in-person or online training program on the management of asthma, the prevention of asthma symptoms, and emergency response in the school setting.
12. Training for school personnel to develop cultural competency, including understanding and reducing implicit racial bias.
13. For school personnel who work with hazardous or toxic materials on a regular basis, training on the safe handling and use of such materials.
14. For nurses, administrators, guidance counselors, teachers, persons employed by a local health department and assigned to a school, and persons who contract with the District to perform services in connection with a student's seizure action plan, training in the basics of seizure recognition, first aid, and appropriate emergency protocols.
15. For all District staff, annual sexual harassment prevention training.

The Superintendent shall develop protocols for administering youth suicide awareness and prevention education to staff consistent with Board policy 7:290, *Suicide and Depression Awareness and Prevention*.

An opportunity shall be provided for all staff members to acquire, develop, and maintain the knowledge and skills necessary to properly administer life-saving techniques and first aid, including the Heimlich maneuver, cardiopulmonary resuscitation, and the use of an automated external defibrillator, in accordance with a nationally recognized certifying organization. Physical fitness facilities' staff must be trained in cardiopulmonary resuscitation and use of an automated external defibrillator.

LEGAL REF.: Healthy, Hunger-Free Kids Act of 2010, 42 U.S.C. §1758b, Pub. L. 111-296.
7 C.F.R. Parts 210 and 235.
105 ILCS 5/2-3.62, 5/10-20.17a, 5/10-20.61, 5/10-22.6(c-5), 5/10-22.39, 5/10-23.12, 5/22-80(h), and 5/24-5.
105 ILCS 25/1.15, Interscholastic Athletic Organization Act.
105 ILCS 150/25, Seizure Smart School Act.
105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.
325 ILCS 5/4, Abused and Neglected Child Reporting Act.
745 ILCS 49/, Good Samaritan Act.
775 ILCS 5/2-109, Ill. Human Rights Act.
23 Ill.Admin.Code §§ 22.20, 226.800, and Part 525.
77 Ill.Admin.Code §527.800.

CROSS REF.: 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 4:160 (Environmental Quality of Buildings and Grounds), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:250 (Leaves of Absence), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:50 (School Wellness), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:270 (Administering Medicines to Students), 7:285 (Food Allergy Management Program), 7:290 (Suicide and Depression Awareness and Prevention), 7:305 (Student Athlete Concussions and Head Injuries)

ADOPTED:

General Personnel

Recognition for Service

The School Board will periodically recognize those District employees who contribute significantly to the educational programs and welfare of the students.

ADOPTED:

General Personnel

Employee Ethics; Conduct; and Conflict of Interest

Professional and Appropriate Conduct

All District employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain professional and appropriate relationships with students, parents, staff members, and others. In addition, the *Code of Ethics for Illinois Educators*, adopted by the Illinois State Board of Education, is incorporated by reference into this policy. Any employee who sexually harasses a student, willfully or negligently fails to report an instance of suspected child abuse or neglect as required by the Abused and Neglected Child Reporting Act (325 ILCS 5/), or otherwise violates an employee conduct standard will be subject to discipline up to and including dismissal.

Statement of Economic Interests

The following employees must file a *Statement of Economic Interests* as required by the Illinois Governmental Ethics Act:

1. Superintendent;
2. Building Principal;
3. Head of any department;
4. Any employee who, as the District's agent, is responsible for negotiating one or more contracts including collective bargaining agreement(s), in the amount of \$1,000 or greater;
5. Hearing officer;
6. Any employee having supervisory authority for 20 or more employees; and
7. Any employee in a position that requires an administrative or a chief school business official endorsement.

Ethics and Gift Ban

School Board policy 2:105, *Ethics and Gift Ban* applies to all District employees. Students shall not be used in any manner for promoting a political candidate or issue.

Prohibited Interests; Conflict of Interest; and Limitation of Authority

In accordance with Section 22-5 of the School Code, "no school officer or teacher shall be interested in the sale, proceeds, or profits of any book, apparatus, or furniture used or to be used in any school with which such officer or teacher may be connected," except when the employee is the author or developer of instructional materials listed with the Illinois State Board of Education and adopted for use by the Board. An employee having an interest in instructional materials must file an annual statement with the Board Secretary.

For the purpose of acquiring profit or personal gain, no employee shall act as an agent of the District nor shall an employee act as an agent of any business in any transaction with the District. This includes participation in the selection, award or administration of a contract supported by a federal award or State award governed by the Grant Accountability and Transparency Act (GATA) (30 ILCS 708/) when the employee has a real or apparent conflict of interest. A conflict of interest arises when an employee or any of the following individuals has a financial or other interest in the entity selected for the contract:

1. Any person that has a close personal relationship with an employee that may compromise or impair the employee's fairness and impartiality, including a member of the employee's immediate family or household;
2. An employee's business partner; or
3. An entity that employs or is about to employ the employee or one of the individuals listed in one or two above.

Employees shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to agreements or contracts. Situations in which the interest is not substantial or the gift is an unsolicited item of nominal value must comply with State law and Board policy 2:105, *Ethics and Gift Ban*.

Outside Employment

Employees shall not engage in any other employment or in any private business during regular working hours or at such other times as are necessary to fulfill appropriate assigned duties.

Incorporated
by reference: 5:120-E (Code of Ethics for Illinois Educators)

LEGAL REF.: U.S. Constitution, First Amendment.
2 C.F.R. §200.318(c)(1).
5 ILCS 420/4A-101, Ill. Governmental Ethics Act.
5 ILCS 430/, State Officials and Employee Ethics Act.
30 ILCS 708/, Grant Accountability and Transparency Act.
50 ILCS 135/, Local Governmental Employees Political Rights Act.
105 ILCS 5/10-22.39 and 5/22-5.
325 ILCS 5/, Abused and Neglected Child Reporting Act.
775 ILCS 5/5A-102, Ill. Human Rights Act.
23 Ill.Admin.Code Part 22, Code of Ethics for Illinois Educators.
Pickering v. Board of Township H.S. Dist. 205, 391 U.S. 563 (1968).
Garcetti v. Ceballos, 547 U.S. 410 (2006).

CROSS REF.: 2:105 (Ethics and Gift Ban), 4:60 (Purchases and Contracts), 5:100 (Staff Development Program), 5:125 (Personal Technology and Social Media; Usage and Conduct)

ADOPTED:

General Personnel

Personal Technology and Social Media; Usage and Conduct

Definitions

Includes - Means “includes without limitation” or “includes, but is not limited to.”

Social media - Media for social interaction, using highly accessible communication techniques through the use of web-based and mobile technologies to turn communication into interactive dialogue. This includes, but is not limited to, services such as *Facebook*, *LinkedIn*, *Twitter*, *Instagram*, *Snapchat*, and *YouTube*.

Personal technology - Any device that is not owned or leased by the District or otherwise authorized for District use and: (1) transmits sounds, images, text, messages, videos, or electronic information, (2) electronically records, plays, or stores information, or (3) accesses the Internet, or private communication or information networks. This includes laptop computers (e.g., laptops, ultrabooks, and chromebooks), tablets (e.g., iPads®, Kindle®, Microsoft Surface®, and other Android® platform or Windows® devices), smartphones (e.g., iPhone®, BlackBerry®, Android® platform phones, and Windows Phone®), and other devices (e.g., iPod®).

Usage and Conduct

All District employees who use personal technology and social media shall:

1. Adhere to the high standards for appropriate school relationships required by policy 5:120, *Employee Ethics; Conduct; and Conflict of Interest*, at all times, regardless of the ever-changing social media and personal technology platforms available. This includes District employees posting images or private information about themselves or others in a manner readily accessible to students and other employees that is inappropriate as defined by policy 5:20, *Workplace Harassment Prohibited*; 5:100, *Staff Development Program*; 5:120, *Employee Ethics; Conduct; and Conflict of Interest*; 6:235, *Access to Electronic Networks*; 7:20, *Harassment of Students Prohibited*; and the Ill. Code of Educator Ethics, 23 Ill.Admin.Code §22.20.
2. Choose a District-provided or supported method whenever possible to communicate with students and their parents/guardians.
3. Not interfere with or disrupt the educational or working environment, or the delivery of education or educational support services.
4. Comply with policy 5:130, *Responsibilities Concerning Internal Information*. This means that personal technology and social media may not be used to share, publish, or transmit information about or images of students and/or District employees without proper approval. For District employees, proper approval may include implied consent under the circumstances.
5. Refrain from using the District’s logos without permission and follow Board policy 5:170, *Copyright*, and all District copyright compliance procedures.
6. Use personal technology and social media for personal purposes only during non-work times or hours. Any duty-free use must occur during times and places that the use will not interfere with job duties or otherwise be disruptive to the school environment or its operation.

7. Assume all risks associated with the use of personal technology and social media at school or school-sponsored activities, including students' viewing of inappropriate Internet materials through the District employee's personal technology or social media. The Board expressly disclaims any responsibility for imposing content filters, blocking lists, or monitoring of its employees' personal technology and social media.
8. Be subject to remedial and any other appropriate disciplinary action for violations of this policy ranging from prohibiting the employee from possessing or using any personal technology or social media at school to dismissal and/or indemnification of the District for any losses, costs, or damages, including reasonable attorney fees, incurred by the District relating to, or arising out of, any violation of this policy.

The Superintendent shall:

1. Inform District employees about this policy.
2. Direct Building Principals to annually:
 - a. Provide their building staff with a copy of this policy.
 - b. Inform their building staff about the importance of maintaining high standards in their school relationships.
 - c. Remind their building staff that those who violate this policy will be subject to remedial and any other appropriate disciplinary action up to and including dismissal.
3. Build awareness of this policy with students, parents, and the community.
4. Ensure that no one for the District, or on its behalf, requests of an employee or applicant access in any manner to his or her social networking website or requests passwords to such sites.
5. Periodically review this policy and any procedures with District employee representatives and electronic network system administrator(s) and present proposed changes to the Board.

LEGAL REF.: 105 ILCS 5/21B-75 and 5/21B-80.
 Ill. Human Rights Act, 775 ILCS 5/5A-102.
 Code of Ethics for Ill. Educators, 23 Ill.Admin.Code §22.20.
Garcetti v. Ceballos, 547 U.S. 410 (2006).
Pickering v. High School Dist. 205, 391 U.S. 563 (1968).
Mayer v. Monroe County Community School Corp., 474 F.3d 477 (7th Cir. 2007).

CROSS REF.: 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:130 (Responsibilities Concerning Internal Information), 5:150 (Personnel Records), 5:170 (Copyright), 5:200 (Terms and Conditions of Employment and Dismissal), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:340 (Student Records)

ADOPTED:

General Personnel

Responsibilities Concerning Internal Information

District employees are responsible for maintaining: (1) the integrity and security of all internal information, and (2) the privacy of confidential records, including but not limited to: student school records, personnel records, and the minutes of, and material disclosed in, a closed School Board meeting. Internal information is any information, oral or recorded in electronic or paper format, maintained by the District or used by the District or its employees. The Superintendent or designee shall manage procedures for safeguarding the integrity, security, and, as appropriate, confidentiality of internal information.

LEGAL REF.: Family Educational and Privacy Rights Act, 20 U.S.C. §1232g.
 Uses and Disclosures of Protected Health Information; General Rules, 45 C.F.R.
 §164.502.
 Ill. Freedom of Information Act, 5 ILCS 140/.
 Local Records Act, 50 ILCS 205/.
 105 ILCS 10/.
 Personnel Record Review Act, 820 ILCS 40/.

CROSS REF.: 2:140 (Communications To and From the Board), 2:250 (Access to District
 Public Records), 5:150 (Personnel Records), 7:340 (Student Records)

ADOPTED:

General Personnel

Solicitations By or From Staff

District employees shall not solicit donations or sales, nor shall they be solicited for donations or sales, on school grounds without prior approval from the Superintendent.

CROSS REF.: 8:90 (Parent Organizations and Booster Clubs)

ADOPTED:

General Personnel

Personnel Records

The Superintendent or designee shall manage a process for responding to inquiries by a prospective employer concerning a current or former employee's job performance. The Superintendent shall execute the requirements in the Abused and Neglected Child Reporting Act whenever another school district asks for a reference concerning an applicant who is or was a District employee and was the subject of a report made by a District employee to DCFS.

When requested for information about an employee by an entity other than a prospective employer, the District will only confirm position and employment dates unless the employee has submitted a written request to the Superintendent or designee.

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The Superintendent or designee shall manage the maintenance of personnel records in accordance with State and federal law and School Board policy. Records, as determined by the Superintendent, are retained for all employment applicants, employees, and former employees given the need for the District to document employment-related decisions, evaluate program and staff effectiveness, and comply with government recordkeeping and reporting requirements. Personnel records shall be maintained in the District's administrative office, under the Superintendent's direct supervision.

Access to personnel records is available as follows:

1. An employee will be given access to his or her personnel records according to State law and guidelines developed by the Superintendent.
2. An employee's supervisor or other management employee who has an employment or business-related reason to inspect the record is authorized to have access.
3. Anyone having the respective employee's written consent may have access.
4. Access will be granted to anyone authorized by State or federal law to have access.
5. All other requests for access to personnel information are governed by Board policy 2:250, *Access to District Public Records*.

LEGAL REF.: 745 ILCS 46/10.
820 ILCS 40/.
23 Ill.Admin.Code §1.660.

CROSS REF.: 2:250 (Access to District's Public Records), 7:340 (Student Records)

ADOPTED:

General Personnel

Copyright

Works Made for Hire

The Superintendent shall manage the development of instructional materials and computer programs by employees during the scope of their employment in accordance with State and federal laws and School Board policies. Whenever an employee is assigned to develop instructional materials and/or computer programs, or otherwise performs such work within the scope of his or her employment, it is assured the District shall be the owner of the copyright.

Copyright Compliance

While staff members may use appropriate supplementary materials, it is each staff member's responsibility to abide by the District's copyright compliance procedures and to obey the copyright laws. The District is not responsible for any violations of the copyright laws by its staff or students. A staff member should contact the Superintendent or designee whenever the staff member is uncertain about whether using or copying material complies with the District's procedures or is permissible under the law, or wants assistance on when and how to obtain proper authorization. No staff member shall, without first obtaining the permission of the Superintendent or designee, install or download any program on a District-owned computer. At no time shall it be necessary for a District staff member to violate copyright laws in order to properly perform his or her duties.

Copyright Infringement; Designation of District Digital Millennium Copyright Act (DMCA) Agent

The employee listed below receives complaints about copyright infringement within the use of the District's online services. The Superintendent or designee will register this information with the federal Copyright Office as required by federal law.

District DMCA Agent:

Dr. Janel Grzetich

Name

26655 W Eames St Channahon, IL 60410

Address

jgrzetich@mchs.net

Email

815-521-4001

Telephone

LEGAL REF.: Federal Copyright Law of 1976, 17 U.S.C. §101 et seq.
105 ILCS 5/10-23.10.

CROSS REF.: 6:235 (Access to Electronic Networks)

ADOPTED:

General Personnel

Temporary Illness or Temporary Incapacity

A temporary illness or temporary incapacity is an illness or other capacity of ill-being that renders an employee physically or mentally unable to perform assigned duties. During such a period, the employee can use accumulated sick leave benefits. However, income received from other sources (worker's compensation, District-paid insurance programs, etc.) will be deducted from the District's compensation liability to the employee. The School Board's intent is that in no case will the employee, who is temporarily disabled, receive more than 100 percent of his or her gross salary.

Those insurance plans privately purchased by the employee and to which the District does not contribute, are not applicable to this policy.

If illness, incapacity, or any other condition causes a teacher or other licensed employee to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board may begin dismissal proceedings subject to State and federal law, including the Americans with Disabilities Act. The Superintendent may recommend this paragraph's use when circumstances strongly suggest that the teacher or other licensed employee returned to work intermittently in order to avoid this paragraph's application. This paragraph shall not be considered a limitation on the Board's authority to take any action concerning an employee that is authorized by State and federal law.

Any employee may be required to have an examination, at the District's expense, by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, a licensed advanced practice registered nurse, or a licensed physician assistant if the examination is job-related and consistent with business necessity.

Please also refer to the applicable collective bargaining agreement(s).

LEGAL REF.: 42 U.S.C. §12101 et seq., Americans with Disabilities Act.
105 ILCS 5/10-22.4, 5/24-12, and 5/24-13.
Elder v. School Dist. No.127 1/2, 60 Ill.App.2d 56 (1st Dist. 1965).
School District No. 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987).

CROSS REF.: 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:185 (Family and Medical Leave), 5:250 (Leaves of Absence), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

ADOPTED:

General Personnel

Family and Medical Leave

Leave Description

An eligible employee may use unpaid family and medical leave (FMLA leave), guaranteed by the federal Family and Medical Leave Act. The U.S. Department of Labor's rules (federal rules) implementing FMLA, as they may be amended from time to time, control FMLA leave.

An eligible employee may take FMLA leave for up to a combined total of 12 weeks each 12-month period, beginning September 1 and ending August 31 of the next year.

During a single 12-month period, an eligible employee's FMLA leave entitlement may be extended to a total of 26 weeks of unpaid leave to care for a covered servicemember (defined in the federal rules) with a serious injury or illness. The "single 12-month period" is measured forward from the date the employee's first FMLA leave to care for the covered servicemember begins.

While FMLA leave is normally unpaid, the District will substitute an employee's accrued compensatory time-off and/or paid leave for unpaid FMLA leave. All policies and rules regarding the use of paid leave apply when paid leave is substituted for unpaid FMLA leave. Any substitution of paid leave for unpaid FMLA leave will count against the employee's FMLA leave entitlement. Use of FMLA leave shall not preclude the use of other applicable unpaid leave that will extend the employee's leave beyond 12 weeks, provided that the use of FMLA leave shall not serve to extend such other unpaid leave. Any full workweek period during which the employee would not have been required to work, including summer break, winter break and spring break, is not counted against the employee's FMLA leave entitlement.

FMLA leave is available in one or more of the following instances:

1. The birth and first-year care of a son or daughter.
2. The adoption or foster placement of a son or daughter, including absences from work that are necessary for the adoption or foster care to proceed and expiring at the end of the 12-month period beginning on the placement date.
3. The serious health condition of an employee's spouse, child, or parent.
4. The employee's own serious health condition that makes the employee unable to perform the functions of his or her job.
5. The existence of a qualifying exigency arising out of the fact that the employee's spouse, child, or parent is a military member on covered active duty or has been notified of an impending call or order to active duty, as provided by federal rules.
6. To care for the employee's spouse, child, parent, or next of kin who is a covered servicemember with a serious injury or illness, as provided by federal rules.

If spouses are employed by the District, they may together take only 12-weeks for FMLA leaves when the reason for the leave is 1 or 2, above, or to care for a parent with a serious health condition, or a combined total of 26 weeks for item 6 above.

An employee may be permitted to work on an intermittent or reduced-leave schedule in accordance with federal rules.

Eligibility

To be eligible for FMLA leave, an employee must be employed at a worksite where at least 50 employees are employed within 75 miles. In addition, one of the following provisions must describe the employee:

1. The employee has been employed by the District for at least 12 months and has been employed for at least 1,250 hours of service during the 12-month period immediately before the beginning of the leave. The 12 months an employee must have been employed by the District need not be consecutive. However, the District will not consider any period of previous employment that occurred more than seven years before the date of the most recent hiring, except when the service break is due to fulfillment of a covered service obligation under the employee's Uniformed Services Employment and Reemployment Rights Act (USERRA), 38 U.S.C. 4301, et seq., or when a written agreement exists concerning the District's intention to rehire the employee.
2. The employee is a full-time classroom teacher.

Requesting Leave

If the need for the FMLA leave is foreseeable, an employee must provide the Superintendent or designee with at least 30 days' advance notice before the leave is to begin. If 30 days' advance notice is not practicable, the notice must be given as soon as practicable. The employee shall make a reasonable effort to schedule a planned medical treatment so as not to disrupt the District's operations, subject to the approval of the health care provider administering the treatment. The employee shall provide at least verbal notice sufficient to make the Superintendent or designee aware that he or she needs FMLA leave, and the anticipated timing and duration of the leave. Failure to give the required notice for a foreseeable leave may result in a delay in granting the requested leave until at least 30 days after the date the employee provides notice.

Certification

Within 15 calendar days after the Superintendent or designee makes a request for certification for a FMLA leave, an employee must provide one of the following:

1. When the leave is to care for the employee's covered family member with a serious health condition, the employee must provide a complete and sufficient certificate signed by the family member's health care provider.
2. When the leave is due to the employee's own serious health condition, the employee must provide a complete and sufficient certificate signed by the employee's health care provider.
3. When the leave is to care for a covered servicemember with a serious illness or injury, the employee must provide a complete and sufficient certificate signed by an authorized health care provider for the covered servicemember.
4. When the leave is because of a qualified exigency, the employee must provide: (a) a copy of the covered military member's active duty orders or other documentation issued by the military indicating that the military member is on active duty or call to active duty status, and the dates of the covered military member's active duty service, and (b) a statement or description, signed by the employee, of appropriate facts regarding the qualifying exigency for which FMLA leave is requested.

The District may require an employee to obtain a second and third opinion at its expense when it has reason to doubt the validity of a medical certification.

The District may require recertification at reasonable intervals, but not more often than once every 30 days. Regardless of the length of time since the last request, the District may request recertification when the, (1) employee requests a leave extension, (2) circumstances described by the original

certification change significantly, or (3) District receives information that casts doubt upon the continuing validity of the original certification. Recertification is at the employee's expense and must be provided to the District within 15 calendar days after the request. The District may request recertification every six months in connection with any absence by an employee needing an intermittent or reduced schedule leave for conditions with a duration in excess of six months.

Failure to furnish a complete and sufficient certification on forms provided by the District may result in a denial of the leave request.

Continuation of Health Benefits

During FMLA leave, employees are entitled to continuation of health benefits that would have been provided if they were working. Any share of health plan premiums being paid by the employee before taking the leave, must continue to be paid by the employee during the FMLA leave. A District's obligation to maintain health insurance coverage ceases if an employee's premium payment is more than 30 days late and the District notifies the employee at least 15 days before coverage will cease.

Changed Circumstances and Intent to Return

An employee must provide the Superintendent or designee reasonable notice of changed circumstances (i.e., within two business days if the changed circumstances are foreseeable) that will alter the duration of the FMLA leave. The Superintendent or designee, taking into consideration all of the relevant facts and circumstances related to an individual's leave situation, may ask an employee who has been on FMLA leave for eight consecutive weeks whether he or she intends to return to work.

Return to Work

If returning from FMLA leave occasioned by the employee's own serious health condition, the employee is required to obtain and present certification from the employee's health care provider that he or she is able to resume work.

An employee returning from FMLA leave will be given an equivalent position to his or her position before the leave, subject to: (1) permissible limitations the District may impose as provided in the FMLA or implementing regulations, and (2) the District's reassignment policies and practices.

Classroom teachers may be required to wait to return to work until the next semester in certain situations as provided by the FMLA regulations.

Implementation

The Superintendent or designee shall ensure that: (1) all required notices and responses to leave requests are provided to employees in accordance with the FMLA; and (2) this policy is implemented in accordance with the FMLA. In the event of a conflict between the policy and the FMLA or its regulations, the latter shall control. The terms used in this policy shall be defined as in the FMLA regulations.

LEGAL REF.: Family and Medical Leave Act, 29 U.S.C. §2601 et seq., 29 C.F.R. Part 825.

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:250 (Leaves of Absence), 5:310 (Compensatory Time-Off), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

ADOPTED:

Professional Personnel

Teacher Qualifications

A teacher, as the term is used in this policy, refers to a District employee who is required to be licensed under State law. The following qualifications apply:

1. Each teacher must:
 - a. Have a valid Illinois Professional Educator License issued by the State Superintendent of Education with the required endorsements as provided in the School Code.
 - b. Provide the District Office with a complete official transcript of credits earned in institutions of higher education.
 - c. On or before September 1 of each year, unless otherwise provided in an applicable collective bargaining agreement, provide the District Office with an official transcript of any credits earned since the date the last transcript was filed.
 - d. Notify the Superintendent of any change in the teacher's transcript.
2. All teachers working in a program supported with federal funds under Title I, Part A must meet applicable State certification and licensure requirements.

The Superintendent or designee shall:

1. Monitor compliance with State and federal law requirements that teachers be appropriately licensed;
2. Through incentives for voluntary transfers, professional development, recruiting programs, or other effective strategies, ensure that minority students and students from low-income families are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers; and
3. Ensure parents/guardians of students in schools receiving Title I funds are notified of their right to request their students' classroom teachers' professional qualifications.

LEGAL REF.: 20 U.S.C. §6312(e)(1)(A).
 105 ILCS 5/10-20.15, 5/21-11.4, 5/21B-15, 5/21B-20, 5/21B-25, and 5/24-23.
 23 Ill.Admin.Code §1.610 et seq., §1.705 et seq., and Part 25.

CROSS REF.: 6:170 (Title I Programs)

ADOPTED:

Professional Personnel

Terms and Conditions of Employment and Dismissal

The School Board delegates authority and responsibility to the Superintendent to manage the terms and conditions for the employment of professional personnel. The Superintendent shall act reasonably and comply with State and federal law as well as any applicable collective bargaining agreement in effect. The Superintendent is responsible for making dismissal recommendations to the Board consistent with the Board's goal of having a highly qualified, high performing staff.

School Year and Day, Duty-Free Lunch, Salary, Assignments and Transfers, Dismissal, Evaluation

Please refer to the applicable collective bargaining agreement(s).

Nursing Mothers

The District accommodates employees who are nursing mothers according to provisions in State and federal law.

School Social Worker Services Outside of District Employment

School social workers may not provide services outside of their District employment to any student(s) attending school in the District. *School social worker* has the meaning stated in 105 ILCS 5/14-1.09a.

LEGAL REF.: 105 ILCS 5/10-19, 5/10-19.05, 5/10-20.65, 5/14-1.09a, 5/22.4, 5/24-16.5, 5/24-2, 5/24-8, 5/24-9, 5/24-11, 5/24-12, 5/24-21, 5/24A-1 through 24A-20.
820 ILCS 260/1 et seq.
23 Ill.Admin.Code Parts 50 (Evaluation of Educator Licensed Employees) and 51 (Dismissal of Tenured Teachers).
Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532(1985).

CROSS REF.: 5:290 (Employment Termination and Suspensions), 6:20 (School Year Calendar and Day)

ADOPTED:

Professional Personnel

Resignations

Tenured teachers may resign at any time with consent of the School Board or by written notice sent to the Board Secretary at least 30 days before the intended date of resignation. However, no teacher may resign during the school term in order to accept another teaching position without the consent of the Board.

LEGAL REF.: 105 ILCS 5/24-14.
Park Forest Heights School Dist. v. State Teacher Certification Bd., 842 N.E.2d
1230 (Ill.App.1st 2006).

ADOPTED:

Professional Personnel

Substitute Teachers

The Superintendent may employ substitute teachers as necessary to replace teachers who are temporarily absent.

A substitute teacher must hold either a valid teaching or substitute license or short-term substitute license and may teach in the place of a licensed teacher who is under contract with the Board. There is no limit on the number of days that a substitute teacher may teach in the District during the school year, except as follows:

1. A substitute teacher holding a substitute license may teach for any one licensed teacher under contract with the District only for a period not to exceed 90 paid school days in any one school term.
2. A teacher holding a Professional Educator License or Educator License with Stipulations may teach for any one licensed teacher under contract with the District only for a period not to exceed 120 paid school days.
3. A short-term substitute teacher holding a short-term substitute teaching license may teach for any one licensed teacher under contract with the District only for a period not to exceed five consecutive school days.

The Illinois Teachers' Retirement System (TRS) limits a substitute teacher who is a TRS annuitant to substitute teaching for a period not to exceed 120 paid days or 600 paid hours in each school year, but not more than 100 paid days in the same classroom. Beginning July 1, 2020, a substitute teacher who is a TRS annuitant may substitute teach for a period not to exceed 100 paid days or 500 paid hours in any school year, unless the subject area is one where the Regional Superintendent has certified that a personnel shortage exists.

The School Board establishes a daily rate of pay for substitute teachers. Substitute teachers receive only monetary compensation for time worked and no other benefits.

Short-Term Substitute Teachers

A short-term substitute teacher must hold a valid short-term substitute teaching license and have completed the District's short-term substitute teacher training program. Short-term substitutes may teach no more than five consecutive school days for each licensed teacher who is under contract with the Board.

Emergency Situations

A substitute teacher may teach when no licensed teacher is under contract with the Board if the District has an emergency situation as defined in State law. During an emergency situation, a substitute teacher is limited to 30 calendar days of employment per each vacant position. The Superintendent shall notify the appropriate Regional Office of Education within five business days after the employment of a substitute teacher in an emergency situation.

LEGAL REF.: 105 ILCS 5/10-20.68, 5/21B-20(2), 5/21B-20(3), and 5/21B-20(4).
23 Ill.Admin.Code §1.790 (Substitute Teacher) and §25.520 (Substitute Teaching License).

CROSS REF.: 5:30 (Hiring Process and Criteria)

ADOPTED:

Professional Personnel

Maintaining Student Discipline

Maintaining an orderly learning environment is an essential part of each teacher's instructional responsibilities. A teacher's ability to foster appropriate student behavior is an important factor in the teacher's educational effectiveness. The Superintendent shall ensure that all teachers, other certificated employees, and persons providing a student's related service(s): (1) maintain discipline in the schools as required in the School Code, and (2) follow the School Board policies and administrative procedures on student conduct, behavior, and discipline.

When a student's behavior is unacceptable, the teacher should first discuss the matter with the student, if appropriate. If the unacceptable behavior continues, the teacher should consult with the Building Principal and/or discuss the problem with the parent(s)/guardian(s). A teacher may remove any student from the learning setting whose behavior interferes with the lessons or participation of fellow students. A student's removal must be in accordance with Board policy and administrative procedures.

Teachers shall not use disciplinary methods that may be damaging to students, such as ridicule, sarcasm, or excessive temper displays. Corporal punishment (including slapping, paddling, or prolonged maintenance of a student in physically painful positions, and intentional infliction of bodily harm) may not be used. Teachers may use reasonable force as needed to keep students, school personnel, and others safe, or for self-defense or defense of property.

LEGAL REF.: 105 ILCS 5/24-24.
23 Ill.Admin.Code §1.280.

CROSS REF.: 2:150 (Committees), 7:190 (Student Behavior), 7:230 (Misconduct by Students with Disabilities)

ADOPTED:

Professional Personnel

Suspension

Suspension Without Pay

The School Board may suspend without pay: (1) a professional employee pending a dismissal hearing, or (2) a teacher as a disciplinary measure for up to 10 employment days for misconduct that is detrimental to the School District. Administrative staff members may not be suspended without pay as a disciplinary measure.

Misconduct that is detrimental to the School District includes:

- Insubordination, including any failure to follow an oral or written directive from a supervisor;
- Violation of Board policy or Administrative Procedure;
- Conduct that disrupts or may disrupt the educational program or process;
- Conduct that violates any State or federal law that relates to the employee's duties; and
- Other sufficient causes.

The Superintendent or designee is authorized to issue a pre-suspension notification to a professional employee. This notification shall include the length and reason for the suspension as well as the deadline for the employee to exercise his or her right to appeal the suspension to the Board or Board-appointed hearing examiner before it is imposed. At the request of the professional employee made within five calendar days of receipt of a pre-suspension notification, the Board or Board-appointed hearing examiner will conduct a pre-suspension hearing. The Board or its designee shall notify the professional employee of the date and time of the hearing. At the pre-suspension hearing, the professional employee or his/her representative may present evidence. If the employee does not appeal the pre-suspension notification, the Superintendent or designee shall report the action to the Board at its next regularly scheduled meeting.

Suspension With Pay

The Board or Superintendent or designee may suspend a professional employee with pay: (1) during an investigation into allegations of disobedience or misconduct whenever the employee's continued presence in his or her position would not be in the School District's best interests, (2) as a disciplinary measure for misconduct that is detrimental to the School District as defined above, or (3) pending a Board hearing to suspend a teacher without pay.

The Superintendent shall meet with the employee to present the allegations and give the employee an opportunity to refute the charges. The employee will be told the dates and times the suspension will begin and end.

Employees Under Investigation by Illinois Dept. of Children and Family Services (DCFS)

Upon receipt of a DCFS recommendation that the District remove an employee from his or her position when he or she is the subject of a pending DCFS investigation that relates to his or her employment with the District, the Board or Superintendent or designee, in consultation with the Board Attorney, will determine whether to:

1. Let the employee remain in his or her position pending the outcome of the investigation; or
2. Remove the employee as recommended by DCFS, proceeding with:
 - a. A suspension with pay; or

- b. A suspension without pay.

Repayment of Compensation and Benefits

If a professional employee is suspended with pay, either voluntarily or involuntarily, pending the outcome of a criminal investigation or prosecution, and the employee is later dismissed as a result of his or her criminal conviction, the employee must repay to the District all compensation and the value of all benefits received by him or her during the suspension. The Superintendent will notify the employee of this requirement when the employee is suspended.

LEGAL REF.: 5 ILCS 430/5-60(b).
105 ILCS 5/24-12.
325 ILCS 5/7.4(c-10).
Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532 (1985).
Barszcz v. Community College District No. 504, 400 F.Supp. 675 (N.D. Ill., 1975).
Massie v. East St. Louis Sch. District No.189, 203 Ill.App.3d 965 (5th Dist. 1990).

CROSS REF.: 5:290 (Educational Support Personnel - Employment Termination and Suspensions)

ADOPTED:

Professional Personnel

Leaves of Absence

Each of the provisions in this policy applies to all professional personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

Sick and Bereavement Leave, Personal Leave, Leave of Absence Without Pay

Please refer to the applicable collective bargaining agreement(s).

The use of paid sick leave for adoption or placement for adoption is limited to 30 days unless a longer leave is provided in an applicable collective bargaining agreement. The Superintendent may require that the employee provide evidence that the formal adoption process is underway.

Child Bereavement Leave

State law allows a maximum of 10 unpaid work days for eligible employees (Family and Medical Leave Act of 1993, 20 U.S.C. §2601 et seq.) to take child bereavement leave. The purpose, requirements, scheduling, and all other terms of the leave are governed by the Child Bereavement Leave Act. Child bereavement leave allows for: (1) attendance by the bereaved staff member at the funeral or alternative to a funeral of his or her child, (2) making arrangements necessitated by the death of the staff member's child, or (3) grieving the death of the staff member's child, without any adverse employment action.

The leave must be completed within 60 days after the date on which the employee received notice of the death of his or her child. However, in the event of the death of more than one child in a 12-month period, an employee is entitled to up to a total of six weeks of bereavement leave during the 12-month period, subject to certain restrictions under State and federal law. Other existing forms of leave may be substituted for the leave provided in the Child Bereavement Leave Act. This policy does not create any right for an employee to take child bereavement leave that is inconsistent with the Child Bereavement Leave Act.

Sabbatical Leave

Sabbatical leave may be granted in accordance with the School Code.

Leave to Serve as an Election Judge

Any staff member who was appointed to serve as an election judge under State law may, after giving at least 20-days' written notice to the District, be absent without pay for the purpose of serving as an election judge. The staff member is not required to use any form of paid leave to serve as an election judge. No more than 10% of the District's employees may be absent to serve as election judges on the same Election Day.

Child-Rearing Leave

The Board shall grant a professional staff member's request for a non-paid, child-rearing leave, not to exceed the balance of the school year plus one additional school year (but in no event shall such leave exceed three semesters), provided the request complies with this policy. Nothing in this section shall prohibit a professional staff member from using paid sick days as provided in this policy.

A teacher should request, if possible, a child-rearing leave by notifying the Superintendent in writing no later than 90 days before the requested leave's beginning date. The request should include the proposed leave dates. The leave shall end before a new school year begins or at the semester break.

Subject to the insurance carrier's approval, the teacher may maintain insurance benefits at his or her own expense during a child-rearing leave.

A professional staff member desiring to return before the leave's expiration will be assigned to an available vacancy for which the teacher is qualified, subject to scheduling efficiency and instruction continuity.

Leaves for Service in the Military

Leaves for service in the U.S. Armed Services or any of its reserve components and the National Guard, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in military service does not acquire tenure.

General Assembly Leave

Leaves for service in the General Assembly, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in the General Assembly does not acquire tenure.

Leave for Employment in Department of Defense

The Board may grant teachers a leave of absence to accept employment in a Dept. of Defense overseas school.

School Visitation Leave

An eligible professional staff member is entitled to eight hours during any school year, no more than four hours of which may be taken on any given day, to attend school conferences, behavioral meetings, or academic meetings related to the teacher's child, if the conference or meeting cannot be scheduled during non-work hours. Professional staff members must first use all accrued vacation leave, personal leave, compensatory leave, and any other leave that may be granted to the professional staff member, except sick, and disability leave.

The Superintendent shall develop administrative procedures implementing this policy consistent with the School Visitation Rights Act.

Leaves for Victims of Domestic Violence, Sexual Violence, or Gender Violence

An unpaid leave from work is available to any staff member who: (1) is a victim of domestic violence, sexual violence, or gender violence, or (2) has a family or household member who is a victim of such violence whose interests are not adverse to the employee as it relates to the domestic violence, sexual violence, or gender violence. The unpaid leave allows the employee to seek medical help, legal assistance, counseling, safety planning, and other assistance without suffering adverse employment action.

The Victims' Economic Security and Safety Act governs the purpose, requirements, scheduling, and continuity of benefits, and all other terms of the leave. Accordingly, if the District employs at least 50 employees, an employee is entitled to a total of 12 work weeks of unpaid leave during any 12-month period. Neither the law nor this policy creates a right for an employee to take unpaid leave that exceeds the unpaid leave time allowed under, or is in addition to the unpaid leave time permitted by, the federal Family and Medical Leave Act of 1993 (29 U.S.C. §2601 *et seq.*).

Leaves to Serve as an Officer or Trustee of a Specific Organization

Upon request, the Board will grant: (1) an unpaid leave of absence to an elected officer of a State or national teacher organization that represents teachers in collective bargaining negotiations, (2) twenty days of paid leave of absence per year to a trustee of the Teachers' Retirement System in accordance with 105 ILCS 5/24-6.3, and (3) a paid leave of absence for the local association president of a State teacher association that is an exclusive bargaining agent in the District, or his or her designee, to attend meetings, workshops, or seminars as described in 105 ILCS 5/24-6.2.

LEGAL REF.: 10 ILCS 5/13-2.5
105 ILCS 5/24-6, 5/24-6.1, 5/24-6.2, 5/24-6.3, 5/24-13, and 5/24-13.1.
330 ILCS 61/, Service Member Employment and Reemployment Rights Act.
820 ILCS 147/, School Visitation Rights Act.
820 ILCS 154/, Child Bereavement Leave Act.
820 ILCS 180/, Victims' Economic Security and Safety Act.

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

ADOPTED:

Professional Personnel

Student Teachers

The Superintendent is authorized to accept students from university-approved teacher-training programs to do student teaching in the District. No individual who has been convicted of a criminal offense that would subject him or her to license suspension or revocation pursuant to Section 5/21B-80 of the School Code or who has been found to be the perpetrator of sexual or physical abuse of a minor under 18 years of age pursuant to proceedings under Article II of the Juvenile Court Act of 1987 is permitted to student teach.

Before permitting an individual to student teach or begin a required internship in the District, the Superintendent or designee shall ensure that:

1. The District performed a *105 ILCS 5/10-21.9(g) Check* as described below; and
2. The individual furnished evidence of physical fitness to perform assigned duties and freedom from communicable disease pursuant to 105 ILCS 5/24-5.

A *105 ILCS 5/10-21.9(g) Check* shall include:

1. Fingerprint-based checks through (a) the Illinois State Police (ISP) for criminal history records information (CHRI) pursuant to the Uniform Conviction Information Act (20 ILCS 2635/1), and (b) the FBI national crime information databases pursuant to the Adam Walsh Child Protection and Safety Act (P.L. 109-248);
2. A check of the Illinois Sex Offender Registry (see the Sex Offender Community Notification Law (730 ILCS 152/101 et seq.); and
3. A check of the Illinois Murderer and Violent Offender Against Youth Registry (Murderer and Violent Offender Against Youth Community Notification Law (730 ILCS 154/75-105).

The School Code requires each individual student teaching or beginning a required internship to provide the District with written authorization for, and pay the costs of, his or her 105 ILCS 5/10-21.9(g) check (including any applicable vendor's fees). Upon receipt of this authorization and payment, the Superintendent or designee will submit the student teacher's name, sex, race, date of birth, social security number, fingerprint images, and other identifiers, as prescribed by the Department of State Police, to the Department of State Police. The Superintendent or designee will provide each student teacher with a copy of his or her report.

Assignment

The Superintendent or designee shall be responsible for coordinating placements of all student teachers within the District. Student teachers should be assigned to supervising teachers whose qualifications are acceptable to the District and the students' respective colleges or universities.

LEGAL REF.: Adam Walsh Child Protection and Safety Act, P.L. 109-248.
Uniform Conviction Information Act, 20 ILCS 2635/1.
105 ILCS 5/10-21.9, 5/10-22.34, and 5/24-5.

CROSS REF.: 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:190 (Teacher
Qualifications)

ADOPTED:

Educational Support Personnel

Employment At-Will, Compensation, and Assignment

Employment At-Will

Unless otherwise specifically provided, District employment is at-will, meaning that employment may be terminated by the District or employee at any time for any reason, other than a reason prohibited by law, or no reason at all. Nothing in School Board policy is intended or should be construed as altering the employment at-will relationship.

Exceptions to employment at-will may include employees who are employed annually, have an employment contract, or are otherwise granted a legitimate interest in continued employment. The Superintendent is authorized to make exceptions to employing nonlicensed employees at-will but shall maintain a record of positions or employees who are not at-will.

Compensation

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The Board will determine salary and wages for educational support personnel. Increments are dependent on evidence of continuing satisfactory performance. An employee covered by the overtime provisions in State or federal law, shall not work overtime without the prior authorization from the employee's immediate supervisor. Educational support personnel are paid twice a month.

Assignment

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The Superintendent is authorized to make assignments and transfers of educational support personnel.

LEGAL REF.: 105 ILCS 5/10-22.34 and 5/10-23.5.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:35 (Compliance with the Fair Labor Standards Act), 5:290 (Educational Support Personnel - Employment Termination and Suspensions), 5:310 (Educational Support Personnel - Compensatory Time-Off)

ADOPTED:

Educational Support Personnel

Duties and Qualifications

All support staff: (1) must meet qualifications specified in job descriptions, (2) must be able to perform the essential tasks listed and/or assigned, and (3) are subject to School Board policies as they may be changed from time to time at the Board's sole discretion.

Paraprofessionals

Paraprofessionals provide supervised instructional support. Service as a paraprofessional requires an educator license with stipulations endorsed for a paraprofessional educator unless a specific exemption is authorized by the Illinois State Board of Education (ISBE).

Individuals with only non-instructional duties (e.g., providing technical support for computers, providing personal care services, or performing clerical duties) are not paraprofessionals, and the requirements in this section do not apply. In addition, individuals completing their clinical experiences and/or student teaching do not need to comply with this section, provided their service otherwise complies with ISBE rules.

Noncertificated and Unlicensed Personnel Working with Students and Performing Non-Instructional Duties

Noncertificated and unlicensed personnel performing non-instructional duties may be used:

1. For supervising study halls, long-distance teaching reception areas used incident to instructional programs transmitted by electronic media (e.g., computers, video, and audio), detention and discipline areas, and school-sponsored extracurricular activities;
2. As supervisors, chaperones, or sponsors for non-academic school activities; or
3. For non-teaching duties not requiring instructional judgment or student evaluation.

Nothing in this policy prevents a noncertificated person from serving as a guest lecturer or resource person under a certificated teacher's direction and with the administration's approval.

Coaches and Athletic Trainers

Athletic coaches and trainers shall have the qualifications required by any association in which the School District maintains a membership. Regardless of whether the athletic activity is governed by an association, the Superintendent or designee shall ensure that each athletic coach: (1) is knowledgeable regarding coaching principles, (2) has first aid training, and (3) is a trained Automated External Defibrillator user according to rules adopted by the Illinois Department of Public Health. Anyone performing athletic training services shall be licensed under the Illinois Athletic Trainers Practice Act, be an athletic trainer aide performing care activities under the on-site supervision of a licensed athletic trainer, or otherwise be qualified to perform athletic trainer activities under State law.

Bus Drivers

All school bus drivers must have a valid school bus driver permit. The Superintendent or designee shall inform the Illinois Secretary of State, within 30 days of being informed by a school bus driver, that the bus driver permit holder has been called to active duty. New bus drivers and bus drivers who are returning from a lapse in their employment are subject to the requirements contained in Board policy 5:30, *Hiring Process and Criteria* and Board policy 5:285, *Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers*.

LEGAL REF.: 34 C.F.R. §§200.58 and 200.59.
105 ILCS 5/10-22.34, 5/10-22.34a, and 5/10-22.34b.
625 ILCS 5/6-104 and 5/6-106.1.
23 Ill.Admin.Code §§1.630 and 25.510.

CROSS REF.: 4:110 (Transportation), 4:170 (Safety), 5:30 (Hiring Process and Criteria), 5:35 (Compliance with the Fair Labor Standards Act), 5:285 (Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers), 6:250 (Community Resource Persons and Volunteers)

ADOPTED:

Educational Support Personnel

Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers

The District shall adhere to State and federal law and regulations requiring a drug and alcohol testing program for school bus and commercial vehicle drivers. The Superintendent or designee manages a program to implement State and federal law defining the circumstances and procedures for the testing.

LEGAL REF.: 625 ILCS 5/6-106.1 and 5/6-106.1c.
49 U.S.C. §31306, Alcohol and Controlled Substances Testing (Omnibus Transportation Employee Testing Act of 1991, P.L. 102-143).
49 C.F.R. Parts 40 (Procedures for Transportation Workplace Drug and Alcohol Testing Programs), 382 (Controlled Substance and Alcohol Use and Testing), and 395 (Hours of Service of Drivers).

CROSS REF.: 4:110 (Transportation), 5:30 (Hiring Process and Criteria), 5:280 (Duties and Qualifications)

ADOPTED:

Educational Support Personnel

Employment Termination and Suspensions

Resignation and Retirement

An employee is requested to provide two weeks' notice of a resignation. A resignation notice cannot be revoked once given. An employee planning to retire should notify his or her supervisor at least two months before the retirement date.

Non-RIF Dismissal

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The District may terminate an at-will employee at any time for any or no reason, but not for a reason prohibited by State or federal law.

Employees who are employed annually or have a contract, or who otherwise have a legitimate expectation of continued employment, may be dismissed: (1) at the end of the school year or at the end of their respective contract after being provided appropriate notice and after compliance with any applicable contractual provisions, or (2) mid-year or mid-contract provided appropriate due process procedures are provided.

The Superintendent is responsible for making dismissal recommendations to the School Board consistent with the Board's goal of having a highly qualified, high performing staff. This includes recommending a non-licensed employee for immediate dismissal for willful or negligent failure to report an instance of suspected child abuse or neglect as required by 325 ILCS 5/.

Reduction in Force and Recall

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The Board may, as necessary or prudent, decide to decrease the number of educational support personnel or to discontinue some particular type of educational support service and, as a result of that action, dismiss or reduce the hours of one or more educational support employees. When making decisions concerning reduction in force and recall, the Board will follow Sections 10-22.34c (outsourcing non-instructional services) and 10-23.5 (procedures) of the School Code, to the extent they are applicable and not superseded by legislation or an applicable collective bargaining agreement.

Final Paycheck

A terminating employee's final paycheck will be adjusted for any unused, earned vacation credit. Employees are paid for all earned vacation. Terminating employees will receive their final pay on the next regular payday following the date of termination, except that an employee dismissed due to a reduction in force shall receive his or her final paycheck on or before the next regular pay date following the last day of employment.

Suspension

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Except as provided below, the Superintendent is authorized to suspend an employee without pay as a disciplinary measure, during an investigation into allegations of misconduct or pending a dismissal hearing whenever, in the Superintendent's judgment, the employee's presence is detrimental to the District. A disciplinary suspension shall be with pay: (1) when the employee is exempt from the overtime provisions, or (2) until an employee with an employment contract for a definite term is provided a notice and hearing according to the suspension policy for professional employees. Upon receipt of a recommendation from the Ill. Dept. Children and Family Services (DCFS) that the District remove an employee from his or her position when he or she is the subject of a pending DCFS investigation that relates to his or her employment with the District, the Board or Superintendent or designee, in consultation with the Board Attorney, will determine whether to:

1. Let the employee remain in his or her position pending the outcome of the investigation; or
2. Remove the employee as recommended, proceeding with:
 - a. A suspension with pay; or
 - b. A suspension without pay.

Any criminal conviction resulting from the investigation or allegations shall require the employee to repay to the District all compensation and the value of all benefits received by the employee during the suspension. The Superintendent will notify the employee of this requirement when the employee is suspended.

LEGAL REF.: 5 ILCS 430 et seq.
105 ILCS 5/10-22.34c and 5/10-23.5.
325 ILCS 5/7.4(c-10).
820 ILCS 105/4a.

CROSS REF.: 5:90 (Abused and Neglected Child Reporting), 5:240 (Suspension), 5:270 (Employment At-Will, Compensation, and Assignment)

ADOPTED:

Educational Support Personnel

Schedules and Employment Year

The Superintendent shall supervise a process for setting work schedules and an employment year for educational support employees in accordance with State and federal law, School Board policy, and applicable agreements and shall:

1. Assign each employee one supervisor who will establish a work schedule, including breaks, as required by building or District needs, work load, and the efficient management of human resources;
2. Allow for the ability to respond to changing circumstances by altering work schedules as needed; and
3. Consider the well-being of the employee. The Superintendent’s approval is required to establish a flexible work schedule or job-sharing.

Breaks

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

An employee who works at least 7.5 continuous hours shall receive a 30-minute duty-free meal break that begins within the first five hours of the employee’s workday.

Nursing Mothers

The District accommodates employees who are nursing mothers according to State and federal law.

LEGAL REF.: Fair Labor Standards Act, 29 U.S.C. §207 et seq.
 105 ILCS 5/10-20.14a, 5/10-22.34, and 5/10-23.5.
 740 ILCS 137/, Right to Breastfeed Act.
 820 ILCS 105/, Minimum Wage Law.
 820 ILCS 260/, Nursing Mothers in the Workplace Act.

CROSS REF.: 5:35 (Compliance with the Fair Labor Standards Act)

ADOPTED:

Educational Support Personnel

Compensatory Time-Off

This policy governs the use of compensatory time-off by employees who: (1) are covered by the overtime provisions of the Fair Labor Standards Act, 29 U.S.C. §201 et seq., and (2) are not represented by an exclusive bargaining representative.

Employees may be given 1-1/2 hours of compensatory time-off in lieu of cash payment for each hour of overtime worked. Other than as provided below, at no time may an employee's accumulated compensatory time-off exceed 240 hours, which represents compensation for 160 hours of overtime. An employee whose work regularly includes public safety, emergency response, or seasonal activities may accumulate a maximum of 480 hours of compensatory time, which represents compensation for 320 hours of overtime. If an employee accrues the maximum number of compensatory time-off hours, the employee: (1) is paid for any additional overtime hours worked, at the rate of one and one-half times the employee's regular hourly rate of pay, and (2) does not accumulate compensatory time-off until the employee uses an equal amount of accrued time-off.

An employee who has accrued compensatory time-off shall be permitted to use such time in at least half-day components provided such requests do not unduly disrupt the District's operations. The employee's supervisor must approve a request to use compensatory time-off.

Upon termination of employment, an employee will be paid for unused compensatory time at the higher of:

1. The average regular rate received by such employee during the last three years of employment; or
2. The final regular rate received by such employee.

Compensatory time-off is time during which the employee is not working and is, therefore, not counted as "hours worked" for purposes of overtime compensation.

Implementation

The Superintendent or designee shall implement this policy in accordance with the FLSA. In the event of a conflict between the policy and the FLSA, the latter shall control.

LEGAL REF.: Fair Labor Standards Act, 29 U.S.C. §201 et seq.; 29 C.F.R. Part 553.

CROSS REF.: 5:35 (Compliance with the Fair Labor Standards Act), 5:185 (Family and Medical Leave), 5:270 (Employment At-Will, Compensation, and Assignment)

ADOPTED:

Educational Support Personnel

Evaluation

The Superintendent is responsible for designing and implementing a program for evaluating the job performance of each educational support staff member according to standards contained in School Board policies as well as in compliance with State law and any applicable collective bargaining agreement.

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The standards for the evaluation program shall include, but not be limited to:

1. Each employee shall be evaluated annually, preferably before the annual salary review.
2. The direct supervisor shall provide input.
3. The employee's work quality, promptness, attendance, reliability, conduct, judgment, and cooperation shall be considered.
4. The employee shall receive a copy of the annual evaluation.
5. All evaluations shall comply with State and federal law.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:150 (Personnel Records)

ADOPTED:

Educational Support Personnel

Sick Days, Vacation, Holidays, and Leaves

Each of the provisions in this policy applies to all educational support personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

Sick and Bereavement Leave

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Full or part-time educational support personnel who work at least 600 hours per year receive 10 paid sick leave days per year. Part-time employees will receive sick leave pay equivalent to their regular workday. Unused sick leave shall accumulate to the maximum number of days that IMRF will recognize for retirement credit purposes, including the leave of the current year. **This policy is the District's written plan allowing eligible employees to convert eligible accumulated sick leave to service credit upon a District employee's retirement under the Ill. Municipal Retirement Fund.**

Sick leave is defined in State law as personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. The Superintendent and/or designee shall monitor the use of sick leave.

As a condition for paying sick leave after three days absence for personal illness or 30 days for birth or as the Board or Superintendent deem necessary in other cases, the Board or Superintendent may require that the staff member provide a certificate from: (1) a physician licensed in Illinois to practice medicine and surgery in all its branches, (2) a chiropractic physician licensed under the Medical Practice Act, (3) a licensed advanced practice registered nurse, (4) a licensed physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or (5) if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee's faith. If the Board or Superintendent requires a certificate during a leave of less than three days for personal illness, the District shall pay the expenses incurred by the employee.

The use of paid sick leave for adoption or placement for adoption is limited to 30 days unless a longer leave is provided in an applicable collective bargaining agreement. The Superintendent may require that the employee provide evidence that the formal adoption process is underway.

Vacation

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Employees working 260 days earn vacation time, during which they may be absent from work without loss of pay. *July 1 is the date from which a full year of service is determined for purposes of the incremental increases in vacation time as described below.*

- Upon initial employment, employees are awarded five vacation days, prorated for the actual time worked between July 1 and June 30 of the initial year. *The initial year of employment, unless employed on July 1, does not count as a full year of employment for purposes of determining incremental increases in vacation as described below.*

- ❌ During the first full year of employment, from July 1 until June 30, employees are provided five vacation days.
- After completing the first full year of employment from July 1 until June 30, and for full years two through six, employees are provided 10 vacation days.
- After completing six full years of employment from July 1 until June 30, and for full years seven and thereafter, employees are provided 15 vacation days.

Vacation days earned in one fiscal year must be used by the end of the following fiscal year; they do not accumulate. Employees resigning or whose employment is terminated are entitled to the monetary equivalent of all earned vacation. However, the District may require the employee to take their vacation rather than pay it out.

Holidays

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Unless the District has a waiver or modification of the School Code pursuant to Section 2-3.25g or 24-2(b) allowing it to schedule school on a holiday listed below, District employees will not be required to work on:

- | | |
|-----------------------------------|---------------------|
| New Year’s Day | Columbus Day |
| Martin Luther King Jr.’s Birthday | Veteran’s Day |
| Abraham Lincoln’s Birthday | Thanksgiving Day |
| Casimir Pulaski’s Birthday | Christmas Eve |
| Memorial Day | Christmas Day |
| Independence Day | Day after Christmas |
| Labor Day | New Years’ Eve |

A holiday will not cause a deduction from an employee’s time or compensation. The District may require educational support personnel to work on a school holiday during an emergency or for the continued operation and maintenance of facilities or property.

Personal Leave

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Full-time educational support personnel have one paid personal leave day per year. The use of a personal day is subject to the following conditions:

1. Except in cases of emergency or unavoidable situations, a personal leave request should be submitted to the Building Principal three days before the requested date.
2. No personal leave day may be used immediately before or immediately after a holiday, or during the first and/or last five days of the school year, unless the Superintendent grants prior approval.
3. Personal leave may not be used in increments of less than one-quarter day.
4. Personal leave is subject to any necessary replacement’s availability.
5. Personal leave may not be used on an in-service training day and/or institute training days.
6. Personal leave may not be used when the employee’s absence would create an undue hardship.

Leave to Serve as a Trustee of the Illinois Municipal Retirement Fund

Upon request, the Board will grant 20 days of paid leave of absence per year to a trustee of the Ill. Municipal Retirement Fund in accordance with 105 ILCS 5/24-6.3.

Other Leaves

Educational support personnel receive the following leaves on the same terms and conditions granted professional personnel in Board policy 5:250, *Leaves of Absence*:

1. Leaves for Service in the Military and General Assembly.
2. School Visitation Leave.
3. Leaves for Victims of Domestic Violence, Sexual Violence, or Gender Violence.
4. Child Bereavement Leave
5. Leave to serve as an election judge.

LEGAL REF.: 105 ILCS 5/10-20.7b, 5/24-2, and 5/24-6.
330 ILCS 61/, Service Member Employment and Reemployment Rights Act.
820 ILCS 147, School Visitation Rights Act.
820 ILCS 154/, Child Bereavement Leave Act.
820 ILCS 180/, Victims' Economic Security and Safety Act.
School Dist. 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987); Elder v. Sch. Dist.
No.127 1/2, 60 Ill.App.2d 56 (1st Dist. 1965).

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:250 (Leaves of Absence)

ADOPTED:

MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
SCHOOL BOARD POLICY MANUAL
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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

Instruction

Educational Philosophy and Objectives

The District's educational program will seek to provide an opportunity for each student to develop to his or her maximum potential. The objectives for the educational program are to:

1. Foster students' self-discovery, self-awareness, and self-discipline.
2. Develop students' awareness of and appreciation for cultural diversity.
3. Stimulate students' intellectual curiosity and growth.
4. Provide students with fundamental career concepts and skills.
5. Help students develop sensitivity to the needs and values of others and a respect for individual and group differences.
6. Help each student strive for excellence and instill a desire to reach the limit of his or her potential.
7. Encourage students to become life long learners.
8. Provide an educational climate and culture free of bias concerning the protected classifications identified in policy 7:10, *Equal Educational Opportunities*.

In order for the Board to monitor whether the educational program is attaining these objectives and to be knowledgeable of current and future resource needs, the Superintendent shall prepare an annual report that includes:

1. A review and evaluation of the present curriculum.
2. A projection of curriculum and resource needs.
3. An evaluation of, and plan to eliminate, any bias in the curriculum or instructional materials and methods concerning the classifications referred to in item 8, above.
4. Any plan for new or revised instructional program implementation.
5. A review of present and future facility needs.

CROSS REF: 1:30 (School District Philosophy), 3:10 (Goals and Objectives), 6:15 (School Accountability), 7:10 (Equal Educational Opportunities)

ADOPTED:

Instruction

School Accountability

According to the Illinois General Assembly, the primary purpose of schooling is the transmission of knowledge and culture through which students learn in areas necessary to their continuing development and entry into the world of work. To fulfill that purpose, the Ill. State Board of Education (ISBE) prepared State Goals for Learning with accompanying Illinois Learning Standards.

The School Board gives priority in the allocation of resources, including funds, time, personnel, and facilities, to fulfilling this purpose.

Quality Assurance

The Board continuously monitors student achievement and the quality of the District's work. The Superintendent shall supervise the following quality assurance components, in accordance with State law and ISBE rules, and continuously keep the Board informed:

1. Prepare each school's annual recognition application and quality assurance appraisal, whether internal or external, to assess each school's continuous school improvement.
2. Continuously assess the District's and each school's overall performance in terms of both academic success and equity. This includes, without limitation, a thorough analysis of ISBE's balanced accountability measure and each school's Multiple Measure Index and corresponding Annual Measurable Objective provided by ISBE.
3. If applicable, develop District and School Improvement Plans, present them for Board approval, and supervise their implementation.
4. Prepare a school report card, present it at a regular Board meeting, and disseminate it as provided in State law.
5. In accordance with 105 ILCS 5/2-3.153, annually administer a climate survey on the instructional environment within the school to, at minimum, students in grades 9 through 12 and teachers.

LEGAL REF.: 105 ILCS 5/2-3.25, 5/2-3.25a, 5/2-3.25b, 5/2-3.25c, 5/2-3.25d-5, 5/2-3.25e-5, 5/2-3.25f, 5/2-3.25f-5, 5/2-3.63, 5/2-3.64a-5, 5/2-3.153, 5/10-21.3a, and 5/27-1.
23 Ill.Admin.Code Part 1, Subpart A: Recognition Requirements.

CROSS REF.: 6:170 (Title I Programs), 6:340 (Student Testing and Assessment Program), 7:10 (Equal Educational Opportunities)

ADOPTED:

Instruction

School Year Calendar and Day

School Calendar

The School Board, upon the Superintendent's recommendation and subject to State regulations, annually establishes the dates for opening and closing classes, teacher institutes and in-services, the length and dates of vacations, and the days designated as legal school holidays. The school calendar shall have a minimum of 185 days to ensure 176 days of actual student attendance.

Commemorative Holidays

The teachers and students shall devote a portion of the school day on each commemorative holiday designated in the School Code to study and honor the commemorated person or occasion. The Board may, from time to time, designate a regular school day as a commemorative holiday.

School Day

The Board establishes the length of the school day with the recommendation of the Superintendent and subject to State law requirements. The Superintendent or designee shall ensure that observances required by State law are followed during each day of school attendance.

LEGAL REF.: 105 ILCS 5/10-19, 5/10-19.05, 5/10-24.46, 5/18-12, 5/18-12.5, 5/24-2, 5/27-3, 5/27-18, 5/27-19, 5/27-20, 5/27-20.1, 5/27-20.2, and 20/1.
10 ILCS 5/11-4.1.
23 Ill.Admin.Code §1.420(f).
Metzl v. Leininger, 850 F.Supp. 740 (N.D. Ill. 1994), *aff'd* by 57 F.3d 618 (7th Cir. 1995).

CROSS REF.: 2:20 (Powers and Duties of the School Board; Indemnification), 5:200 (Terms and Conditions of Employment and Dismissal), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 6:60 (Curriculum Content), 6:70 (Teaching About Religions), 7:90 (Release During School Hours)

ADOPTED:

Instruction

Organization of Instruction

The School District has instructional levels for grades 9 through 12. The Superintendent shall annually present to the School Board a plan for organizing instructional levels and assigning them to school facilities in order to:

1. Support the District's educational program,
2. Maximize facility usage without undue overcrowding, and
3. Provide substantially comparable instructional programs across the District.

Students, for instructional purposes, may be placed in groups within a school that do not necessarily follow grade level designations. For purposes of attendance reporting and other records, however, each student is assigned a grade-level placement.

LEGAL REF.: 105 ILCS 5/10-20.19a, 5/10-20.37, and 5/10-22.18.
23 Ill.Admin.Code §1.420.

CROSS REF.: 6:40 (Curriculum Development), 6:170 (Title I Programs), 7:30 (Student Assignment), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students)

ADOPTED:

Instruction

Curriculum Development

Adoption

The Superintendent shall recommend a comprehensive curriculum that is aligned with:

1. The District's educational philosophy and goals,
2. Student needs as identified by research, demographics, and student achievement and other data,
3. The knowledge, skills, and abilities required for students to become life-long learners,
4. The minimum requirements of State and federal law and regulations for curriculum and graduation requirements,
5. The curriculum of non-District schools that feed into or from a District school, provided that the necessary cooperation and information is available,
6. The Illinois State Learning Standards and any District learning standards, and
7. Any required State or federal student testing.

The School Board will adopt, upon recommendation of the Superintendent, a curriculum that meets the above criteria.

Experimental Educational Programs and Pilot Projects

The Superintendent may recommend experimental educational programs and/or pilot projects for Board consideration. Proposals must include goals, material needs, anticipated expenses, and an evaluation process. The Superintendent shall submit to the Board periodic progress reports for programs that exceed one year in duration and a final evaluation with recommendation upon the program's completion.

Single-Gender Classes and Activities

The Superintendent may recommend a program of nonvocational single-gender classes and/or activities to provide diverse educational opportunities and/or meet students' identified educational needs. Participation in the classes or activities must be voluntary, both genders must be treated with substantial equality, and the program must otherwise comply with State and federal law and with Board policy 7:10, *Equal Educational Opportunities*. The Superintendent must periodically evaluate any single-gender class or activity to ensure that: (1) it does not rely on overly broad generalizations about the different talents, capabilities, or preferences of either gender, and (2) it continues to comply with State and federal law and with Board policy 7:10, *Equal Educational Opportunities*.

Development

The Superintendent shall develop a curriculum review program to monitor the current curriculum and promptly suggest changes to make the curriculum more effective, to take advantage of improved teaching methods and materials, and to be responsive to social change, technological developments, student needs, and community expectations.

The Superintendent shall report to the Board as appropriate, the curriculum review program's efforts to:

1. Regularly evaluate the curriculum and instructional program.
2. Ensure the curriculum continues to meet the stated adoption criteria.
3. Include input from a cross-section of teachers, administrators, parents/guardians, and students, representing all schools, grade levels, disciplines, and specialized and alternative programs.
4. Coordinate with the process for evaluating the instructional program and materials.

Curriculum Guides and Course Outlines

The Superintendent shall develop and provide subject area curriculum guides to appropriate staff members.

LEGAL REF.: 20 U.S.C. §1681, Title IX of the Education Amendments of 1972, implemented by 34 C.F.R. Part 106.
105 ILCS 5/10-20.8 and 5/10-19.

CROSS REF.: 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:70 (Teaching About Religions), 6:80 (Teaching About Controversial Issues) 6:100 (Using Animals in the Educational Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:120 (Education of Children with Disabilities), 6:130 (Program for the Gifted), 6:135 (Accelerated Placement Program), 6:140 (Education of Homeless Children), 6:145 (Migrant Students), 6:150 (Home and Hospital Instruction), 6:160 (English Learners), 6:170 (Title I Programs), 6:180 (Extended Instructional Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights)

ADOPTED:

Instruction

School Wellness

Student wellness, including good nutrition and physical activity, shall be promoted in the District's educational program, school-based activities, and meal programs. This policy shall be interpreted consistently with Section 204 of the Child Nutrition and WIC Reauthorization Act of 2004 and the Healthy Hunger-Free Kids Act of 2010 (HHFKA).

The Superintendent will ensure:

1. Each school building complies with this policy;
2. The policy is available to the community on an annual basis through copies of or online access to the Board Policy Manual; and
3. The community is informed about the progress of this policy's implementation.

Goals for Nutrition Education and Nutrition Promotion

The goals for addressing nutrition education and nutrition promotion include the following:

- Schools will support and promote sound nutrition for students.
- Schools will foster the positive relationship between sound nutrition, physical activity, and the capacity of students to develop and learn.
- Nutrition education will be part of the District's comprehensive health education curriculum. See Board policy 6:60, *Curriculum Content*.

Goals for Physical Activity

The goals for addressing physical activity include the following:

- Schools will support and promote an active lifestyle for students.
- Physical education will be taught in all grades and shall include a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle. See Board policy 6:60, *Curriculum Content* and Board policy 7:260, *Exemption from Physical Education*.
- During the school day, all students will be required to engage in a daily physical education course, unless otherwise exempted. See Board policy 6:60, *Curriculum Content* and Board policy 7:260, *Exemption from Physical Education*.
- The curriculum will be consistent with and incorporate relevant *Illinois Learning Standards for Physical Development and Health* as established by the Illinois State Board of Education (ISBE).

Nutrition Guidelines for Foods Available During the School Day; Marketing Prohibited

Students will be offered and schools will promote nutritious food and beverage choices during the school day that are consistent with Board policy 4:120, *Food Services* (requiring compliance with the nutrition standards specified in the U.S. Dept. of Agriculture's (USDA) *Smart Snacks* rules).

In addition, in order to promote student health and reduce childhood obesity, the Superintendent or designee shall:

1. Restrict the sale of *competitive foods*, as defined by the USDA, in the food service areas during meal periods;
2. Comply with all ISBE rules; and

3. Prohibit marketing during the school day of foods and beverages that do not meet the standards listed in Board policy 4:120, *Food Services*, i.e., in-school marketing of food and beverage items must meet *competitive foods* standards.

Competitive foods standards do not apply to foods and beverages available, but not sold in school during the school day; e.g., brown bag lunches, foods for classroom parties, school celebrations, and reward incentives.

Exempted Fundraising Day (EFD) Requests

All food and beverages sold to students on the school campuses of participating schools during the school day must comply with the “general nutrition standards for competitive foods” specified in federal law.

The Superintendent or designee in a participating school may grant an EFD for grades 9 through 12 in participating schools. To request an EFD and learn more about the District’s related procedure(s), contact the Superintendent or designee. The District’s procedures are subject to change. The number of EFDs for grades 9 through 12 in participating schools is set by ISBE rule.

Guidelines for Reimbursable School Meals

Reimbursable school meals served shall meet, at a minimum, the nutrition requirements and regulations for the National School Lunch Program and/or School Breakfast Program.

Monitoring

At least every three years, the Superintendent shall provide implementation data and/or reports to the Board concerning this policy’s implementation sufficient to allow the Board to monitor and adjust the policy (a triennial report). This triennial report must include without limitation each of the following:

- An assessment of the District’s implementation of the policy
- The extent to which schools in the District are in compliance with the policy
- The extent to which the policy compares to model local school wellness policies
- A description of the progress made in attaining the goals of the policy
- How the District will make the results of the assessment available to the public
- Where the District will retain records of the assessment

The Board will monitor and adjust the policy pursuant to policy 2:240, *Board Policy Development*.

Community Involvement

The Board and Superintendent will actively invite suggestions and comments concerning the development, implementation, periodic reviews, and updates of the school wellness policy from parents, students, representatives of the school food authority, teachers of physical education, school health professionals, the school board, school administrators, and the community. Community involvement methods shall align their suggestions and comments to policy 2:140, *Communications To and From the Board* and/or the **Community Engagement** subhead in policy 8:10, *Connection with the Community*.

Recordkeeping

The Superintendent shall retain records to document compliance with this policy, the District’s records retention protocols, and the Local Records Act.

LEGAL REF.: Child Nutrition and WIC Reauthorization Act of 2004, Pub. L. 108-265, Sec. 204.
Child Nutrition Act of 1966, 42 U.S.C. §1771 et seq.
National School Lunch Act, 42 U.S.C. §1751 et seq.
Healthy, Hunger-Free Kids Act of 2010, 42 U.S.C. §1758b, Pub. L. 111-296.
42 U.S.C. §1779, as implemented by 7 C.F.R. §§210.11 and 210.31.
Local Records Act, 50 ILCS 205/.
105 ILCS 5/2-3.139.
23 Ill.Admin.Code Part 305, Food Program.
ISBE's "School Wellness Policy" Goal, adopted Oct. 2007.

CROSS REF.: 2:140 (Communications To and From the Board), 2:150 (Committees), 2:240
(Board Policy Development), 4:120 (Food Services), 5:100 (Staff Development
Program), 6:60 (Curriculum Content), 7:260 (Exemption from Physical
Education), 8:10 (Connection with the Community)

ADOPTED:

Instruction

Curriculum Content

The curriculum shall contain instruction on subjects required by State statute or regulation as follows:

1. In grades 9 through 12, subjects include: (a) language arts, (b) writing intensive course, (c) science, (d) mathematics, (e) social studies including U.S. history, American government and one semester of civics, (f) foreign language, (g) music, (h) art, (i) driver and safety education, and (j) vocational education.

Students otherwise eligible to take a driver education course must receive a passing grade in at least eight courses during the previous two semesters before enrolling in the course. The Superintendent or designee may waive this requirement if he or she believes a waiver to be in the student's best interest. The course shall include: (a) instruction necessary for the safe operation of motor vehicles, including motorcycles, to the extent that they can be taught in the classroom, (b) classroom instruction on distracted driving as a major traffic safety issue, (c) instruction on required safety and driving precautions that must be observed at emergency situations, highway construction and maintenance zones, and railroad crossings and their approaches, and (d) instruction concerning law enforcement procedures for traffic stops, including a demonstration of the proper actions to be taken during a traffic stop and appropriate interactions with law enforcement. Automobile safety instruction covering traffic regulations and highway safety must include instruction on the consequences of alcohol consumption and the operation of a motor vehicle. The eligibility requirements contained in State law for the receipt of a certificate of completion from the Secretary of State shall be provided to students in writing at the time of their registration.

2. In each grade, as well as in interscholastic athletic programs, steroid abuse prevention must be taught.
3. In each grade, provided it can be funded by private grants or the federal government, violence prevention and conflict resolution must be stressed, including: (a) causes of conflict, (b) consequences of violent behavior, (c) non-violent resolution, and (d) relationships between drugs, alcohol, and violence.
4. In each grade, age-appropriate Internet safety must be taught, the scope of which shall be determined by the Superintendent or designee. The curriculum must incorporate policy 6:235, *Access to Electronic Networks* and, at a minimum, include: (a) education about appropriate online behavior, (b) interacting with other individuals on social networking websites and in chat rooms, and (c) cyberbullying awareness and response.
5. In all grades, character education must be taught including respect, responsibility, fairness, caring, trustworthiness, and citizenship in order to raise students' honesty, kindness, justice, discipline, respect for others, and moral courage. Instruction in all grades will include examples of behaviors that violate policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*.
6. In all schools, citizenship values must be taught, including: (a) patriotism, (b) democratic principles of freedom, justice, and equality, (c) proper use and display of the American flag, (d) the Pledge of Allegiance, and (e) the voting process.

7. In all grades, physical education must be taught including a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle. Unless otherwise exempted, all students are required to engage with such frequency as determined by the Board, but at a minimum of three days per five-day week, during the school day, except on block scheduled days, in a physical education course. For exemptions and substitutions, see policies 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students* and 7:260, *Exemption from Physical Education*
8. In all schools, health education must be stressed, including: (a) proper nutrition, (b) physical fitness, (c) components necessary to develop a sound mind in a healthy body, (d) dangers and avoidance of abduction, and (e) age-appropriate sexual abuse and assault awareness and prevention education in all grades. The Superintendent shall implement a comprehensive health education program in accordance with State law.
9. In all schools, career/vocational education must be taught, including: (a) the importance of work, (b) the development of basic skills to enter the world of work and/or continue formal education, (c) good work habits and values, (d) the relationship between learning and work, and (e) if possible, a student work program that provides the student with work experience as an extension of the regular classroom. A career awareness and exploration program must be available at all grade levels.
10. In grades 9 through 12, consumer education must be taught, including: (a) financial literacy, including consumer debt and installment purchasing (including credit scoring, managing credit debt, and completing a loan application); budgeting; savings and investing; banking (including balancing a checkbook, opening a deposit account, and the use of interest rates); understanding simple contracts; State and federal income taxes; personal insurance policies; the comparison of prices; higher education student loans; identity-theft security; and homeownership (including the basic process of obtaining a mortgage and the concepts of fixed and adjustable rate mortgages, subprime loans, and predatory lending); and (b) the roles of consumers interacting with agriculture, business, labor unions and government in formulating and achieving the goals of the mixed free enterprise system.
11. In all schools, conservation of natural resources must be taught, including: (a) home ecology, (b) endangered species, (c) threats to the environment, and (d) the importance of the environment to life as we know it.
12. In all schools, United States (U.S.) history must be taught, including: (a) the principles of representative government, (b) the Constitutions of the U.S. and Illinois, (c) the role of the U.S. in world affairs, (d) the role of labor unions, (e) the role and contributions of ethnic groups, including but not limited to, the African Americans, Albanians, Asian Americans, Bohemians, Czechs, French, Germans, Hispanics (including the events related to the forceful removal and illegal deportation of Mexican-American U.S. citizens during the Great Depression), Hungarians, Irish, Italians, Lithuanians, Polish, Russians, Scots, and Slovaks in the history of this country and State, (f) a study of the roles and contributions of lesbian, gay, bisexual, and transgender (LGBT) people in the history of the U.S. and Illinois, and (g) Illinois history.

In addition, all schools shall hold an educational program on the United States Constitution on Constitution Day, each September 17, commemorating the September 17, 1787 signing of the Constitution. However, when September 17 falls on a Saturday, Sunday, or holiday, Constitution Day shall be held during the preceding or following week.

13. In all high school courses concerning U.S. history or a combination of U.S. history and American government, students must view a Congressional Medal of Honor film made by the Congressional Medal of Honor Foundation, provided there is no cost for the film.
14. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the Holocaust and crimes of genocide, including Nazi atrocities of 1933-1945, Armenian Genocide, the Famine-Genocide in Ukraine, and more recent atrocities in Cambodia, Bosnia, Rwanda, and Sudan.
15. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the history, struggles, and contributions of women.
16. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on Black History, including the history of the African slave trade, slavery in America, and the vestiges of slavery in this country, as well as the struggles and contributions of African-Americans.
17. In all schools offering a secondary agricultural education program, the curriculum includes courses as required by 105 ILCS 5/2-3.80.
18. In all schools, instruction during courses as determined by the Superintendent or designee on disability history, awareness, and the disability rights movement.

LEGAL REF.: Pub. L. No. 108-447, Section 111 of Division J, Consolidated Appropriations Act of 2005.
 Pub. L. No. 110-385, Title II, 122 stat. 4096 (2008), Protecting Children in the 21st Century Act.
 47 C.F.R. §54.520
 5 ILCS 465/3 and 465/3a.
 20 ILCS 2605/2605-480.
 105 ILCS 5/2-3.80(e) and (f), 5/27-3, 5/27-3.5, 5/27-5, 5/27-6, 5/27-6.5, 5/27-7, 5/27-12, 5/27-12.1, 5/27-13.1, 5/27-13.2, 5/27-20.3, 5/27-20.4, 5/27-20.5, 5/27-20.7, 5/27-21, 5/27-22, 5/27-23.3, 5/27-23.4, 5/27-23.7, 5/27-23.8, 5/27-23.10, 5/27-23.11, 5/27-24.2, 435/, and 110/3.
 625 ILCS 5/6-408.5.
 23 Ill.Admin.Code §§1.420, 1.425, 1.430, and 1.440.

CROSS REF.: 6:20 (School Year Calendar and Day), 6:40 (Curriculum Development), 6:70 (Teaching About Religions), 6:235 (Access to Electronic Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:260 (Exemption from Physical Education)

ADOPTED:

Instruction

Student Social and Emotional Development

Social and emotional learning (SEL) is defined as the process through which students enhance their ability to integrate thinking, feeling, and behaving to achieve important life tasks. Students competent in SEL are able to recognize and manage their emotions, establish healthy relationships, set positive goals, meet personal and social needs, and make responsible and ethical decisions.

The Superintendent shall incorporate SEL into the District's curriculum and other educational programs consistent with the District's mission and the goals and benchmarks of the Ill. Learning Standards. The Ill. Learning Standards include three goals for students:

1. Develop self-awareness and self-management skills to achieve school and life success.
2. Use social-awareness and interpersonal skills to establish and maintain positive relationships.
3. Demonstrate decision-making skills and responsible behaviors in personal, school, and community contexts.

The incorporation of SEL objectives into the District's curriculum and other educational programs may include but is not limited to:

1. Classroom and school-wide programming to foster a safe, supportive learning environment where students feel respected and valued. This may include incorporating scientifically based, age-and-culturally appropriate classroom instruction, District-wide, and school-wide strategies that teach SEL skills, promote optimal mental health, and prevent risk behaviors for all students.
2. Staff development and training to promote students' SEL development. This may include providing all personnel with age-appropriate academic and SEL and how to promote it.
3. Parent/Guardian and family involvement to promote students' SEL development. This may include providing parents/guardians and families with learning opportunities related to the importance of their children's optimal SEL development and ways to enhance it.
4. Community partnerships to promote students' SEL development. This may include establishing partnerships with diverse community agencies and organizations to assure a coordinated approach to addressing children's mental health and SEL development.
5. Early identification and intervention to enhance students' school readiness, academic success, and use of good citizenship skills. This may include development of a system and procedures for periodic and universal screening, assessment, and early intervention for students who have significant risk factors for social, emotional, or mental health conditions that impact learning.
6. Treatment to prevent or minimize mental health conditions in students. This may include building and strengthening referral and follow-up procedures for providing effective clinical services for students with social, emotional, and mental health conditions that impact learning. This may include student and family support services, school-based behavioral health services, and school-community linked services and supports.
7. Assessment and accountability for teaching SEL skills to all students. This may include implementation of a process to assess and report baseline information and ongoing progress

about school climate, students' social and emotional development, and academic performance.

LEGAL REF.: Children's Mental Health Act of 2003, 405 ILCS 49/.

CROSS REF.: 1:30, (School District Philosophy), 6:10 (Educational Philosophy and Objectives), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:270 (Guidance and Counseling Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services)

ADOPTED:

Instruction

Teaching About Religions

The School District's curriculum may include the study of religions as they relate to geography, history, culture, and the development of various ethnic groups. The study of religions shall give neither preferential nor derogatory treatment to any single religion, religious belief, or to religion in general. The study of religions shall be treated as an academic subject with no emphasis on the advancement or practice of religion.

LEGAL REF.: School Dist. of Abington Twp v. Schempp, 374 U.S. 203 (1963).
Allegheny County v. ACLU Pittsburgh Chapter, 492 U.S. 573 (1989).

CROSS REF.: 6:20 (School Year Calendar and Day), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:255 (Assemblies and Ceremonies)

ADOPTED:

Instruction

Teaching About Controversial Issues

The Superintendent shall ensure that all school-sponsored presentations and discussions of controversial or sensitive topics in the instructional program, including those made by guest speakers, are:

- Age-appropriate. Proper decorum, considering the students' ages, should be followed.
- Consistent with the curriculum and serve an educational purpose.
- Informative and present a balanced view.
- Respectful of the rights and opinions of everyone. Emotional criticisms and hurtful sarcasm should be avoided.
- Not tolerant of profanity or slander.

The District specifically reserves its right to stop any school-sponsored activity that it determines violates this policy, is harmful to the District or the students, or violates State or federal law.

CROSS REF.: 6:40 (Curriculum Development), 6:255 (Assemblies and Ceremonies)

ADOPTED:

Instruction

Using Animals in the Educational Program

Animals may be brought into school facilities for educational purposes according to procedures developed by the Superintendent assuring: (a) the animal is appropriately housed, humanely cared for, and properly handled, and (b) students will not be exposed to a dangerous animal or an unhealthy environment.

Animal Experiments

Experiments on living animals are prohibited; however, behavior studies that do not impair an animal's health or safety are permissible.

Animal Dissection

The dissection of dead animals or parts of dead animals shall be allowed in the classroom only when the dissection exercise contributes to or is a part of an illustration of pertinent study materials. All dissection of animals shall be confined to the classroom and must comply with the School Code.

Students who object to performing, participating in, or observing the dissection of animals are excused from classroom attendance without penalty during times when such activities are taking place. No student will be penalized or disciplined for refusing to perform, participate in, or observe a dissection. The Superintendent or designee shall inform students of: (1) their right to refrain from performing, participating in, or observing dissection, and (2) which courses contain a dissection unit and which of those courses offers an alternative project.

LEGAL REF.: 105 ILCS 5/2-3.122, 5/27-14, and 112/.

CROSS REF.: 6:40 (Curriculum Development)

ADOPTED:

Instruction

Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program

The Superintendent or designee shall develop, maintain, and supervise a program for students at risk of academic failure or dropping out of school. The program shall include education and support services addressing individual learning styles, career development, and social needs, and may include without limitation one or more of the following:

- Parent-teacher conferences
- Counseling services by social workers and/or guidance counselors
- Counseling services by psychologists
- Psychological testing
- Truants' alternative and optional education program
- Alternative school placement
- Community agency services
- Alternative learning opportunities program, in conformity with the Alternative Learning Opportunities Law, as it may be amended from time to time
- Graduation incentives program
- Remediation program

Any student who is below the age of 20 years is eligible to enroll in a graduation incentives program if he or she:

1. Is considered a dropout according to State law;
2. Has been suspended or expelled;
3. Is pregnant or is a parent;
4. Has been assessed as chemically dependent; or
5. Is enrolled in a bilingual education or English Language Learners program.

LEGAL REF.: 105 ILCS 5/2-3.41, 5/2-3.66, 5/10-20.9a, 5/13B, 5/26-2a, 5/26-13, 5/26-14, and 5/26-16.

CROSS REF.: 6:280 (Grading and Promotion), 6:300 (Graduation Requirements), 7:70 (Attendance and Truancy)

ADOPTED:

Instruction

Education of Children with Disabilities

The School District shall provide a free appropriate public education in the least restrictive environment and necessary related services to all children with disabilities enrolled in the District, as required by the Individuals With Disabilities Education Act (IDEA) and implementing provisions of the School Code, Section 504 of the Rehabilitation Act of 1973, and the Americans With Disabilities Act. The term *children with disabilities*, as used in this policy, means children between ages 15 and 21 (inclusive) for whom it is determined, through definitions and procedures described in the Ill. State Board of Education (ISBE) *Special Education* rules, that special education services are needed.

It is the intent of the District to ensure that students who are disabled within the definition of Section 504 of the Rehabilitation Act of 1973 are identified, evaluated, and provided with appropriate educational services. Students may be disabled within the meaning of Section 504 of the Rehabilitation Act even though they do not require services pursuant to the IDEA.

For students eligible for services under IDEA, the District shall follow procedures for identification, evaluation, placement, and delivery of services to children with disabilities provided in the ISBE *Special Education* rules. For those students who are not eligible for services under IDEA, but, because of disability as defined by Section 504 of the Rehabilitation Act of 1973, need or are believed to need special instruction or related services, the District shall establish and implement a system of procedural safeguards. The safeguards shall cover students' identification, evaluation, and educational placement. This system shall include notice, an opportunity for the student's parent(s)/guardian(s) to examine relevant records, an impartial hearing with opportunity for participation by the student's parent(s)/guardian(s), representation by counsel, and a review procedure.

The District may maintain membership in one or more cooperative associations of school districts that shall assist the District in fulfilling its obligations to the District's disabled students.

If necessary, students may also be placed in nonpublic special education programs or education facilities.

LEGAL REF.: 20 U.S.C. §1400 et seq., Individuals With Disabilities Education Improvement Act of 2004.
 29 U.S.C. §794, Rehabilitation Act of 1973, Section 504.
 42 U.S.C. §12101 et seq., Americans With Disabilities Act.
 34 C.F.R. §300.
 105 ILCS 5/14-1.01 et seq., 5/14-7.02, and 5/14-7.02b.
 23 Ill.Admin.Code Part 226.

CROSS REF.: 2:150 (Committees), 7:230 (Misconduct by Students with Disabilities)

ADOPTED:

Instruction

Program for the Gifted

The Superintendent or designee shall implement an education program for gifted and talented learners that is responsive to student needs and is within the budget parameters as set by the Board.

Eligibility to participate in the gifted program shall not be conditioned upon race, religion, sex, disability, or any factor other than the student's identification as gifted or talented learner.

The School Board will monitor this program's performance by meeting periodically with the Superintendent or designee to determine and/or review the indicators and data that evidence whether the educational program for gifted and talented learners is accomplishing its goals and objectives and is otherwise in compliance with this policy.

LEGAL REF.: 105 ILCS 5/14A.
23 Ill.Admin.Code Part 227.

CROSS REF.: 6:135 (Accelerated Placement Program)


ADOPTED:

Instruction

Accelerated Placement Program

The District provides an Accelerated Placement Program (APP). The APP advances the District's goal of providing educational programs with opportunities for each student to develop to his or her maximum potential. The APP provides an educational setting with curriculum options usually reserved for students who are older or in higher grades than the student participating in the APP. APP options include, but may not be limited to: (a) accelerating a student in a single subject; and (b) other grade-level acceleration. Participation in the APP is open to all students who demonstrate high ability and who may benefit from accelerated placement. It is not limited to students who have been identified as gifted and talented. Eligibility to participate in the District's APP shall not be conditioned upon the protected classifications identified in Board policy 7:10, *Equal Educational Opportunities*, or any factor other than the student's identification as an accelerated learner.

The Superintendent or designee shall implement an APP that includes:

1. Decision-making processes that are fair, equitable, and involve multiple individuals, e.g. District administrators, teachers, and school support personnel, and a student's parent(s)/guardian(s);
2. Notification processes that notify a student's parent(s)/guardian(s) of a decision affecting a student's participation in the APP; and
3. Assessment processes that include multiple valid, reliable indicators. 

LEGAL REF.: 105 ILCS 5/14A.

CROSS REF.: 6:10 (Educational Philosophy and Objectives), 6:130 (Program for the Gifted), 7:10 (Equal Educational Opportunities), 7:50 (School Admissions and Student Transfers To and From Non-District Schools)

ADOPTED:

Instruction

Education of Homeless Children

Each child of a homeless individual and each homeless youth has equal access to the same free, appropriate public education as provided to other children and youths. A *homeless child* is defined as provided in the McKinney-Vento Homeless Assistance Act and the Ill. Education for Homeless Children Act. The Superintendent or designee shall act as or appoint a Liaison for Homeless Children to coordinate this policy's implementation.

A homeless child may attend the District school that the child attended when permanently housed or in which the child was last enrolled. A homeless child living in any District school's attendance area may attend that school.

The Superintendent or designee shall review and revise rules or procedures that may act as barriers to the enrollment of homeless children and youths. In reviewing and revising such procedures, consideration shall be given to issues concerning transportation, immunization, residency, birth certificates, school records and other documentation, and guardianship. Transportation shall be provided in accordance with the McKinney-Vento Homeless Assistance Act and State law. The Superintendent or designee shall give special attention to ensuring the enrollment and attendance of homeless children and youths who are not currently attending school. If a child is denied enrollment or transportation under this policy, the Liaison for Homeless Children shall immediately refer the child or his or her parent/guardian to the ombudsperson appointed by the Regional Superintendent and provide the child or his or her parent/guardian with a written explanation for the denial. Whenever a child and his or her parent/guardian who initially share the housing of another person due to loss of housing, economic hardship, or a similar hardship continue to share the housing, the Liaison for Homeless Children shall annually conduct a review as to whether such hardship continues to exist in accordance with State law.

LEGAL REF.: McKinney-Vento Homeless Assistance Act, 42 U.S.C. §11431 et seq.
Ill. Education for Homeless Children Act, 105 ILCS 45/.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:110 (Transportation), 7:10 (Equal Educational Opportunities), 7:30 (Student Assignment), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students)

ADOPTED:

Instruction

Migrant Students

The Superintendent will develop and implement a program to address the needs of migrant children in the District.

This program will include a means to:

1. Identify migrant students and assess their educational and related health and social needs.
2. Provide a full range of services to migrant students through appropriate local, State and federal educational programs, including applicable Title I programs, special education, gifted education, vocational education, language programs, counseling programs, and elective classes.
3. Provide migrant children with full and appropriate opportunities to meet the same challenging State academic standards that all children are expected to meet.
4. Provide advocacy and outreach programs to migrant children and their families and professional development for District staff.
5. Provide programs, activities, and procedures for the engagement of parents/guardians and family members of migrant students in an understandable format and language.

Migrant Education Program for Parent/Guardian and Family Member Engagement

Parents/guardians and family members of migrant students will be involved in and regularly consulted about the development, implementation, operation, and evaluation of the migrant program.

Parents/guardians and family members of migrant students will receive instruction regarding their role in improving the academic achievement of their children.

LEGAL REF.: 20 U.S.C. §6318.
20 U.S.C. §6391 et seq.
34 C.F.R. §200.80 et seq.

CROSS REF.: 6:170 (Title I Programs)

ADOPTED:

Instruction

Home and Hospital Instruction

A student who is absent from school, or whose physician, physician assistant, or advanced practice registered nurse anticipates that the student will be absent from school, because of a medical condition may be eligible for instruction in the student's home or hospital. Eligibility shall be determined by State law and the Illinois State Board of Education rules governing (1) the continuum of placement options for students who have been identified for special education services or (2) the home and hospital instruction provisions for students who have not been identified for special education services. Appropriate educational services from qualified staff will begin no later than five school days after receiving a written statement from: (1) a physician licensed to practice medicine in all of its branches, (2) a licensed physician assistant, or (3) a licensed advanced practice registered nurse. Instructional or related services for a student receiving special education services will be determined by the student's individualized education program.

A student who is unable to attend school because of pregnancy will be provided home instruction, correspondence courses, or other courses of instruction (1) before the birth of the child when the student's physician, physician assistant, or advanced practice registered nurse indicates, in writing, that she is medically unable to attend regular classroom instruction, and (2) for up to three months after the child's birth or a miscarriage.

Periodic conferences will be held between appropriate school personnel, parent(s)/guardian(s), and hospital staff to coordinate course work and facilitate a student's return to school.

LEGAL REF.: 105 ILCS 5/10-19.05(e), 5/10-22.6a, 5/14-13.01, and 5/18-4.5.
23 Ill.Admin.Code §§1.520, 1.610, and 226.300.

CROSS REF.: 6:120 (Education of Children with Disabilities), 7:10 (Equal Educational Opportunity), 7:280 (Communicable and Chronic Infectious Disease)

ADOPTED:

Instruction

English Learners

The District offers opportunities for resident English Learners to achieve at high levels in academic subjects and to meet the same challenging State academic standards that all children are expected to meet. The Superintendent or designee shall develop and maintain a program for English Learners that will:

1. Assist all English Learners to achieve English proficiency, facilitate effective communication in English, and encourage their full participation in school activities and programs as well as promote participation by the parents/guardians of English Learners.
2. Appropriately identify students with limited English language proficiency. .
3. Comply with State law regarding the Transitional Bilingual Educational Program (TBE) or Transitional Program of Instruction (TPI), whichever is applicable.
4. Comply with any applicable State and federal requirements for the receipt of grant money for English Learners and programs to serve them.
5. Determine the appropriate instructional program and environment for English Learners.
6. Annually assess the English proficiency of English Learners and monitor their progress in order to determine their readiness for a mainstream classroom environment.
7. Include English Learners, to the extent required by State and federal law, in the District's student assessment program to measure their achievement in reading/language arts and mathematics.
8. Provide information to the parents/guardians of English Learners about: (a) the reasons for their child's identification, (b) their child's level of English proficiency, (c) the method of instruction to be used, (d) how the program will meet their child's needs, (e) how the program will specifically help their child learn English and meet age-appropriate academic achievement standards for grade promotion and graduation, (f) specific exit requirements of the program, (g) how the program will meet their child's individualized education program, if applicable, and (h) information on parent/guardian rights. Parents/guardians will be regularly apprised of their child's progress and involvement will be encouraged.

Parent Involvement

Parents/guardians of English Learners will be informed how they can: (1) be involved in the education of their children, and (2) be active participants in assisting their children to attain English proficiency, achieve at high levels within a well-rounded education, and meet the challenging State academic standards expected of all students.

LEGAL REF.: 20 U.S.C. §§6312, 6314, 6315, and 6318.
20 U.S.C. §6801 et seq.
34 C.F.R. Part 200.
105 ILCS 5/14C-1 et seq.
23 Ill.Admin.Code Part 228.

CROSS REF.: 6:15 (School Accountability), 6:170 (Title I Programs), 6:340 (Student Testing and Assessment Program)

ADOPTED:

Instruction

Title I Programs

The Superintendent or designee shall pursue funding under Title I, Improving the Academic Achievement of the Disadvantaged, of the Elementary and Secondary Education Act, to supplement instructional services and activities in order to improve the educational opportunities of educationally disadvantaged or deprived children.

All District schools, regardless of whether they receive Title I funds, shall provide services that, taken as a whole, are substantially comparable. Teachers, administrators, and other staff shall be assigned to schools in a manner that ensures equivalency among the District's schools. Curriculum materials and instructional supplies shall be provided in a manner that ensures equivalency among the District's schools.

Title I Parent and Family Engagement

The District maintains programs, activities, and procedures for the engagement of parents/guardians and families of students receiving services, or enrolled in programs, under Title I. These programs, activities, and procedures are described in District-level and School-level compacts.

District-Level Parent and Family Engagement Compact

The Superintendent or designee shall develop a *District-Level Parent and Family Engagement Compact* according to Title I requirements. The *District-Level Parent and Family Engagement Compact* shall contain: (1) the District's expectations for parent and family engagement, (2) specific strategies for effective parent and family engagement activities to improve student academic achievement and school performance, and (3) other provisions as required by federal law. The Superintendent or designee shall ensure that the *Compact* is distributed to parents/guardians of students receiving services, or enrolled in programs, under Title I.

School-Level Parent and Family Engagement Compact

Each Building Principal or designee shall develop a *School-Level Parent and Family Engagement Compact* according to Title I requirements. This *School-Level Parent and Family Engagement Compact* shall contain: (1) a process for continually involving parents/guardians in its development and implementation, (2) how parents/guardians, the entire school staff, and students share the responsibility for improved student academic achievement, (3) the means by which the school and parents/guardians build and develop a partnership to help children achieve the State's high standards, and (4) other provisions as required by federal law. Each Building Principal or designee shall ensure that the *Compact* is distributed to parents/guardians of students receiving services, or enrolled in programs, under Title I.

Incorporated
by Reference: 6:170-AP1, E1 (District-Level Parent and Family Engagement Compact) and
6:170-AP1, E2 (School-Level Parent and Family Engagement Compact)

LEGAL REF.: Title I of the Elementary and Secondary Education Act, 20 U.S.C. §6301-6514.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:110 (Transportation), 5:190 (Teacher
Qualifications), 5:280 (Duties and Qualifications), 6:15 (School Accountability),
6:140 (Education of Homeless Children), 6:145 (Migrant Students), 6:160
(English Learners), 7:10 (Equal Educational Opportunities), 7:30 (Student
Assignment), 7:60 (Residence), 7:100 (Health, Eye, and Dental Examinations;
Immunizations; and Exclusion of Students), 8:95 (Parental Involvement)

ADOPTED:

Instruction

Extended Instructional Programs

The District may offer the following programs in accordance with State law and the District's educational philosophy:

1. Child care and training center for pre-school children and for students whose parents work.
2. Tutorial program.
3. Adult education program.
4. Outdoor education program.
5. Summer school, whether for credit or not.
6. Independent study, whether for credit or not.
7. Support services and instruction for students who are, or whose parents/guardians are, chemically dependent.
8. Activities to address intergroup conflict.
9. Volunteer service credit program.
10. Vocational academy.
11. Advanced vocational training and/or career education program.

LEGAL REF.: 105 ILCS 5/10-22.18a, 5/10-22.18b, 5/10-22.18c, 5/10-22.20, 5/10-22.20a, 5/10-22.20b, 5/10-22.20c, 5/10-22.29, 5/10-22.33A, 5/10-22.33B, 5/10-23.2, 5/27-22.1, 5/27-22.3, 5/27-23.6, 110/3, and 433/.

CROSS REF.: 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 6:320 (High School Credit for Proficiency)

ADOPTED:

Instruction

Remote Educational Program

The Superintendent shall develop, maintain, and supervise a remote educational program consistent with 105 ILCS 5/10-29. The remote educational program shall provide an opportunity for qualifying students to participate in an educational program delivered by the District in a location outside of a school.

The remote educational program shall:

1. Align its curriculum with the Ill. Learning Standards and Board policies 6:10, *Educational Philosophy and Objectives* and 6:15, *School Accountability*.
2. Offer instruction and educational experiences consistent with those given to students at the same grade level in the District through compliance with Board policies 6:30, *Organization of Instruction* and 6:300, *Graduation Requirements*.
3. Provide instructors that meet the teacher qualifications in Board policy 5:190, *Teacher Qualifications*. Instructors are responsible for the following elements of the program:
 - a. Planning instruction,
 - b. Diagnosing learning needs,
 - c. Prescribing content delivery through class activities,
 - d. Assessing learning,
 - e. Reporting outcomes to administrators and parents/guardians, and
 - f. Evaluating the effects of instruction.
4. Provide a remote educational program anytime during the period of time from and including the opening date to the closing date of the District's regular school term. It may operate on any calendar day, notwithstanding whether it is a student attendance day or institute day on the District's calendar or any other provision of law restricting instruction on that day. The District's regular school term is established by Board policies 2:20, *Powers and Duties of the School Board; Indemnification*, and 6:20, *School Year Calendar and Day*. The remote educational program may be offered outside of the regular school term as part of any authorized summer school program.
5. Establish a system to determine student participation in instruction in alignment with Board policy 6:20, *School Year Calendar and Day*.
6. Limit participation to students who are juniors or seniors or demonstrate individual educational need(s). Approval of students in the program will be on a space-available basis.
7. Authorize the Superintendent or designee to approve students for participation in the program when the student shows evidence of:
 - a. Enrollment in the District pursuant to Board policies 7:60, *Residence* and 7:30, *Student Assignment and Intra-District Transfer*.
 - b. Prior approval from their individualized educational program (IEP) team, if applicable.
 - c. How the remote educational program best serves the student's individual learning needs.
 - d. A consistent, appropriate attendance record, no disciplinary record, and a 2.5 minimum grade point average.

8. Include a process for developing and approving a written remote educational plan for each student participating in the program.
9. Require students to complete their participation in the program within 12 months, unless the student's participation is extended by the District.
10. Require students to participate in all assessments administered by the District pursuant to State and federal law and Board policy 6:340, *Student Testing and Assessment Program*.
11. Align with the requirements of Board policy 7:340, *Student Records*.
12. Comply with other State and federal laws and align with all applicable Board policies. This includes the Superintendent submitting a copy of this policy to the Ill. State Board of Education along with any amendments to it and any data on student participation.
13. Be monitored by the Board pursuant to Board policy 2:240, *Board Policy Development*, and included as a topic for discussion in the annual report required by Board policy 6:10, *Educational Philosophy and Objectives*. It shall include a discussion of the process for renewal of the program when applicable.

LEGAL REF.: 105 ILCS 5/10-29.
23 Ill.Admin.Code §226.360.

CROSS REF.: 2:20 (Powers and Duties of the School Board; Indemnification), 2:240 (Board Policy Development), 5:190 (Teacher Qualifications), 6:10 (Educational Philosophy and Objectives), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:30 (Organization of Instruction), 6:300 (Graduation Requirements), 6:340 (Student Testing and Assessment Program), 7:30 (Student Assignment and Intra-District Transfer), 7:60 (Residence), 7:340 (Student Records)

ADOPTED:

Instruction

Extracurricular and Co-Curricular Activities

The Superintendent must approve an activity in order for it to be considered a District-sponsored extracurricular or co-curricular activity, using the following criteria:

1. The activity will contribute to the leadership abilities, social well-being, self-realization, good citizenship, or general growth of student-participants.
2. Fees assessed students are reasonable and do not exceed the actual cost of operation.
3. The District has sufficient financial resources for the activity.
4. Requests from students.
5. The activity will be supervised by a school-approved sponsor.

Non-school sponsored student groups are governed by School Board policy, 7:330, *Student Use of Buildings - Equal Access*.

Academic Criteria for Participation

Selection of members or participants is at the discretion of the teachers, sponsors, or coaches, provided that the selection criteria conform to the District's policies. Participation in co-curricular activities is dependent upon course selection and successful progress in those courses. In order to be eligible to participate in any school-sponsored or school-supported athletic or extracurricular activity, a student must pass 25 credit hours of high school work per week. A student must have passed and received credit toward graduation for 25 credit hours of high school work for the entire previous semester to be eligible at all during the ensuing semester. Any student-participant failing to meet these academic criteria shall be suspended from further participation in all school-sponsored and school-supported athletic and extracurricular activities until the specified academic criteria are met.

In order to participate in extra-curricular or co-curricular activities and field trips, students must also be in regular attendance at school. Students with seven absences or greater in a semester will be evaluated by administration and may be excluded from participation in these trips. Final determination of participation will be made by the administration.

LEGAL REF.: 105 ILCS 5/10-20.30 and 5/24-24.

CROSS REF.: 4:170 (Safety), 7:10 (Equal Educational Opportunities), 7:40 (Nonpublic School Students, Including Parochial and Home-Schooled Students), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:300 (Extracurricular Athletics), 7:330 (Student Use of Buildings - Equal Access), 8:20 (Community Use of School Facilities)

ADOPTED:

Instruction

Instructional Materials

All District classrooms and learning centers should be equipped with an evenly-proportioned, wide assortment of instructional materials, including textbooks, workbooks, audio-visual materials, and electronic materials. These materials should provide quality learning experiences for students and:

1. Enrich and support the curriculum;
2. Stimulate growth in knowledge, literary appreciation, aesthetic values, and ethical standards;
3. Provide background information to enable students to make informed judgments and promote critical reading and thinking;
4. Depict in an accurate and unbiased way the cultural diversity and pluralistic nature of American society; and
5. Contribute to a sense of the worth of all people regardless of sex, race, religion, nationality, ethnic origin, sexual orientation, disability, or any other differences that may exist.

The Superintendent or designee shall annually provide a list or description of textbooks and instructional materials used in the District to the School Board. Anyone may inspect any textbook or instructional material.

Teachers are encouraged to use age-appropriate supplemental material only when it will enhance, or otherwise illustrate, the subjects being taught. No R-rated movie shall be shown to students unless prior approval is received from the Superintendent or designee, and no movie rated NC-17 (no one 17 and under admitted) shall be shown under any circumstances. These restrictions apply to television programs and other media with equivalent ratings. The Superintendent or designee shall give parents/guardians an opportunity to request that their child not participate in a class showing a movie, television program, or other media with an R or equivalent rating.

Instructional Materials Selection and Adoption

The Superintendent shall recommend to the Board for consideration and adoption all textbooks and instructional materials and shall include the following information: (1) title, publisher, copyright dates, number of copies desired, and cost; (2) any texts being replaced; and (3) rationale for recommendation. The School Code governs the adoption and purchase of textbooks and instructional materials.

LEGAL REF.: 105 ILCS 5/10-20.8 and 5/28-19.1.

CROSS REF.: 6:30 (Organization of Instruction), 6:40 (Curriculum Development), 6:80 (Teaching About Controversial Issues), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 8:110 (Public Suggestions and Concerns)

ADOPTED:

Instruction

Library Media Program

The Superintendent or designee shall manage the District's library media program to comply with (1) State law and Ill. State Board of Education (ISBE) rule and (2) the following standards:

1. The program includes an organized collection of resources available to students and staff to supplement classroom instruction, foster reading for pleasure, enhance information literacy, and support research, as appropriate to students of all abilities in the grade levels served.
2. Financial resources for the program's resources and supplies are allocated to meet students' needs.
3. Students in all grades served have equitable access to library media resources.
4. The advice of an individual who is qualified according to ISBE rule is sought regarding the overall direction of the program, including the selection and organization of materials, provision of instruction in information and technology literacy, and structuring the work of library paraprofessionals.
5. Staff members are invited to recommend additions to the collection.
6. Students may freely select resource center materials as well as receive guided selection of materials appropriate to specific, planned learning experiences.

LEGAL REF.: 23 Ill.Admin.Code §1.420(o).

CROSS REF.: 6:60 (Curriculum Content), 6:170 (Title I Programs), 6:210 (Instructional Materials)

ADOPTED:

Instruction

Access to Electronic Networks

Electronic networks, including the Internet, are a part of the District's instructional program and serve to promote educational excellence by facilitating resource sharing, innovation, and communication. The Superintendent shall develop an implementation plan for this policy and appoint system administrator(s).

The School District is not responsible for any information that may be lost or damaged, or become unavailable when using the network, or for any information that is retrieved or transmitted via the Internet. Furthermore, the District will not be responsible for any unauthorized charges or fees resulting from access to the Internet.

Curriculum and Appropriate Online Behavior

The use of the District's electronic networks shall: (1) be consistent with the curriculum adopted by the District as well as the varied instructional needs, learning styles, abilities, and developmental levels of the students, and (2) comply with the selection criteria for instructional materials and library resource center materials. As required by federal law and Board policy 6:60, *Curriculum Content*, students will be educated about appropriate online behavior, including but not limited to: (1) interacting with other individuals on social networking websites and in chat rooms, and (2) cyberbullying awareness and response. Staff members may, consistent with the Superintendent's implementation plan, use the Internet throughout the curriculum.

The District's electronic network is part of the curriculum and is not a public forum for general use.

Acceptable Use

All use of the District's electronic networks must be: (1) in support of education and/or research, and be in furtherance of the goals stated herein, or (2) for a legitimate school business purpose. Use is a privilege, not a right. Students and staff members have no expectation of privacy in any material that is stored, transmitted, or received via the District's electronic networks or District computers. General rules for behavior and communications apply when using electronic networks. The District's administrative procedure, *Acceptable Use of the District's Electronic Networks*, contains the appropriate uses, ethics, and protocol. Electronic communications and downloaded material, including files deleted from a user's account but not erased, may be monitored or read by school officials.

Internet Safety

Technology protection measures shall be used on each District computer with Internet access. They shall include a filtering device that protects against Internet access by both adults and minors to visual depictions that are: (1) obscene, (2) pornographic, or (3) harmful or inappropriate for students, as defined by federal law and as determined by the Superintendent or designee. The Superintendent or designee shall enforce the use of such filtering devices. An administrator, supervisor, or other authorized person may disable the filtering device for bona fide research or other lawful purpose, provided the person receives prior permission from the Superintendent or system administrator. The Superintendent or designee shall include measures in this policy's implementation plan to address the following:

1. Ensure staff supervision of student access to online electronic networks,

2. Restrict student access to inappropriate matter as well as restricting access to harmful materials,
3. Ensure student and staff privacy, safety, and security when using electronic communications,
4. Restrict unauthorized access, including “hacking” and other unlawful activities, and
5. Restrict unauthorized disclosure, use, and dissemination of personal identification information, such as, names and addresses.

Authorization for Electronic Network Access

Each staff member must sign the *Authorization for Access to the District’s Electronic Networks* as a condition for using the District’s electronic network. Each student and his or her parent(s)/guardian(s) must sign the *Authorization* before being granted unsupervised use.

All users of the District’s computers to access the Internet shall maintain the confidentiality of student records. Reasonable measures to protect against unreasonable access shall be taken before confidential student information is loaded onto the network.

The failure of any student or staff member to follow the terms of the District’s administrative procedure, *Acceptable Use of the District’s Electronic Networks*, or this policy, will result in the loss of privileges, disciplinary action, and/or appropriate legal action.

LEGAL REF.: No Child Left Behind Act, 20 U.S.C. §6777.
 Children’s Internet Protection Act, 47 U.S.C. §254(h) and (l).
 Enhancing Education Through Technology Act, 20 U.S.C §6751 et seq.
 47 C.F.R. Part 54, Subpart F, Universal Service Support for Schools and Libraries.
 720 ILCS 5/26.5.

CROSS REF.: 5:100 (Staff Development Program), 5:170 (Copyright), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:210 (Instructional Materials), 6:230 (Library Media Program), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:310 (Restrictions on Publications; Elementary Schools)

ADOPTED:

Instruction

Field Trips

Field trips are permissible when the experiences are a part of the school curriculum and/or contribute to the District's educational objectives.

All field trips must have the Superintendent or designee's prior approval, except that field trips beyond a 200-mile radius of the school or extending overnight must have the prior approval of the School Board. The Superintendent or designee shall analyze the following factors to determine whether to approve a field trip: educational value, student safety, parent concerns, heightened security alerts, and liability concerns. On all field trips, a bus fee set by the Superintendent or designee may be charged to help defray the transportation costs.

Parents/guardians of students: (1) shall be given the opportunity to consent to their child's participation in any field trip, and (2) are responsible for all entrance fees, food, lodging, or other costs, except that the District will pay such costs for students who qualify for a fee waiver under Board policy 4:140, *Waiver of Student Fees*. All non-participating students shall be provided an alternative experience. Any field trip may be cancelled without notice due to an unforeseen event or condition.

Privately arranged trips, including those led by District staff members, shall not be represented as or construed to be sponsored by the District or school. The District does not provide liability protection for privately arranged trips and is not responsible for any damages arising from them.

LEGAL REF.: 105 ILCS 5/29-3.1.

CROSS REF.: 4:140 (Waiver of Student Fees), 6:10 (Educational Philosophy and Objectives), 7:10 (Equal Educational Opportunities), 7:270 (Administering Medicines to Students)

ADOPTED:

Instruction

Community Resource Persons and Volunteers

The School Board encourages the use of resource persons and volunteers to: (1) increase students' educational attainment; (2) provide enrichment experiences for students; (3) increase the effective utilization of staff time and skills; (4) give more individual attention to students; and (5) promote greater community involvement.

Resource persons and volunteers may be used:

1. For non-teaching duties not requiring instructional judgment or evaluation of students;
2. For supervising study halls, long distance teaching reception areas used incident to instructional programs transmitted by electronic media (such as computers, video, and audio), detention and discipline areas, and school-sponsored extracurricular activities;
3. To assist with academic programs under a certificated teacher's immediate supervision;
4. To assist in times of violence or other traumatic incidents within the District by providing crisis intervention services to lessen the effects of emotional trauma on staff, students, and the community, provided the volunteer meets the qualifications established by the Ill. School Crisis Assistance Team Steering Committee;
5. As a guest lecturer or resource person under a certificated teacher's direction and with the administration's approval; or
6. As supervisors, chaperones, or sponsors for non-academic school activities.

The Superintendent shall follow Board policy 4:175, *Convicted Child Sex Offender; Screening; Notifications*, to establish procedures for securing and screening resource persons and volunteers. A person who is a *sex offender*, as defined by the Sex Offender Registration Act, or a *violent offender against youth*, as defined in the Murderer and Violent Offender Against Youth Registration Act, is prohibited from being a resource person or volunteer. All volunteer coaches must comply with the requirement to report hazing in policy 5:90, *Abused and Neglected Child Reporting*.

LEGAL REF.: 105 ILCS 5/10-22.34, 5/10-22.34a, and 5/10-22.34b.
 720 ILCS 5/12C-50.1, Failure to Report Hazing.
 730 ILCS 150/1 et seq., Sex Offender Registration Act.
 730 ILCS 152/101 et seq., Sex Offender Community Notification Law.
 730 ILCS 154/75 et seq., Murderer and Violent Offender Against Youth Community Notification Law.
 730 ILCS 154/101 et seq., Murderer and Violent Offender Against Youth Registration Act.

CROSS REF.: 4:170 (Safety), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting), 5:280 (Duties and Qualifications), 8:30 (Visitors to and Conduct on School Property), 8:95 (Parental Involvement)

ADOPTED:

Instruction

Assemblies and Ceremonies

Assemblies must be approved by the Superintendent or designee and be consistent with the District's educational objectives.

The District shall not endorse or otherwise promote invocations, benedictions, and group prayers at any school assembly, ceremony, or other school-sponsored activity.

LEGAL REF.: Lee v. Weisman, 112 S.Ct. 2649 (1992).
Santa Fe Independent School District v. Doe, 120 S.Ct. 2266 (2000).
Jones v. Clear Creek Independent School District, 977 F.2d 963 (5th Cir., 1992),
reh'g denied, 983 F.2d 234 (5th Cir., 1992) and *cert. denied*, 113 S.Ct. 2950
(1993).

CROSS REF.: 6:70 (Teaching About Religion), 6:80 (Teaching About Controversial Issues)

ADOPTED:

Instruction

Complaints About Curriculum, Instructional Materials, and Programs

Persons with suggestions or complaints about curriculum, instructional materials, and programs should complete a curriculum objection form and/or use the Uniform Grievance Procedure. A parent/guardian may request that his/her child be exempt from using a particular instructional material or program by completing a curriculum objection form.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 8:110 (Public Suggestions and Concerns)

ADOPTED:

Instruction

Guidance and Counseling Program

The School District provides a guidance and counseling program for students. The Superintendent or designee shall direct the District's guidance and counseling program. School counseling services, as described by State law, may be performed by a qualified guidance specialist or any certificated staff member.

The guidance program will assist students to identify career options consistent with their abilities, interests, and personal values. Students shall be encouraged to seek the help of counselors to develop specific curriculum goals that conform to the student's career objectives. High school juniors and seniors will have the opportunity to receive career-oriented information. Representatives from colleges and universities, occupational training institutions and career-oriented recruiters, including the military, may be given access to the school campus in order to provide students and parents/guardians with information.

LEGAL REF.: 105 ILCS 5/10-22.24a and 5/10-22.24b.
23 Ill.Admin.Code §1.420(q).

CROSS REF.: 6:50 (School Wellness), 6:65 (Student Social and Emotional Development), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:120 (Education of Children with Disabilities), 6:130 (Program for the Gifted), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:250 (Student Support Services), 7:290 (Suicide and Depression Awareness and Prevention)

ADOPTED:

Instruction

Grading and Promotion

The Superintendent or designee shall establish a system of grading and reporting academic achievement to students and their parents/guardians. The system shall also determine when promotion and graduation requirements are met. The decision to promote a student to the next grade level shall be based on successful completion of the curriculum, attendance, and performance on the Illinois *Partnership for Assessment of Readiness for College and Careers* (PARCC) and/or other assessments. A student shall not be promoted based upon age or any other social reason not related to academic performance. The administration shall determine remedial assistance for a student who is not promoted.

Every teacher shall maintain an evaluation record for each student in the teacher's classroom. A District administrator cannot change the final grade assigned by the teacher without notifying the teacher. Reasons for changing a student's final grade include:

- A miscalculation of test scores,
- A technical error in assigning a particular grade or score,
- The teacher agrees to allow the student to do extra work that may impact the grade,
- An inappropriate grading system used to determine the grade, or
- An inappropriate grade based on an appropriate grading system.

Should a grade change be made, the administrator making the change must sign the changed record.

LEGAL REF.: 105 ILCS 5/2-3.64a-5, 5/10-20.9a, 5/10-21.8, and 5/27-27.

CROSS REF.: 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:300 (Graduation Requirements), 6:340 (Student Testing and Assessment Program), 7:50 (School Admissions and Student Transfers To and From Non-District Schools)

ADOPTED:

Instruction

Homework

Homework is part of the District's instructional program and has the overarching goal of increasing student achievement. Homework is assigned to further a student's educational development and is an application or adaptation of a classroom experience. The Superintendent shall provide guidance to ensure that homework:

1. Is used to reinforce and apply previously covered concepts, principles, and skills;
2. Is not assigned for disciplinary purposes;
3. Serves as a communication link between the school and parents/guardians;
4. Encourages independent thought, self-direction, and self-discipline; and
5. Is of appropriate frequency and length, and does not become excessive, according to the teacher's best professional judgment.

Assignments

Homework provides the teacher with the opportunity to increase the time-on-task for students. All teachers shall give homework assignments on a regular basis in keeping with the academic requirements of the course being taught.

Teachers shall evaluate the homework of every student assigned to their classes, being careful to maintain objective data to support professional judgments and grades. Evaluation should be regular and consistent. All homework should be evaluated in writing and should be returned within one week of the time it is received.

In most cases, students should be permitted to take the assignments home to allow for parental involvement. It is recognized, however, that there are cases where it is appropriate for the teacher to retain the assignment in the classroom.

ADOPTED:

Instruction

Graduation Requirements

To graduate from high school, unless otherwise exempted, each student is responsible for:

1. Completing all District graduation requirements that are in addition to the State requirements.
2. Completing all courses as provided in the School Code, 105 ILCS 5/27-22.
3. Completing all minimum requirements for graduation as specified by Illinois State Board of Education rule, 23 Ill.Admin.Code §1.440.
4. Passing an examination on patriotism and principles of representative government, proper use of the flag, methods of voting, and the Pledge of Allegiance.
5. Participating in State assessments that are required for graduation by the School Code, 105 ILCS 5/2-3.64a-5(c).
6. Beginning with the 2020-2021 school year, filing one of the following: (1) a Free Application for Federal Student Aid (FAFSA) with the U.S. Dept. of Education, (2) an application for State financial aid, or (3) an Ill. State Board of Education (ISBE) waiver form indicating that the student understands what these aid opportunities are and has chosen not to file an application. If the student is not at least 18 years of age or legally emancipated, the student's parent/guardian must file one of these documents on the student's behalf.

A student is exempt from this requirement if: (1) the student is unable to file a financial aid application or an ISBE waiver due to extenuating circumstances, (2) the Building Principal attests the District made a good faith effort to assist the student or the student's parent/guardian with filing a financial aid application or an ISBE waiver form, and (3) the student has met all other graduation requirements.

The Superintendent or designee is responsible for:

1. Maintaining a description of all course offerings that comply with the above graduation requirements.
2. Notifying students and their parents/guardians of graduation requirements.
3. Developing the criteria for #4 above.
4. Complying with State law requirements for students who transfer during their senior year because their parent(s)/guardian(s) are on active military duty. This includes making reasonable adjustments to ensure graduation if possible, or efforts to ensure that the original (transferor) school district issues the student a diploma.
5. Taking all other actions needed or necessary to implement this policy.

Early Graduation

The Superintendent or designee shall implement procedures for students to graduate early, provided they finish seven semesters of high school and meet all graduation requirements.

Certificate of Completion

A student with a disability who has an Individualized Education Program prescribing special education, transition planning, transition services, or related services beyond the student's four years

of high school, qualifies for a certificate of completion after the student has completed four years of high school. The student is encouraged to participate in the graduation ceremony of his or her high school graduation class. The Superintendent or designee shall provide timely written notice of this requirement to children with disabilities and their parents/guardians.

Service Member Diploma

The District will award a diploma to a service member who was killed in action while performing active military duty with the U.S. Armed Forces or an honorably discharged veteran of World War II, the Korean Conflict, or the Vietnam Conflict, provided that he or she (1) resided within an area currently within the District at the time he or she left high school, (2) left high school before graduating in order to serve in the U.S. Armed Forces, and (3) has not received a high school diploma.

LEGAL REF.: 105 ILCS 5/2-3.64a-5, 5/22-27, 5/27-3, 5/27-22, and 5/27-22.10.
105 ILCS 70/, Educational Opportunity for Military Children Act.
23 Ill.Admin.Code §1.440.

CROSS REF.: 6:30 (Organization of Instruction), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 6:315 (High School Credit for Students in Grade 7 or 8), 6:320 (High School Credit for Proficiency), 7:50 (School Admissions and Student Transfers To and From Non-District Schools)

ADOPTED:

Instruction

High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students

Credit for Non-District Experiences

A student may receive high school credit for successfully completing any of the listed courses or experiences even when it is not offered in or sponsored by the District:

1. Distance learning course, including a correspondence, virtual, or online course
2. Courses in an accredited foreign exchange program
3. Summer school or community college courses
4. College or high school courses offering dual credit at both the college and high school level
5. Foreign language courses taken in an ethnic school program approved by the Illinois State Board of Education
6. Work-related training at manufacturing facilities or agencies in a Tech Prep Program
7. Credit earned in a Vocational Academy

The student must seek approval from the Superintendent or designee to receive graduation credit for any non-District course or experience. The Superintendent or designee shall determine the amount of credit and whether a proficiency examination is required before the credit is awarded. As approval is not guaranteed, students should seek conditional approval of the experience before participating in a non-District course or experience. The student assumes responsibility for any fee, tuition, supply, or other expense. The student seeking credit is responsible for (1) providing documents or transcripts that demonstrate successful completion of the experience, and (2) taking a proficiency examination, if requested. The Superintendent or designee shall determine which, if any, non-District courses or experiences, will count toward a student's grade point average, class rank, and eligibility for athletic and extracurricular activities. This section does not govern the transfer of credits for students transferring into the District.

Substitutions for Required Courses

Vocational or technical education; registered apprenticeship program. A student in grades 9-12 may satisfy one or more high school courses (including physical education) or graduation requirements by successfully completing related vocational or technical education courses or a registered apprenticeship program if:

1. The Building Principal approves the substitution and the vocational or technical education course is completely described in curriculum material along with its relationship to the required course; and
2. The student's parent/guardian requests and approves the substitution in writing on forms provided by the District.

Advanced placement computer science. The advanced placement computer science course is equivalent to a high school mathematics course. A student in grades 9-12 may substitute the advanced placement computer science course for one year of mathematics, in accordance with Section 27-22 of

the School Code. The transcript of a student who completes the advanced placement computer science course will state that it qualifies as a mathematics-based, quantitative course.

Substitutions for physical education. A student in grades 9-12, unless otherwise stated, may submit a written request to the Building Principal to be excused from physical education courses for the reasons stated below. The Superintendent or designee shall maintain records showing that the criteria set forth in this policy were applied to the student's individual circumstances, as appropriate.

1. Ongoing participation in a marching band program for credit;
2. Ongoing participation in an interscholastic or extracurricular athletic program;
3. Enrollment in academic classes that are required for admission to an institution of higher learning (student must be in the 11th or 12th grade); or
4. Enrollment in academic classes that are required for graduation from high school, provided that failure to take such classes will result in the student being unable to graduate (student must be in the 11th or 12th grade).

A student who is eligible for special education may be excused from physical education courses pursuant to 7:260, *Exemption from Physical Education*.

Volunteer service credit. A student participating in the District's Volunteer Service Credit Program, if any, may earn credit toward graduation for the performance of community service. The amount of credit given for program participation shall not exceed that given for completion of one semester of language arts, math, science, or social studies.

Re-Entering Students

Individuals younger than 21 years of age may re-enter high school to acquire a high school diploma or an equivalency certificate, subject to the limitations in Board policy 7:50, *School Admissions and Student Transfers To and From Non-District Schools*. Re-entering students may obtain credit through the successful completion of the following (not all of these may be available at any one time):

1. District courses
2. Non-District experiences described in this policy
3. Classes in a program established under Section 10-22.20 of the School Code, in accordance with the standards established by the Illinois Community College Board
4. Proficiency testing, correspondence courses, life experiences, and other nonformal educational endeavors
5. Military service, provided the individual making the request has a recommendation from the American Council on Education

The provisions in the section **Credit for Non-District Experiences**, above, apply to the receipt of credit for any non-District course.

LEGAL REF.: 105 ILCS 5/2-3.44, 5/2-3.108, 5/2-3.115, 5/2-3.142, 5/10-22.43a, 5/27-6, 5/27-22.3, and 5/27-22.05.
110 ILCS 27/, Dual Credit Quality Act.
23 Ill.Admin.Code §§1.425(e), 1.440(f), and 1.470(c).

CROSS REF.: 6:180 (Extended Instructional Programs), 6:300 (Graduation Requirements), 6:315 (High School Credit for Students in Grade 7 or 8), 6:320 (High School Credit for Proficiency), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:260 (Exemption from Physical Education)

ADOPTED:

Instruction

High School Credit for Students in Grade 7 or 8

The Superintendent or designee may investigate, coordinate, and implement a program for students in grades 7 and 8 to enroll in a course required for a high school diploma.

If a program is available, students in grades 7 and 8 may enroll in a course required for a high school diploma when the course is offered by the high school that the elementary student would attend when the student participates in the course at the high school and the elementary student's enrollment in the course would not prevent a high school student from being able to enroll.

A student who successfully completes a course required for a high school diploma while in grades 7 and 8 shall receive academic credit for the course. That academic credit shall satisfy the requirements of Section 27-22 of the School Code for purposes of receiving a high school diploma, unless evidence about the course's rigor and content show that the course did not address the relevant Illinois learning standard at the level appropriate for the high school grade during which the course is usually taken. The student's grade in the course shall also be included in the student's grade point average.

LEGAL REF.: 105 ILCS 5/10-22.43 and 5/27-22.10.
23 Ill.Admin.Code §1.460.

CROSS REF.: 6:300 (Graduation Requirements), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 6:320 (High School Credit for Proficiency)

ADOPTED:

Instruction

High School Credit for Proficiency

Proficiency Credits

Subject to the limitations in this policy and State law, the Superintendent or designee is authorized to establish and approve a program for granting credit for proficiency with the goal of allowing a student who would not benefit from a course because the student is proficient in the subject area to receive credit without having to take the course. A student who demonstrates competency under this program will receive course credit for the applicable course and be excused from any requirement to take the course as a graduation prerequisite. No letter grade will be given for purposes of the student's cumulative grade point average. The Superintendent or designee shall notify students of the availability of and requirements for receiving proficiency credit.

Proficiency credit will be offered in the following subject areas:

Foreign language - A student is eligible to receive one year of foreign language credit if the student has graduated from an accredited elementary school and can demonstrate proficiency, according to this District's academic criteria, in a language other than English. A student who demonstrates proficiency in American Sign Language is deemed proficient in a foreign language and will receive one year of foreign language credit. A student who studied a foreign language in an approved ethnic school program is eligible to receive appropriate credit according to the level of proficiency reached; the student may be required to take a proficiency examination.

Other proficiency testing - The program for granting credit for proficiency may allow, as the Superintendent deems appropriate, course credit to be awarded on the basis of a local examination to a student who has achieved the necessary proficiency through independent study or work taken in or through another institution. Proficiency testing may also be used to determine eligible credit for other subjects whenever students enter from non-graded schools, non-recognized or non-accredited schools, or were in a home-schooling program.

LEGAL REF.: 105 ILCS 5/10-22.43, 5/10-22.43a, 5/27-22, and 5/27-24.3.
23 Ill.Admin.Code §1.460.

CROSS REF.: 6:300 (Graduation Requirements), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 6:315 (High School Credit for Students in Grade 7 or 8)

ADOPTED:

Instruction

Achievement and Awards

Grade Point Average, Class Rank, and Class Honor Roll

The Superintendent shall maintain a uniform process for secondary schools to calculate, on at least a yearly basis, each student's grade point average and class rank, as well as an honor roll for each class.

Awards and Honors

The Superintendent shall maintain a uniform process for presenting awards and honors for outstanding scholarship, achievement, and/or distinguished service in school activities in such a way as to minimize bias and promote fairness. The Superintendent shall supervise the selection of the recipient(s).

In addition to other awards, the Superintendent shall maintain a uniform process for identifying a high school senior as a valedictorian and one as a salutatorian.

All donations for awards, honors, and scholarships must receive the School Board's prior approval.

ADOPTED:

Instruction

Student Testing and Assessment Program

The District student assessment program provides information for determining individual student achievement and instructional needs, curriculum and instruction effectiveness, and school performance measured against District student learning objectives and statewide norms.

The Superintendent or designee shall manage the student assessment program that, at a minimum:

1. Administers the State assessment system to all students and/or any other appropriate assessment methods and instruments, including norm and criterion-referenced achievement tests, aptitude tests, proficiency tests, and teacher-developed tests.
2. Informs students of the timelines and procedures applicable to their participation in every State assessment.
3. Provides each student's parents/guardians with the results or scores of each State assessment and an evaluation of the student's progress. See policy 6:280, *Grading and Promotion*.
4. Utilizes professional testing practices.

Overall student assessment data on tests required by State law will be aggregated by the District and reported, along with other information, on the District's annual report card. All reliable assessments administered by the District and scored by entities outside of the District must be (1) reported to ISBE on its form by the 30th day of each school year, and (2) made publicly available to parents/guardians of students. Board policy 7:340, *Student Records*, and its implementing procedures govern recordkeeping and access issues.

LEGAL REF.: 20 U.S.C. §1232g, Family Educational Rights and Privacy Act.
105 ILCS 10/, Illinois School Student Records Act.
105 ILCS 5/2-3.63, 5/2-3.64a-5, 5/10-17a, 5/22-82, and 5/27-1.

CROSS REF.: 6:15 (School Accountability), 6:280 (Grading and Promotion), 7:340 (Student Records)

ADOPTED:

MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
SCHOOL BOARD POLICY MANUAL
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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

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7:340 Student Records

Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

Students

Equal Educational Opportunities

Equal educational and extracurricular opportunities shall be available for all students without regard to color, race, nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, actual or potential marital or parental status, including pregnancy. Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under School Board policy 8:20, *Community Use of School Facilities*. Any student may file a discrimination grievance by using Board policy 2:260, *Uniform Grievance Procedure*.

Sex Equity

No student shall, based on sex, sexual orientation, or gender identity be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and extracurricular programs and activities.

Any student may file a sex equity complaint by using Board policy 2:260, *Uniform Grievance Procedure*. A student may appeal the Board's resolution of the complaint to the Regional Superintendent (pursuant to 105 ILCS 5/3-10) and, thereafter, to the State Superintendent of Education (pursuant to 105 ILCS 5/2-3.8).

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator. The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and grievance procedure.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972, implemented by 34 C.F.R. Part 106.
29 U.S.C. §791 et seq., Rehabilitation Act of 1973.
42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.
Good News Club v. Milford Central Sch., 533 U.S. 98 (2001).
Ill. Constitution, Art. I, §18.
105 ILCS 5/3.25b, 5/3.25d(b), 5/10-20.12, 5/10-20.60 (P.A.s 100-29 and 100-163, final citations pending), 5/10-22.5, and 5/27-1.
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
775 ILCS 35/5, Religious Freedom Restoration Act.
23 Ill.Admin.Code §1.240 and Part 200.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:130 (Student Rights and Responsibilities), 7:160 (Student Appearance), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services), 7:330 (Student Use of Buildings - Equal Access), 7:340 (Student Records), 8:20 (Community Use of School Facilities)

ADOPTED:

Students

Exhibit - Equal Educational Opportunities Within the School Community

The School District welcomes diversity in its schools. Policy 7:10, *Equal Educational Opportunities* cites the many civil rights laws that guarantee equal education opportunities to all students. In addition, the policies below address the equal educational opportunities, health, safety, and general welfare of students within the District. These policies are not a complete list, and depending on the factual context, another policy not specifically listed may apply:

1. 2:260, *Uniform Grievance Procedure*, contains the process for an individual to seek resolution of a complaint. A student may use this policy to complain about bullying. The District Complaint Manager shall address the complaint promptly and equitably.
2. 6:65, *Student Social and Emotional Development*, requires that social and emotional learning be incorporated into the District's curriculum and other educational programs.
3. 7:10, *Equal Educational Opportunities*, requires that equal educational and extracurricular opportunities be available to all students without regard to, among other protected statuses, sex, sexual orientation, and gender identity.
4. 7:20, *Harassment of Students Prohibited*, prohibits any person from harassing, intimidating, or bullying a student based on an actual or perceived characteristic that is identified in the policy including, among other protected statuses, sex, sexual orientation, and gender identity.
5. 7:130, *Student Rights and Responsibilities*, recognizes that all students are entitled to rights protected by the U.S. and Illinois Constitutions and laws for persons of their age and maturity in a school setting.
6. 7:160, *Student Appearance*, prohibits students from dressing or grooming in such a way as to disrupt the educational process, interfere with a positive teaching/learning climate, or compromise reasonable standards of health, safety, and decency.
7. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, contains the comprehensive structure for the District's bullying prevention program.
8. 7:250, *Student Support Services*, directs the Superintendent to develop protocols for responding to students' social, emotional, or mental health needs that impact learning.
9. 7:330, *Student Use of Buildings - Equal Access*, grants student-initiated groups or clubs the free use of school premises for their meetings, under specified conditions.
10. 7:340, *Student Records*, contains the comprehensive structure for managing school student records, keeping them confidential, and providing access as allowed or required.

DATED:

Students

Student and Family Privacy Rights

Surveys

All surveys requesting personal information from students, as well as any other instrument used to collect personal information from students, must advance or relate to the District's educational objectives as identified in School Board policy 6:10, *Educational Philosophy and Objectives*, or assist students' career choices. This applies to all surveys, regardless of whether the student answering the questions can be identified and regardless of who created the survey.

Surveys Created by a Third Party

Before a school official or staff member administers or distributes a survey or evaluation created by a third party to a student, the student's parent(s)/guardian(s) may inspect the survey or evaluation, upon their request and within a reasonable time of their request.

This section applies to every survey: (1) that is created by a person or entity other than a District official, staff member, or student, (2) regardless of whether the student answering the questions can be identified, and (3) regardless of the subject matter of the questions.

Survey Requesting Personal Information

School officials and staff members shall not request, nor disclose, the identity of any student who completes any survey or evaluation (created by any person or entity, including the District) containing one or more of the following items:

1. Political affiliations or beliefs of the student or the student's parent/guardian.
2. Mental or psychological problems of the student or the student's family.
3. Behavior or attitudes about sex.
4. Illegal, anti-social, self-incriminating, or demeaning behavior.
5. Critical appraisals of other individuals with whom students have close family relationships.
6. Legally recognized privileged or analogous relationships, such as those with lawyers, physicians, and ministers.
7. Religious practices, affiliations, or beliefs of the student or the student's parent/guardian.
8. Income other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program.

The student's parent(s)/guardian(s) may:

1. Inspect the survey or evaluation upon, and within a reasonable time of, their request, and/or
2. Refuse to allow their child to participate in the activity described above. The school shall not penalize any student whose parent(s)/guardian(s) exercised this option.

Instructional Material

A student's parent(s)/guardian(s) may inspect, upon their request, any instructional material used as part of their child's educational curriculum within a reasonable time of their request.

The term “instructional material” means instructional content that is provided to a student, regardless of its format, printed or representational materials, audio-visual materials, and materials in electronic or digital formats (such as materials accessible through the Internet). The term does not include academic tests or academic assessments.

Physical Exams or Screenings

No school official or staff member shall subject a student to a non-emergency, invasive physical examination or screening as a condition of school attendance. The term *invasive physical examination* means any medical examination that involves the exposure of private body parts, or any act during such examination that includes incision, insertion, or injection into the body, but does not include a hearing, vision, or scoliosis screening.

The above paragraph does not apply to any physical examination or screening that:

1. Is permitted or required by an applicable State law, including physical examinations or screenings that are permitted without parental notification.
2. Is administered to a student in accordance with the Individuals with Disabilities Education Act (20 U.S.C. §1400 et seq.).
3. Is otherwise authorized by Board policy.

Selling or Marketing Students’ Personal Information Is Prohibited

No school official or staff member shall market or sell personal information concerning students (or otherwise provide that information to others for that purpose). The term *personal information* means individually identifiable information including: (1) a student or parent’s first and last name, (2) a home or other physical address (including street name and the name of the city or town), (3) a telephone number, (4) a Social Security identification number or (5) driver’s license number or State identification card.

The above paragraph does not apply: (1) if the student’s parent(s)/guardian(s) have consented; or (2) to the collection, disclosure or, use of personal information collected from students for the exclusive purpose of developing, evaluating or providing educational products or services for, or to, students or educational institutions, such as the following:

1. College or other postsecondary education recruitment, or military recruitment.
2. Book clubs, magazines, and programs providing access to low-cost literary products.
3. Curriculum and instructional materials used by elementary schools and secondary schools.
4. Tests and assessments to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students (or to generate other statistically useful data for the purpose of securing such tests and assessments) and the subsequent analysis and public release of the aggregate data from such tests and assessments.
5. The sale by students of products or services to raise funds for school-related or education-related activities.
6. Student recognition programs.

Under no circumstances may a school official or staff member provide a student’s *personal information* to a business organization or financial institution that issues credit or debit cards.

Notification of Rights and Procedures

The Superintendent or designee shall notify students’ parents/guardians of:

1. This policy as well as its availability upon request from the general administration office.
2. How to opt their child out of participation in activities as provided in this policy.
3. The approximate dates during the school year when a survey requesting personal information, as described above, is scheduled or expected to be scheduled.
4. How to request access to any survey or other material described in this policy.

This notification shall be given parents/guardians at least annually, at the beginning of the school year, and within a reasonable period after any substantive change in this policy.

The rights provided to parents/guardians in this policy transfer to the student when the student turns 18 years old, or is an emancipated minor.

LEGAL REF.: 20 U.S.C. §1232h, Protection of Pupil Rights Act.
325 ILCS 17/, Children's Privacy Protection and Parental Empowerment Act.
105 ILCS 5/10-20.38.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 6:210 (Instructional Materials), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:130 (Student Rights and Responsibilities)

ADOPTED:

Students

Harassment of Students Prohibited

Bullying, Intimidation, and Harassment Prohibited

No person, including a District employee or agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Sexual Harassment Prohibited

Sexual harassment of students is prohibited. Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and/or engages in other verbal or physical conduct, including sexual violence, of a sexual or sex-based nature, imposed on the basis of sex, that:

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. Has the purpose or effect of:
 - a. Substantially interfering with a student's educational environment;
 - b. Creating an intimidating, hostile, or offensive educational environment;
 - c. Depriving a student of educational aid, benefits, services, or treatment; or
 - d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms *intimidating*, *hostile*, and *offensive* include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities. The term *sexual violence* includes a number of different acts. Examples of sexual violence include, but are not limited to, rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Making a Complaint

Students are encouraged to report claims or incidences of bullying, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant

Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. A student may choose to report to a person of the student's same sex.

An allegation that a student was a victim of any prohibited conduct perpetrated by school personnel, including a school vendor or volunteer, shall be processed and reviewed according to policy 5:90, *Abused and Neglected Child Reporting*, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Nondiscrimination Coordinator:

John Troy, Asst. Superintendent
Name
26655 W Eames St Channahon, IL 60410
Address
jtroy@mchs.net
Email
(815) 521- 4294
Telephone

Complaint Managers:

Dr. Janel Grzetich
Name
26655 W Eames St Channahon, IL 60410
Address
jgrzetich@mchs.net
Email
(815) 521-4001
Telephone

Joe Pacetti
Name
26655 W Eames St Channahon, IL 60410
Address
jpacetti@mchs.net
Email
(815) 467-2140
Telephone

The Superintendent shall use reasonable measures to inform staff members and students of this policy by including:

1. For students, age-appropriate information about the contents of this policy in the District's student handbook(s), on the District's website, and, if applicable, in any other areas where policies, rules, and standards of conduct are otherwise posted in each school.
2. For staff members, this policy in the appropriate employee handbook(s), if applicable, and/or in any other areas where policies, rules, and standards of conduct are otherwise made available to staff.

Investigation Process

Supervisors, Building Principals, or administrators who receive a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. A supervisor or administrator who fails to promptly comply may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational environment that is productive, respectful, and free of unlawful discrimination, including harassment.

The District shall investigate alleged harassment of students when the Nondiscrimination Coordinator or a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.

Alleged Incidents of Sexual Abuse

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A(b), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to policy 5:90, *Abused and Neglected Child Reporting*, in addition to any response required by this policy.

Enforcement

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972.
34 C.F.R. Part 106.
105 ILCS 5/10-20.12, 10-22.5, 5/27-1, and 5/27-23.7.
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
23 Ill.Admin.Code §1.240 and Part 200.
Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).
Franklin v. Gwinnett Co. Public Schs., 503 U.S. 60 (1992).
Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).
West v. Derby Unified Sch. Dist. No. 260, 206 F.3d 1358 (10th Cir. 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities)

ADOPTED:

Students

Student Assignment

The Superintendent or designee shall assign students to classes. Homeless children shall be assigned according to Board policy 6:140, *Education of Homeless Children*.

LEGAL REF.: 105 ILCS 5/10-21.3, 5/10-21.3a, and 5/10-22.5.

CROSS REF.: 4:170 (Safety), 6:30 (Organization of Instruction), 6:140 (Education of Homeless Children)

ADOPTED:

Students

Nonpublic School Students, Including Parochial and Home-Schooled Students

Part-Time Attendance

The District accepts nonpublic school students, including parochial and home-schooled students, who live within the District for part-time attendance in the District's regular education program on a space-available basis. Requests for part-time attendance must be submitted to the Building Principal. All requests for attendance in the following school year must be submitted before May 1.

A student accepted for partial enrollment must comply with all discipline and attendance requirements established by the school. He or she may participate in any co-curricular activity associated with a District class in which he or she is enrolled. The parent(s)/guardian(s) of a student accepted for partial enrollment must pay all fees, pro-rated on the basis of a percentage of full-time fees. Transportation to and/or from school is provided on regular bus routes to or from a point on the route nearest or most easily accessible to the nonpublic school or student's home. This transportation shall be on the same basis as the District provides transportation for its full-time students. Transportation on other than established bus routes is the responsibility of the parent(s)/guardian(s).

Students with a Disability

The District accepts for part-time attendance those children for whom it has been determined that special education services are needed, are enrolled in nonpublic schools, and otherwise qualify for enrollment in the District. Requests must be submitted by the student's parent/guardian. Special educational services shall be provided to such students as soon as possible after identification, evaluation, and placement procedures provided by State law, but no later than the beginning of the next school semester following the completion of such procedures. Transportation for such students shall be provided only if required in the child's Individualized Educational Program on the basis of the child's disabling condition or as the special education program location may require.

Extracurricular Activities, Including Interscholastic Competition

A nonpublic school student is eligible to participate in: (1) interscholastic competition, provided his or her participation adheres to the regulations established by any association in which the School District maintains a membership, and (2) non-athletic extracurricular activities, provided the student attends a District school for at least one-half of the regular school day, excluding lunch. A nonpublic student who participates in an extracurricular activity is subject to all policies, regulations, and rules that are applicable to other participants in the activity.

Assignment When Enrolling Full-Time in a District School

Grade placement by, and academic credits earned at, a nonpublic school will be accepted if the school has a Certificate of Nonpublic School Recognition from the Illinois State Board of Education, or, if outside Illinois, if the school is accredited by the state agency governing education.

A student who, after receiving instruction in a non-recognized or non-accredited school, enrolls in the District will: (1) be assigned to a grade level according to academic proficiency, and/or (2) have academic credits recognized by the District if the student demonstrates appropriate academic proficiency to the school administration. Any portion of a student's transcript relating to such instruction will not be considered for placement on the honor roll or computation in class rank.

Notwithstanding the above, recognition of grade placement and academic credits awarded by a nonpublic school is at the sole discretion of the District. All school and class assignments will be made according to School Board policy 7:30, *Student Assignment*, as well as administrative procedures implementing this policy.

LEGAL REF.: 105 ILCS 5/10-20.24 and 5/14-6.01.

CROSS REF.: 4:110 (Transportation), 6:170 (Title I Programs), 6:190 (Extracurricular and Co-Curricular Activities), 6:320 (High School Credit for Proficiency), 7:30 (Student Assignment), 7:300 (Extracurricular Athletics)

ADOPTED:

Students

School Admissions and Student Transfers To and From Non-District Schools

Admission Procedure

All students must register for school each year on the dates and at the place designated by the Superintendent. Parents/guardians of students enrolling in the District for the first time must present:

1. A certified copy of the student's birth certificate. If a birth certificate is not presented, the Superintendent or designee shall notify in writing the person enrolling the student that within 30 days he or she must provide a certified copy of the student's birth certificate. A student will be enrolled without a birth certificate. When a certified copy of the birth certificate is presented, the school shall promptly make a copy for its records, place the copy in the student's permanent record, and return the certified copy to the person enrolling the child. If a person enrolling a student fails to provide a certified copy of the student's birth certificate, the Superintendent or designee shall immediately notify the local law enforcement agency, and shall also notify the person enrolling the student in writing that, unless he or she complies within ten days, the case will be referred to the local law enforcement authority for investigation. If compliance is not obtained within that ten-day period, the Superintendent or designee shall so refer the case. The Superintendent or designee shall immediately report to the local law enforcement authority any material received pursuant to this paragraph that appears inaccurate or suspicious in form or content.
2. Proof of residence, as required by Board policy 7:60, *Residence*.
3. Proof of disease immunization or detection and the required physical examination, as required by State law and Board policy 7:100, *Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students*.

The individual enrolling a student shall be given the opportunity to voluntarily state whether the student has a parent or guardian who is a member of a branch of the U. S. Armed Forces and who is either deployed to active duty or expects to be deployed to active duty during the school year. Students who are children of active duty military personnel transferring will be allowed to enter: (a) the same grade level in which they studied at the school from which they transferred, if the transfer occurs during the District's school year, or (b) the grade level following the last grade completed.

Homeless Children

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce records normally required for enrollment. Board policy 6:140, *Education of Homeless Children*, and its implementing administrative procedure, govern the enrollment of homeless children.

Foster Care Students

The Superintendent will appoint at least one employee to act as a liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Ill. Dept. of Children and Family Services when enrolling in or changing schools.

Student Transfers To and From Non-District Schools

A student may transfer into or out of the District according to State law and procedures developed by the Superintendent or designee. A student seeking to transfer into the District must serve the entire term of any suspension or expulsion, imposed for any reason by any public or private school, in this or any other state, before being admitted into the School District.

Foreign Students

The District accepts foreign exchange students with a J-1 visa and who reside within the District as participants in an exchange program sponsored by organizations screened by administration. Exchange students on a J-1 visa are not required to pay tuition.

Privately sponsored exchange students on an F-1 visa may be enrolled if an adult resident of the District has temporary guardianship, and the student lives in the home of that guardian. Exchange students on an F-1 visa are required to pay tuition at the established District rate. F-1 visa student admission is limited to high schools, and attendance may not exceed 12 months.

The Board may limit the number of exchange students admitted in any given year. Exchange students must comply with District immunization requirements. Once admitted, exchange students become subject to all District policies and regulations governing students.

Re-enrollment

Re-enrollment shall be denied to any individual 19 years of age or above who has dropped out of school and who could not earn sufficient credits during the normal school year(s) to graduate before his or her 21st birthday. However, at the Superintendent's or designee's discretion and depending on program availability, the individual may be enrolled in a graduation incentives program established under 105 ILCS 5/26-16 or an alternative learning opportunities program established under 105 ILCS 5/13B-1 (see 6:110, *Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program*). Before being denied re-enrollment, the District will offer the individual due process as required in cases of expulsion under policy 7:210, *Expulsion Procedures*. A person denied re-enrollment will be offered counseling and be directed to alternative educational programs, including adult education programs that lead to graduation or receipt of a GED diploma. This section does not apply to students eligible for special education under the Individuals with Disabilities Education Improvement Act or accommodation plans under the Rehabilitation Act, Section 504.

LEGAL REF.: 8 U.S.C. §1101, Illegal Immigrant and Immigrant Responsibility Act of 1996.
20 U.S.C. §1232, Family Educational Rights and Privacy Act.
20 U.S.C. §1400 et seq., Individuals With Disabilities Education Improvement Act.
29 U.S.C. §794, Rehabilitation Act of 1973, Section 504.
42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.
105 ILCS 5/2-3.13a, 5/10-20.12, 5/10-22.5a, 5/14-1.02, 5/14-1.03a, 5/26-1, 5/26-2,
5/27-8.1,
105 ILCS 10/8.1, Ill. School Student Records Act.
105 ILCS 45/, Education for Homeless Children Act.
105 ILCS 70/, Educational Opportunity for Military Children Act.
325 ILCS 50/, Missing Children Records Act.
325 ILCS 55/, Missing Children Registration Law.
410 ILCS 315/2e, Communicable Disease Prevention Act.
20 Ill.Admin.Code Part 1290, Missing Person Birth Records and School
Registration.
23 Ill.Admin.Code Part 226, Special Education.
23 Ill.Admin.Code Part 375, Student Records.

CROSS REF.: 4:110 (Transportation), 6:30 (Organization of Instruction), 6:110 (Programs for
Students At Risk of Academic Failure and/or Dropping out of School and
Graduation Incentives Program), 6:135 (Accelerated Placement Program), 6:140
(Education of Homeless Children), 6:300 (Graduation Requirements), 6:310
(High School Credit for Non-District Experiences; Course Substitutions; Re-
Entering Students), 7:60 (Residence), 7:70 (Attendance and Truancy), 7:100
(Health, Eye, and Dental Examinations; Immunizations; and Exclusion of
Students), 7:340 (Student Records)

ADOPTED:

Students

Residence

Resident Students

Only students who are residents of the District may attend a District school without a tuition charge, except as otherwise provided below or in State law. A student's residence is the same as the person who has legal custody of the student.

A person asserting legal custody over a student, who is not the child's natural or adoptive parent, shall complete a signed statement, stating: (a) that he or she has assumed and exercises legal responsibility for the child, (b) the reason the child lives with him or her, other than to receive an education in the District, and (c) that he or she exercises full control over the child regarding daily educational and medical decisions in case of emergency. If the District knows the current address of the child's natural or adoptive parent, the District shall request in writing that the person complete a signed statement or Power of Attorney stating: (a) the role and responsibility of the person with whom their child is living, and (b) that the person with whom the child is living has full control over the child regarding daily educational and medical decisions in case of emergency.

A student whose family moves out of the District during the school year will be permitted to attend school for the remainder of the year without payment of tuition.

When a student's change of residence is due to the military service obligation of the student's legal custodian, the student's residence is deemed to be unchanged for the duration of the custodian's military service obligation if the student's custodian made a written request. The District, however, is not responsible for the student's transportation to or from school.

If, at the time of enrollment, a dependent child of military personnel is housed in temporary housing located outside of the District, but will be living within the District within 60 days after the time of initial enrollment, the child is allowed to enroll, subject to the requirements of State law, and must not be charged tuition.

Requests for Nonresident Student Admission

Nonresident students may attend District schools upon the approval of a request submitted by the student's parent(s)/guardian(s) for nonresident admission. The Superintendent may approve the request subject to the following:

1. The student will attend on a year-to-year basis. Approval for any one year is not authorization to attend a following year.
2. The student will be accepted only if there is sufficient room.
3. The student's parent(s)/guardian(s) will be charged the maximum amount of tuition as allowed by State law.
4. The student's parent(s)/guardian(s) will be responsible for transporting the student to and from school.

Admission of Nonresident Students Pursuant to an Agreement or Order

Nonresident students may attend District schools tuition-free pursuant to:

1. A written agreement with an adjacent school district to provide for tuition-free attendance by a student of that district, provided both the Superintendent or designee and the adjacent district determine that the student's health and safety will be served by such attendance.

2. A written agreement with cultural exchange organizations and institutions supported by charity to provide for tuition-free attendance by foreign exchange students and nonresident pupils of charitable institutions.
3. According to an intergovernmental agreement.
4. Whenever any State or federal law or a court order mandates the acceptance of a nonresident student.

Homeless Children

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce records normally required to establish residency. School Board policy 6:140, *Education of Homeless Children*, and its implementing administrative procedure, govern the enrollment of homeless children.

Challenging a Student's Residence Status

If the Superintendent or designee determines that a student attending school on a tuition-free basis is a nonresident of the District for whom tuition is required to be charged, he or she on behalf of the School Board shall notify the person who enrolled the student of the tuition amount that is due. The notice shall detail the specific reasons why the Board believes that the student is a nonresident of the District and shall be given by certified mail, return receipt requested. The person who enrolled the student may challenge this determination and request a hearing as provided by the School Code, 105 ILCS 5/10-20.12b.

LEGAL REF.: McKinney-Vento Homeless Assistance Act, 42 U.S.C. §11431 et seq.
 105 ILCS 5/10-20.12a, 5/10-20.12b, and 5/10-22.5.
 105 ILCS 45/ and 70/.
 23 Ill.Admin.Code §1.240.
Israel S. by Owens v. Board of Educ. of Oak Park and River Forest High School
Dist. 200, 601 N.E.2d 1264 (Ill.App.1, 1992).
Joel R. v. Board of Education of Manheim School District 83, 686 N.E.2d 650
 (Ill.App.1, 1997).
Kraut v. Rachford, 366 N.E.2d 497 (Ill.App.1, 1977).

CROSS REF.: 6:140 (Education of Homeless Children), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:70 (Attendance and Truancy)

ADOPTED:

Students

Attendance and Truancy

Compulsory School Attendance

This policy applies to individuals who have custody or control of a child: (a) between the ages of six (on or before September 1) and 17 years (unless the child has graduated from high school), or (b) who is enrolled in any of grades, 9 through 12, in the public school regardless of age.

Subject to specific requirements in State law, the following children are not required to attend public school: (1) any child attending a private school (including a home school) or parochial school, (2) any child who is physically or mentally unable to attend school (including a pregnant student suffering medical complications as certified by her physician), (3) any child lawfully and necessarily employed, (4) any child over 12 and under 14 years of age while in confirmation classes, (5) any child absent because his or her religion forbids secular activity on a particular day, and (6) any child 16 years of age or older who is employed and is enrolled in a graduation incentives program.

The parent/guardian of a student who is enrolled must authorize all absences from school and notify the school in advance or at the time of the student's absence. A valid cause for absence includes illness, observance of a religious holiday, death in the immediate family, family emergency, other situations beyond the control of the student, other circumstances that cause reasonable concern to the parent/guardian for the student's safety or health, or other reason as approved by the Superintendent or designee.

Absenteeism and Truancy Program

The Superintendent or designee shall manage an absenteeism and truancy program in accordance with the School Code and School Board policy. The program shall include but not be limited to:

1. A protocol for excusing a student from attendance who is necessarily and lawfully employed. The Superintendent or designee is authorized to determine when the student's absence is justified.
2. A protocol for excusing a student in grades 9 through 12 from attendance to sound *Taps* at a military honors funeral held in Illinois for a deceased veteran.
3. A protocol for excusing a student from attendance on a particular day(s) or at a particular time of day when his/her parent/guardian is an active duty member of the uniformed services and has been called to duty for, is on leave from, or has immediately returned from deployment to a combat zone or combat-support postings.
4. A process to identify and track students who are truants, chronic or habitual truants, or truant minors as defined in the School Code, Section 26-2a.
5. A description of diagnostic procedures for identifying the cause(s) of a student's unexcused absenteeism, including interviews with the student, his or her parent(s)/guardian(s), and staff members or other people who may have information about the reasons for the student's attendance problem.
6. The identification of supportive services that may be offered to truant, chronically truant, or chronically absent students, including parent-teacher conferences, student and/or family counseling, or information about community agency services. See Board policy 6:110,

Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program.

7. Reasonable efforts to provide ongoing professional development to teachers, administrators, Board members, school resource officers, and staff on the appropriate and available supportive services for the promotion of student attendance and engagement.
8. A process to request the assistance and resources of outside agencies, such as, the juvenile officer of the local police department or the truant office of the appropriate Regional Office of Education, if truancy continues after supportive services have been offered.
9. A protocol for cooperating with non-District agencies including County or municipal authorities, the Regional Superintendent, truant officers, the Community Truancy Review Board, and a comprehensive community based youth service agency. Any disclosure of school student records must be consistent with Board policy 7:340, *Student Records*, as well as State and federal law concerning school student records.
10. An acknowledgement that no punitive action, including out-of-school suspensions, expulsions, or court action, shall be taken against a truant minor for his or her truancy unless available supportive services and other school resources have been provided to the student.
11. The criteria to determine whether a student's non-attendance is due to extraordinary circumstances shall include economic or medical necessity or family hardship and such other criteria that the Superintendent believes qualifies.
12. A process for a 17 year old resident to participate in the District's various programs and resources for truants. The student must provide documentation of his/her dropout status for the previous 6 months. A request from an individual 19 years of age or older to re-enroll after having dropped out of school is handled according to provisions in 7:50, *Students School Admissions and Student Transfers To and From Non-District Schools*.
13. A process for the temporary exclusion of a student 17 years of age or older for failing to meet minimum attendance standards according to provisions in State law. A parent/guardian has the right to appeal a decision to exclude a student.

LEGAL REF.: 105 ILCS 5/26-1 through 16.
705 ILCS 405/3-33.5, Juvenile Court Act of 1987.
23 Ill.Admin.Code §§1.242 and 1.290.

CROSS REF.: 5:100 (Staff Development Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:150 (Home and Hospital Instruction), 7:10 (Equal Educational Opportunities), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:80 (Release Time for Religious Instruction/Observance), 7:190 (Student Behavior), 7:340 (Student Records)

ADOPTED:

Students

Release Time for Religious Instruction/Observance

A student shall be released from school, as an excused absence, to observe a religious holiday or for religious instruction. The student's parent/guardian must give written notice to the Building Principal at least five calendar days before the student's anticipated absence(s). This notice shall satisfy the District's requirement for a written excuse when the student returns to school.

The Superintendent shall develop and distribute to teachers appropriate procedures regarding student absences for religious reasons and include a list of religious holidays on which a student shall be excused from school attendance, how teachers are notified of a student's impending absence, and the State law requirement that teachers provide the student with an equivalent opportunity to make up any examination, study, or work requirement.

LEGAL REF.: Religious Freedom Restoration Act, 775 ILCS 35/
105 ILCS 5/26-1 and 5/26-2b.

CROSS REF.: 7:70 (Attendance and Truancy)

ADOPTED:

Students

Release During School Hours

For safety and security reasons, a prior written or oral consent of a student's custodial parent/guardian is required before a student is released during school hours: (1) at any time before the regular dismissal time or at any time before school is otherwise officially closed, and/or (2) to any person other than a custodial parent/guardian.

Early Dismissal Announcement

The Superintendent or designee shall make reasonable efforts to issue an announcement whenever it is necessary to close school early due to inclement weather or other reason.

CROSS REF.: 4:170 (Safety)

ADOPTED:

 **Students**

Closed Campus

Students are to remain in their assigned buildings and on the school's grounds continuously from the time of reporting to the time of departure for the day, unless permission to leave is granted by the Building Principal or a designee or is otherwise excused.

CROSS REF.: 7:90 (Release During School Hours)

ADOPTED:

Students

Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students

Required Health Examinations and Immunizations

A student's parent(s)/guardian(s) shall present proof that the student received a health examination, with proof of the immunizations against, and screenings for, preventable communicable diseases, as required by the Illinois Department of Public Health (IDPH), within one year prior to:

1. Entering the ninth grade; and
2. Enrolling in an Illinois school, regardless of the student's grade (including nursery school, special education, Head Start programs operated by elementary or secondary schools, and students transferring into Illinois from out-of-state or out-of-country).

Proof of immunization against meningococcal disease is required for students in grade 12.

As required by State law:

1. Health examinations must be performed by a physician licensed to practice medicine in all of its branches, an advanced practice nurse who has a written collaborative agreement with a collaborating physician authorizing the advanced practice nurse to perform health examinations, or a physician assistant who has been delegated the performance of health examinations by a supervising physician.
2. A diabetes screening is a required part of each health examination; diabetes testing is not required.
3. Beginning with the 2017-2018 school year, an age-appropriate developmental screening and an age-appropriate social and emotional screening are required parts of each health examination. A student will not be excluded from school due to his or her parent/guardian's failure to obtain a developmental screening or a social and emotional screening.
4. The District will provide informational materials regarding influenza, influenza vaccinations, meningococcal disease, and meningococcal vaccinations developed, provided, or approved by the IDPH when it provides information on immunizations, infectious diseases, medications, or other school health issues to students' parent(s)/guardian(s).

Unless an exemption or extension applies, the failure to comply with the above requirements by October 15 of the current school year will result in the student's exclusion from school until the required health forms are presented to the District. New students who register after October 15 of the current school year shall have 30 days following registration to comply with the health examination and immunization regulations. If a medical reason prevents a student from receiving a required immunization by October 15, the student must present, by October 15, an immunization schedule and a statement of the medical reasons causing the delay. The schedule and statement of medical reasons must be signed by the physician, advanced practice nurse, physician assistant, or local health department responsible for administering the immunizations.

A student transferring from out-of-state who does not have the required proof of immunizations by October 15 may attend classes only if he or she has proof that an appointment for the required vaccinations is scheduled with a party authorized to submit proof of the required vaccinations. If the required proof of vaccination is not submitted within 30 days after the student is permitted to attend classes, the student may no longer attend classes until proof of the vaccinations is properly submitted.

Eye Examination

Parent(s)/guardian(s) are encouraged to have their children undergo an eye examination whenever health examinations are required.

Parent(s)/guardian(s) of students entering an Illinois school for the first time shall present proof before October 15 of the current school year that the student received an eye examination within one year prior to entry of the school. A physician licensed to practice medicine in all of its branches or a licensed optometrist must perform the required eye examination.

If a student fails to present proof by October 15, the school may hold the student's report card until the student presents proof: (1) of a completed eye examination, or (2) that an eye examination will take place within 60 days after October 15. The Superintendent or designee shall ensure that parent(s)/guardian(s) are notified of this eye examination requirement in compliance with the rules of the IDPH. Schools shall not exclude a student from attending school due to failure to obtain an eye examination.

Dental Examination

All children in kindergarten and the second, sixth, and ninth grades must present proof of having been examined by a licensed dentist before May 15 of the current school year in accordance with rules adopted by the IDPH.

If a child in the second, sixth, or ninth grade fails to present proof by May 15, the school may hold the child's report card until the child presents proof: (1) of a completed dental examination, or (2) that a dental examination will take place within 60 days after May 15. The Superintendent or designee shall ensure that parent(s)/guardian(s) are notified of this dental examination requirement at least 60 days before May 15 of each school year.

Exemptions

In accordance with rules adopted by the IDPH, a student will be exempted from this policy's requirements for:

1. Religious grounds, if the student's parent(s)/guardian(s) present the IDPH's Certificate of Religious Exemption form to the Superintendent or designee. When a Certificate of Religious Exemption form is presented, the Superintendent or designee shall immediately inform the parent(s)/guardian(s) of exclusion procedures pursuant to Board policy 7:280, *Communicable and Chronic Infectious Disease* and State rules if there is an outbreak of one or more diseases from which the student is not protected.
2. Health examination or immunization requirements on medical grounds, if the examining physician, advanced registered practice nurse, or physician assistant provides written verification.
3. Eye examination requirement, if the student's parent(s)/guardian(s) show an undue burden or lack of access to a physician licensed to practice medicine in all of its branches who provides eye examinations or a licensed optometrist.
4. Dental examination requirement, if the student's parent(s)/guardian(s) show an undue burden or a lack of access to a dentist.

Homeless Child

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce immunization and health records normally required for enrollment. School Board policy 6:140, *Education of Homeless Children*, governs the enrollment of homeless children.

LEGAL REF.: 42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act
105 ILCS 5/27-8.1 and 45/1-20.
410 ILCS 45/7.1 and 315/2e.
23 Ill.Admin.Code §1.530.
77 Ill.Admin.Code Part 665.
77 Ill.Admin.Code Part 690.

CROSS REF.: 6:30 (Organization of Instruction), 6:140 (Education of Homeless Children),
6:180 (Extended Instructional Programs), 7:50 (School Admissions and Student
Transfers To and From Non-District Schools), 7:280 (Communicable and
Chronic Infectious Disease)

ADOPTED:

Students

Student Rights and Responsibilities

All students are entitled to enjoy the rights protected by the U.S. and Illinois Constitutions and laws for persons of their age and maturity in a school setting. Students should exercise these rights reasonably and avoid violating the rights of others. Students who violate the rights of others or violate District policies or rules will be subject to disciplinary measures.

Students may, during the school day, during noninstructional time, voluntarily engage in individually or collectively initiated, non-disruptive prayer or religious-based meetings that, consistent with the Free Exercise and Establishment Clauses of the U.S. and Illinois Constitutions, are not sponsored, promoted, or endorsed in any manner by the school or any school employee. *Noninstructional time* means time set aside by a school before actual classroom instruction begins or after actual classroom instruction ends.

LEGAL REF.: 20 U.S.C. §7904.
105 ILCS 20/5.
Tinker v. Des Moines Independent School District, 89 S.Ct. 733 (1969).

CROSS REF.: 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:190 (Student Behavior), 7:330 (Student Use of Buildings - Equal Access)

ADOPTED:

Students

Search and Seizure

In order to maintain order and security in the schools, school authorities are authorized to conduct reasonable searches of school property and equipment, as well as of students and their personal effects. "School authorities" includes school liaison police officers.

School Property and Equipment as well as Personal Effects Left There by Students

School authorities may inspect and search school property and equipment owned or controlled by the school (such as, lockers, desks, and parking lots), as well as personal effects left there by a student, without notice to or the consent of the student. Students have no reasonable expectation of privacy in these places or areas or in their personal effects left there.

This paragraph applies to student vehicles parked on school property. In addition, Building Principals shall require each high school student, in return for the privilege of parking on school property, to consent in writing to school searches of his or her vehicle, and personal effects therein, without notice and without suspicion of wrongdoing.

The Superintendent may request the assistance of law enforcement officials to conduct inspections and searches of lockers, desks, parking lots, and other school property and equipment for illegal drugs, weapons, or other illegal or dangerous substances or materials, including searches conducted through the use of specially trained dogs.

Students

School authorities may search a student and/or the student's personal effects in the student's possession (such as, purses, wallets, knapsacks, book bags, lunch boxes, etc.) when there is a reasonable ground for suspecting that the search will produce evidence the particular student has violated or is violating either the law or the District's student conduct rules. The search itself must be conducted in a manner that is reasonably related to its objective and not excessively intrusive in light of the student's age and sex, and the nature of the infraction.

When feasible, the search should be conducted as follows:

1. Outside the view of others, including students,
2. In the presence of a school administrator or adult witness, and
3. By a certificated employee or liaison police officer of the same sex as the student.

Immediately following a search, a written report shall be made by the school authority who conducted the search, and given to the Superintendent.

Seizure of Property

If a search produces evidence that the student has violated or is violating either the law or the District's policies or rules, such evidence may be seized and impounded by school authorities, and disciplinary action may be taken. When appropriate, such evidence may be transferred to law enforcement authorities.

Notification Regarding Student Accounts or Profiles on Social Networking Websites

The Superintendent or designee shall notify students and their parents/guardians of each of the following in accordance with the Right to Privacy in the School Setting Act, 105 ILCS 75/:

1. School officials may not request or require a student or his or her parent/guardian to provide a password or other related account information to gain access to the student's account or profile on a social networking website.
2. School officials may conduct an investigation or require a student to cooperate in an investigation if there is specific information about activity on the student's account on a social networking website that violates a school disciplinary rule or policy. In the course of an investigation, the student may be required to share the content that is reported in order to allow school officials to make a factual determination.

LEGAL REF.: 105 ILCS 5/10-20.14, 5/10-22.6, and 5/10-22.10a.
Right to Privacy in the School Setting Act, 105 ILCS 75/.
Cornfield v. Consolidated High School Dist. No. 230, 991 F.2d 1316 (7th Cir., 1993).
People v. Dilworth, 661 N.E.2d 310 (Ill., 1996), *cert. denied*, 116 S.Ct. 1692 (1996).
People v. Pruitt, 662 N.E. 2d 540 (Ill.App.1, 1996), *app. denied*, 667 N.E. 2d 1061 (Ill.App.1, 1996).
T.L.O. v. New Jersey, 105 S.Ct. 733 (1985).
Vernonia School Dist. 47J v. Acton, 115 S.Ct. 2386 (1995).
Safford Unified School Dist. No. 1 v. Redding, 129 S. Ct. 2633 (2009).

CROSS REF.: 7:130 (Student Rights and Responsibilities), 7:150 (Agency and Police Interviews), 7:190 (Student Behavior)

ADOPTED:

Students

Agency and Police Interviews

The Superintendent shall develop procedures to manage requests by agency officials or police officers to interview students at school. Procedures will:

1. Recognize individual student rights and privacy,
2. Recognize the potential impact an interview may have on an individual student,
3. Minimize potential disruption,
4. Foster a cooperative relationship with public agencies and law enforcement, and
5. Comply with State law including, but not limited to, ensuring that before a law enforcement officer, school resource officer, or other school security person detains and questions on school grounds a student under 18 years of age who is suspected of committing a criminal act, the Superintendent or designee will:
 - a. Notify or attempt to notify the student's parent/guardian and document the time and manner in writing;
 - b. Make reasonable efforts to ensure the student's parent/guardian is present during questioning or, if they are not present, ensure that school employees (including, but not limited to, a school social worker, psychologist, nurse, guidance counselor, or any other mental health professional) are present during the questioning; and
 - c. If practicable, make reasonable efforts to ensure a trained law enforcement officer to promote safe interactions and communications with the student is present during questioning.

LEGAL REF.: 105 ILCS 5/10-20.64, 5/22-85 (final citation pending)
 55 ILCS 80/, Children's Advocacy Center Act.
 325 ILCS 5/, Abused and Neglected Child Reporting Act.
 720 ILCS 5/31-1 et seq., Interference with Public Officers Act.
 725 ILCS 120/, Rights of Crime Victims and Witnesses Act.

CROSS REF.: 5:90 (Abused and Neglected Child Reporting), 7:130 (Student Rights and Responsibilities), 7:140 (Search and Seizure), 7:190 (Student Behavior)

ADOPTED:

Students

Student Appearance

A student's appearance, including dress and grooming, must not disrupt the educational process, interfere with the maintenance of a positive teaching/learning climate, or compromise reasonable standards of health, safety, and decency. Procedures for handling students who dress or groom inappropriately will be developed by the Superintendent and included in the *Student Handbook(s)*.

LEGAL REF.: 105 ILCS 5/10-22.25b.
Tinker v. Des Moines Independent School Dist., 89 S.Ct. 733 (1969).

CROSS REF.: 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior)

ADOPTED:

Students

Vandalism

The School Board will seek restitution from students and their parents/guardians for vandalism or other student acts that cause damage to school property.

LEGAL REF.: 740 ILCS 115/.

CROSS REF.: 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior)

ADOPTED:

Students

Prevention of and Response to Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors and providing all students equal access to a safe, non-hostile learning environment are important District goals.

Bullying on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic is prohibited in each of the following situations:

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by the School District or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This paragraph (item #4) applies only when a school administrator or teacher receives a report that bullying through this means has occurred; it does not require staff members to monitor any nonschool-related activity, function, or program.

Definitions from 105 ILCS 5/27-23.7

Bullying includes *cyberbullying* and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the student or students in reasonable fear of harm to the student's or students' person or property;
2. Causing a substantially detrimental effect on the student's or students' physical or mental health;
3. Substantially interfering with the student's or students' academic performance; or
4. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Cyberbullying means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail,

Internet communications, instant messages, or facsimile communications. *Cyberbullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyberbullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

Restorative measures means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, and (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school.

School personnel means persons employed by, on contract with, or who volunteer in a school district, including without limitation school and school district administrators, teachers, school guidance counselors, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers, school resource officers, and security guards.

Bullying Prevention and Response Plan

The Superintendent or designee shall develop and maintain a bullying prevention and response plan that advances the District's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the requirements listed below; each numbered requirement, 1-12, corresponds with the same number in the list of required policy components in 105 ILCS 5/27-23.7(b) 1-12.

1. The District uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted at www.mchs.net under Students & Parents/Anonymous Tip Center.

Nondiscrimination Coordinator:


John Troy, Asst. Superintendent
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26655 W Eames St Channahon, IL 60410
Address
jtroy@mchs.net
Email
(815) 521- 4294
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Complaint Managers:

Dr. Janel Grzetich
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4. Consistent with federal and State laws and rules governing student privacy rights, the Superintendent or designee shall promptly inform the parent(s)/guardian(s) of every student involved in an alleged incident of bullying and discuss, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.
5. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:
 - a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of a bullying incident was received and taking into consideration additional relevant information received during the course of the investigation about the reported bullying incident.
 - b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
 - c. Notifying the Building Principal or school administrator or designee of the reported incident of bullying as soon as possible after the report is received.
 - d. Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Building Principal or school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

 The Superintendent or designee shall investigate whether a reported incident of bullying is within the permissible scope of the District’s jurisdiction and shall require that the District

provide the victim with information regarding services that are available within the District and community, such as counseling, support services, and other programs.

6. The Superintendent or designee shall use interventions to address bullying, that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. A student's act of reprisal or retaliation will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing knowingly false information will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan must be based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. The Superintendent or designee shall assist the Board with its evaluation and assessment of this policy's outcomes and effectiveness. This process shall include, without limitation:
 - a. The frequency of victimization;
 - b. Student, staff, and family observations of safety at a school;
 - c. Identification of areas of a school where bullying occurs;
 - d. The types of bullying utilized; and
 - e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. The Superintendent or designee must post the information developed as a result of the policy evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students.

12. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:
 - a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
 - b. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
 - c. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.

- d. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
- e. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
- f. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
- g. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
- h. 7:315, *Restrictions on Publications; High Schools*. This policy prohibits students from and provides consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

LEGAL REF.: 405 ILCS 49/, Children's Mental Health Act.
 105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
 23 Ill.Admin.Code §1.240 and §1.280.

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 4:170 (Safety), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:285 (Food Allergy Management Program), 7:315 (Restrictions on Publications; High Schools)

ADOPTED:

Students

Teen Dating Violence Prohibited

Engaging in teen dating violence that takes place at school, on school property, at school-sponsored activities, or in vehicles used for school-provided transportation is prohibited. For purposes of this policy, the term *teen dating violence* occurs whenever a student who is 13 to 19 years of age uses or threatens to use physical, mental, or emotional abuse to control an individual in the dating relationship; or uses or threatens to use sexual violence in the dating relationship.

The Superintendent or designee shall develop and maintain a program to respond to incidents of teen dating violence that:

1. Fully implements and enforces each of the following Board policies:
 - a. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on the student's actual or perceived characteristics of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).
 - b. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.
2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals:
 - a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence.
 - b. The Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*.
3. Incorporates age-appropriate instruction in grades 9 through 12, in accordance with the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
4. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
5. Notifies students and parents/guardians of this policy.

Incorporated
by Reference: 7:180-AP1, (Prevention, Identification, Investigation, and Response to Bullying)

LEGAL REF.: 105 ILCS 110/3.10.

CROSS REF.: 2:240 (Board Policy Development), 5:100 (Staff Development Program), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities)

ADOPTED:

Students

Student Behavior

The goals and objectives of this policy are to provide effective discipline practices that: (1) ensure the safety and dignity of students and staff; (2) maintain a positive, weapons-free, and drug-free learning environment; (3) keep school property and the property of others secure; (4) address the causes of a student's misbehavior and provide opportunities for all individuals involved in an incident to participate in its resolution; and (5) teach students positive behavioral skills to become independent, self-disciplined citizens in the school community and society.

When and Where Conduct Rules Apply

A student is subject to disciplinary action for engaging in *prohibited student conduct*, as described in the section with that name below, whenever the student's conduct is reasonably related to school or school activities, including, but not limited to:

1. On, or within sight of, school grounds before, during, or after school hours or at any time;
2. Off school grounds at a school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school;
3. Traveling to or from school or a school activity, function, or event; or
4. Anywhere, if the conduct interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including, but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

Prohibited Student Conduct

The school administration is authorized to discipline students for gross disobedience or misconduct, including but not limited to:

1. Using, possessing, distributing, purchasing, or selling tobacco or nicotine materials, including without limitation, electronic cigarettes.
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who are under the influence of an alcoholic beverage are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, selling, or offering for sale:
 - a. Any illegal drug or controlled substance, or cannabis (including marijuana, hashish, and medical cannabis unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*).
 - b. Any anabolic steroid unless it is being administered in accordance with a physician's or licensed practitioner's prescription.
 - c. Any performance-enhancing substance on the Illinois High School Association's most current banned substance list unless administered in accordance with a physician's or licensed practitioner's prescription.
 - d. Any prescription drug when not prescribed for the student by a physician or licensed practitioner, or when used in a manner inconsistent with the prescription or prescribing

physician's or licensed practitioner's instructions. The use or possession of medical cannabis, even by a student for whom medical cannabis has been prescribed, is prohibited unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*.

- e. Any inhalant, regardless of whether it contains an illegal drug or controlled substance: (a) that a student believes is, or represents to be capable of, causing intoxication, hallucination, excitement, or dulling of the brain or nervous system; or (b) about which the student engaged in behavior that would lead a reasonable person to believe that the student intended the inhalant to cause intoxication, hallucination, excitement, or dulling of the brain or nervous system. The prohibition in this section does not apply to a student's use of asthma or other legally prescribed inhalant medications.
- f. Any substance inhaled, injected, smoked, consumed, or otherwise ingested or absorbed with the intention of causing a physiological or psychological change in the body, including without limitation, pure caffeine in tablet or powdered form.
- g. Look-alike or counterfeit drugs, including a substance that is not prohibited by this policy, but one: (a) that a student believes to be, or represents to be, an illegal drug, controlled substance, or other substance that is prohibited by this policy; or (b) about which a student engaged in behavior that would lead a reasonable person to believe that the student expressly or impliedly represented to be an illegal drug, controlled substance, or other substance that is prohibited by this policy.
- h. Drug paraphernalia, including devices that are or can be used to: (a) ingest, inhale, or inject cannabis or controlled substances into the body; and (b) grow, process, store, or conceal cannabis or controlled substances.

Students who are under the influence of any prohibited substance are not permitted to attend school or school functions and are treated as though they had the prohibited substance, as applicable, in their possession.

- 4. Using, possessing, controlling, or transferring a *weapon* as that term is defined in the Weapons section of this policy, or violating the Weapons section of this policy.
- 5. Using or possessing an electronic paging device. Using a cellular telephone, video recording device, personal digital assistant (PDA), or other electronic device in any manner that disrupts the educational environment or violates the rights of others, including using the device to take photographs in locker rooms or bathrooms, cheat, or otherwise violate student conduct rules. Prohibited conduct specifically includes, without limitation, creating, sending, sharing, viewing, receiving, or possessing an indecent visual depiction of oneself or another person through the use of a computer, electronic communication device, or cellular phone. Unless otherwise banned under this policy or by the Building Principal, all electronic devices must be kept powered-off and out-of-sight during the regular school day unless: (a) the supervising teacher grants permission; (b) use of the device is provided in a student's individualized education program (IEP); (c) it is used during the student's lunch period, or (d) it is needed in an emergency that threatens the safety of students, staff, or other individuals.
- 6. Using or possessing a laser pointer unless under a staff member's direct supervision and in the context of instruction.
- 7. Disobeying rules of student conduct or directives from staff members or school officials. Examples of disobeying staff directives include refusing a District staff member's request to stop, present school identification, or submit to a search.

8. Engaging in academic dishonesty, including cheating, intentionally plagiarizing, wrongfully giving or receiving help during an academic examination, altering report cards, and wrongfully obtaining test copies or scores.
9. Engaging in hazing or any kind of bullying or aggressive behavior that does physical or psychological harm to a staff person or another student, or urging other students to engage in such conduct. Prohibited conduct specifically includes, without limitation, any use of violence, intimidation, force, noise, coercion, threats, stalking, harassment, sexual harassment, public humiliation, theft or destruction of property, retaliation, hazing, bullying, bullying using a school computer or a school computer network, or other comparable conduct.
10. Engaging in any sexual activity, including without limitation, offensive touching, sexual harassment, indecent exposure (including mooning), and sexual assault. This does not include the non-disruptive: (a) expression of gender or sexual orientation or preference, or (b) display of affection during non-instructional time.
11. Teen dating violence, as described in Board policy 7:185, *Teen Dating Violence Prohibited*.
12. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
13. Entering school property or a school facility without proper authorization.
14. In the absence of a reasonable belief that an emergency exists, calling emergency responders (such as calling 911); signaling or setting off alarms or signals indicating the presence of an emergency; or indicating the presence of a bomb or explosive device on school grounds, school bus, or at any school activity.
15. Being absent without a recognized excuse; State law and School Board policy regarding truancy control will be used with chronic and habitual truants.
16. Being involved with any public school fraternity, sorority, or secret society, by: (a) being a member; (b) promising to join; (c) pledging to become a member; or (d) soliciting any other person to join, promise to join, or be pledged to become a member.
17. Being involved in gangs or gang-related activities, including displaying gang symbols or paraphernalia.
18. Violating any criminal law, including but not limited to, assault, battery, arson, theft, gambling, eavesdropping, vandalism, and hazing.
19. Making an explicit threat on an Internet website against a school employee, a student, or any school-related personnel if the Internet website through which the threat was made is a site that was accessible within the school at the time the threat was made or was available to third parties who worked or studied within the school grounds at the time the threat was made, and the threat could be reasonably interpreted as threatening to the safety and security of the threatened individual because of his or her duties or employment status or status as a student inside the school.
20. Operating an unmanned aircraft system (UAS) or drone for any purpose on school grounds or at any school event unless granted permission by the Superintendent or designee.
21. Engaging in any activity, on or off campus, that interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

For purposes of this policy, the term *possession* includes having control, custody, or care, currently or in the past, of an object or substance, including situations in which the item is: (a) on the student's person; (b) contained in another item belonging to, or under the control of, the student, such as in the student's clothing, backpack, or automobile; (c) in a school's student locker, desk, or other school property; or (d) at any location on school property or at a school-sponsored event.

Efforts, including the use of positive interventions and supports, shall be made to deter students, while at school or a school-related event, from engaging in aggressive behavior that may reasonably produce physical or psychological harm to someone else. The Superintendent or designee shall ensure that the parent/guardian of a student who engages in aggressive behavior is notified of the incident. The failure to provide such notification does not limit the Board's authority to impose discipline, including suspension or expulsion, for such behavior.

No disciplinary action shall be taken against any student that is based totally or in part on the refusal of the student's parent/guardian to administer or consent to the administration of psychotropic or psychostimulant medication to the student.

Disciplinary Measures

School officials shall limit the number and duration of expulsions and out-of-school suspensions to the greatest extent practicable, and, where practicable and reasonable, shall consider forms of non-exclusionary discipline before using out-of-school suspensions or expulsions. School personnel shall not advise or encourage students to drop out voluntarily due to behavioral or academic difficulties. Potential disciplinary measures include, without limitation, any of the following:

1. Notifying parent(s)/guardian(s).
2. Disciplinary conference.
3. Withholding of privileges.
4. Temporary removal from the classroom.
5. Return of property or restitution for lost, stolen, or damaged property.
6. In-school suspension. The Building Principal or designee shall ensure that the student is properly supervised.
7. After-school study or Saturday study provided the student's parent/guardian has been notified. If transportation arrangements cannot be agreed upon, an alternative disciplinary measure must be used. The student must be supervised by the detaining teacher or the Building Principal or designee.
8. Community service with local public and nonprofit agencies that enhances community efforts to meet human, educational, environmental, or public safety needs. The District will not provide transportation. School administration shall use this option only as an alternative to another disciplinary measure, giving the student and/or parent/guardian the choice.
9. Seizure of contraband; confiscation and temporary retention of personal property that was used to violate this policy or school disciplinary rules.
10. Suspension of bus riding privileges in accordance with Board policy 7:220, *Bus Conduct*.
11. Out-of-school suspension from school and all school activities in accordance with Board policy 7:200, *Suspension Procedures*. A student who has been suspended may also be restricted from being on school grounds and at school activities.
12. Expulsion from school and all school activities for a definite time period not to exceed 2 calendar years in accordance with Board policy 7:210, *Expulsion Procedures*. A student who

has been expelled may also be restricted from being on school grounds and at school activities.

13. Transfer to an alternative program if the student is expelled or otherwise qualifies for the transfer under State law. The transfer shall be in the manner provided in Article 13A or 13B of the School Code.
14. Notifying juvenile authorities or other law enforcement whenever the conduct involves criminal activity, including but not limited to, illegal drugs (controlled substances), *look-alikes*, alcohol, or weapons or in other circumstances as authorized by the reciprocal reporting agreement between the District and local law enforcement agencies.

The above list of disciplinary measures is a range of options that will not always be applicable in every case. In some circumstances, it may not be possible to avoid suspending or expelling a student because behavioral interventions, other than a suspension and expulsion, will not be appropriate and available, and the only reasonable and practical way to resolve the threat and/or address the disruption is a suspension or expulsion.

Corporal punishment is prohibited. Corporal punishment is defined as slapping, paddling, or prolonged maintenance of students in physically painful positions, or intentional infliction of bodily harm. Corporal punishment does not include reasonable force as needed to maintain safety for students, staff, or other persons, or for the purpose of self-defense or defense of property.

Weapons

A student who is determined to have brought one of the following objects to school, any school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school shall be expelled for a period of at least one calendar year but not more than two calendar years:

1. A *firearm*, meaning any gun, rifle, shotgun, or weapon as defined by Section 921 of Title 18 of the United States Code (18 U.S.C. § 921), firearm as defined in Section 1.1 of the Firearm Owners Identification Card Act (430 ILCS 65/), or firearm as defined in Section 24-1 of the Criminal Code of 1961 (720 ILCS 5/24-1).
2. A knife, brass knuckles, or other knuckle weapon regardless of its composition, a billy club, or any other object if used or attempted to be used to cause bodily harm, including *look-alikes* of any *firearm* as defined above.

The expulsion requirement under either paragraph one or two above may be modified by the Superintendent, and the Superintendent's determination may be modified by the Board on a case-by-case basis. The Superintendent or designee may grant an exception to this policy, upon the prior request of an adult supervisor, for students in theatre, cooking, ROTC, martial arts, and similar programs, whether or not school-sponsored, provided the item is not equipped, nor intended, to do bodily harm.

This policy's prohibitions concerning weapons apply regardless of whether: (1) a student is licensed to carry a concealed firearm, or (2) the Board permits visitors, who are licensed to carry a concealed firearm, to store a firearm in a locked vehicle in a school parking area.

Re-Engagement of Returning Students

The Superintendent or designee shall maintain a process to facilitate the re-engagement of students who are returning from an out-of-school suspension, expulsion, or an alternative school setting. The goal of re-engagement shall be to support the student's ability to be successful in school following a period of exclusionary discipline and shall include the opportunity for students who have been suspended to complete or make up work for equivalent academic credit.

Required Notices

A school staff member shall immediately notify the office of the Building Principal in the event that he or she: (1) observes any person in possession of a firearm on or around school grounds; however, such action may be delayed if immediate notice would endanger students under his or her supervision, (2) observes or has reason to suspect that any person on school grounds is or was involved in a drug-related incident, or (3) observes a battery committed against any staff member. Upon receiving such a report, the Building Principal or designee shall immediately notify the local law enforcement agency, Ill. Dept. of State Police (ISP), and any involved student's parent/guardian. *School grounds* includes modes of transportation to school activities and any public way within 1000 feet of the school, as well as school property itself.

Delegation of Authority

Each teacher, and any other school personnel when students are under his or her charge, is authorized to impose any disciplinary measure, other than suspension, expulsion, corporal punishment, or in-school suspension, that is appropriate and in accordance with the policies and rules on student discipline. Teachers, other certificated [licensed] educational employees, and other persons providing a related service for or with respect to a student, may use reasonable force as needed to maintain safety for other students, school personnel, or other persons, or for the purpose of self-defense or defense of property. Teachers may temporarily remove students from a classroom for disruptive behavior.

The Superintendent, Building Principal, Assistant Building Principal, or Dean of Students is authorized to impose the same disciplinary measures as teachers and may suspend students guilty of gross disobedience or misconduct from school (including all school functions) and from riding the school bus, up to ten consecutive school days, provided the appropriate procedures are followed. The Board may suspend a student from riding the bus in excess of ten school days for safety reasons.

Student Handbook

The Superintendent, with input from the parent-teacher advisory committee, shall prepare disciplinary rules implementing the District's disciplinary policies. These disciplinary rules shall be presented annually to the Board for its review and approval.

A student handbook, including the District disciplinary policies and rules, shall be distributed to the students' parents/guardians within 15 days of the beginning of the school year or a student's enrollment.

LEGAL REF.: 20 U.S.C. §6081, Pro-Children Act of 1994.
20 U.S.C. §7961 *et seq.*, Gun Free Schools Act.
105 ILCS 5/10-20.5b, 5/10-20.14, 5/10-20.28, 5/10-20.36, 5/10-21.7, 5/10-21.10,
5/10-22.6, 5/10-27.1A, 5/10-27.1B, 5/22-33, 5/24-24, 5/26-12, 5/27-23.7, 5/31-
3, and 110/3.10.
410 ILCS 130/, Compassionate Use of Medical Cannabis Pilot Program.
410 ILCS 647/, Powdered Caffeine Control and Education Act.
430 ILCS 66/, Firearm Concealed Carry Act.
23 Ill.Admin.Code §1.280.

CROSS REF.: 2:150 (Committees), 2:240 (Board Policy Development), 5:230 (Maintaining Student Discipline), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 7:70 (Attendance and Truancy), 7:130 (Student Rights and Responsibilities), 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:170 (Vandalism), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:270 (Administering Medicines to Students), 7:310 (Restrictions on Publications; Elementary Schools), 8:30 (Visitors to and Conduct on School Property)

ADOPTED:

Students

Suspension Procedures

In-School Suspension

The Superintendent or designee is authorized to maintain an in-school suspension program. The program shall include, at a minimum, each of the following:

1. Before assigning a student to in-school suspension, the charges will be explained and the student will be given an opportunity to respond to the charges.
2. Students are supervised by licensed school personnel.
3. Students are given the opportunity to complete classroom work during the in-school suspension for equivalent academic credit.

Out-of-School Suspension

The Superintendent or designee shall implement suspension procedures that provide, at a minimum, for each of the following:

1. A conference during which the charges will be explained and the student will be given an opportunity to respond to the charges before he or she may be suspended.
2. A pre-suspension conference is not required, and the student can be immediately suspended when the student's presence poses a continuing danger to persons or property or an ongoing threat of disruption to the educational process. In such cases, the notice and conference shall follow as soon as practicable.
3. An attempted phone call to the student's parent(s)/guardian(s).
4. A written notice of the suspension to the parent(s)/guardian(s) and the student, which shall:
 - a. Provide notice to the parent(s)/guardian(s) of their child's right to a review of the suspension;
 - b. Include information about an opportunity to make up work missed during the suspension for equivalent academic credit;
 - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to suspend;
 - d. Provide rationale or an explanation of how the chosen number of suspension days will address the threat or disruption posed by the student or his or her act of gross disobedience or misconduct; and
 - e. Depending upon the length of the out-of-school suspension, include the following applicable information:
 - i. For a suspension of 3 school days or less, an explanation that the student's continuing presence in school would either pose:
 - a) A threat to school safety, or
 - b) A disruption to other students' learning opportunities.
 - ii. For a suspension of 4 or more school days, an explanation:

- a) That other appropriate and available behavioral and disciplinary interventions have been exhausted,
 - b) As to whether school officials attempted other interventions or determined that no other interventions were available for the student, and
 - c) That the student's continuing presence in school would either:
 - i) Pose a threat to the safety of other students, staff, or members of the school community, or
 - ii) Substantially disrupt, impede, or interfere with the operation of the school.
 - iii. For a suspension of 5 or more school days, the information listed in section 4.e.ii., above, along with documentation by the Superintendent or designee determining what, if any, appropriate and available support services will be provided to the student during the length of his or her suspension.
5. A summary of the notice, including the reason for the suspension and the suspension length, must be given to the Board by the Superintendent or designee.
 6. Upon request of the parent(s)/guardian(s), a review of the suspension shall be conducted by the Board or a hearing officer appointed by the Board. At the review, the student's parent(s)/guardian(s) may appear and discuss the suspension with the Board or its hearing officer and may be represented by counsel. Whenever there is evidence that mental illness may be the cause for the suspension, the Superintendent or designee shall invite a representative from the Department of Human Services to consult with the Board. After presentation of the evidence or receipt of the hearing officer's report, the Board shall take such action as it finds appropriate. If the suspension is upheld, the Board's written suspension decision shall specifically detail items (a) and (e) in number 4, above.

LEGAL REF.: 105 ILCS 5/10-22.6.
Goss v. Lopez, 95 S.Ct. 729 (1975).
Sieck v. Oak Park River-Forest High School, 807 F.Supp. 73 (N.D. Ill., E.D., 1992).

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:220 (Bus Conduct)

ADOPTED:

Students

Expulsion Procedures

The Superintendent or designee shall implement expulsion procedures that provide, at a minimum, for the following:

1. Before a student may be expelled, the student and his or her parent(s)/guardian(s) shall be provided a written request to appear at a hearing to determine whether the student should be expelled. The request shall be sent by registered or certified mail, return receipt requested. The request shall:
 - a. Include the time, date, and place for the hearing.
 - b. Briefly describe what will happen during the hearing.
 - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to recommend expulsion.
 - d. List the student's prior suspension(s).
 - e. State that the School Code allows the School Board to expel a student for a definite period of time not to exceed 2 calendar years, as determined on a case-by-case basis.
 - f. Ask that the student or parent(s)/guardian(s) or attorney inform the Superintendent or Board Attorney if the student will be represented by an attorney and, if so, the attorney's name and contact information.
2. Unless the student and parent(s)/guardian(s) indicate that they do not want a hearing or fail to appear at the designated time and place, the hearing will proceed. It shall be conducted by the Board or a hearing officer appointed by it. If a hearing officer is appointed, he or she shall report to the Board the evidence presented at the hearing and the Board shall take such final action as it finds appropriate. Whenever there is evidence that mental illness may be the cause for the recommended expulsion, the Superintendent or designee shall invite a representative from the Dept. of Human Services to consult with the Board.
3. During the expulsion hearing, the Board or hearing officer shall hear evidence concerning whether the student is guilty of the gross disobedience or misconduct as charged. School officials must provide: (1) testimony of any other interventions attempted and exhausted or of their determination that no other appropriate and available interventions were available for the student, and (2) evidence of the threat or disruption posed by the student. The student and his or her parent(s)/guardian(s) may be represented by counsel, offer evidence, present witnesses, cross-examine witnesses who testified, and otherwise present reasons why the student should not be expelled. After presentation of the evidence or receipt of the hearing officer's report, the Board shall decide the issue of guilt and take such action as it finds appropriate.
4. If the Board acts to expel the student, its written expulsion decision shall:
 - a. Detail the specific reason why removing the student from his or her learning environment is in the best interest of the school.
 - b. Provide a rationale for the specific duration of the recommended expulsion.

- c. Document how school officials determined that all behavioral and disciplinary interventions have been exhausted by specifying which interventions were attempted or whether school officials determined that no other appropriate and available interventions existed for the student.
 - d. Document how the student's continuing presence in school would (1) pose a threat to the safety of other students, staff, or members of the school community, or (2) substantially disrupt, impede, or interfere with the operation of the school.
5. Upon expulsion, the District may refer the student to appropriate and available support services.

LEGAL REF.: 105 ILCS 5/10-22.6(a).
Goss v. Lopez, 95 S.Ct. 729 (1975).

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:230 (Misconduct by Students with Disabilities)

ADOPTED:

Students

Bus Conduct

All students must follow the District's *School Bus Safety Rules*.

School Bus Suspensions

The Superintendent, or any designee as permitted in the School Code, is authorized to suspend a student from riding the school bus for up to 10 consecutive school days for engaging in gross disobedience or misconduct, including but not limited to, the following:

1. Prohibited student conduct as defined in School Board policy, 7:190, *Student Behavior*.
2. Willful injury or threat of injury to a bus driver or to another rider.
3. Willful and/or repeated defacement of the bus.
4. Repeated use of profanity.
5. Repeated willful disobedience of a directive from a bus driver or other supervisor.
6. Such other behavior as the Superintendent or designee deems to threaten the safe operation of the bus and/or its occupants.

If a student is suspended from riding the bus for gross disobedience or misconduct on a bus, the School Board may suspend the student from riding the school bus for a period in excess of 10 days for safety reasons. The District's regular suspension procedures shall be used to suspend a student's privilege to ride a school bus.

Academic Credit for Missed Classes During School Bus Suspension

A student suspended from riding the bus who does not have alternate transportation to school shall have the opportunity to complete or make up work for equivalent academic credit. It shall be the responsibility of the student's parent or guardian to notify the school that the student does not have alternate transportation.

Electronic Recordings on School Buses

Electronic visual and audio recordings may be used on school buses to monitor conduct and to promote and maintain a safe environment for students and employees when transportation is provided for any school related activity. Notice of electronic recordings shall be displayed on the exterior of the vehicle's entrance door and front interior bulkhead in compliance with State law and the rules of the Illinois Department of Transportation, Division of Traffic Safety.

Students are prohibited from tampering with electronic recording devices. Students who violate this policy shall be disciplined in accordance with the Board's discipline policy and shall reimburse the School District for any necessary repairs or replacement.

LEGAL REF.: Family Educational Rights and Privacy Act, 20 U.S.C. §1232g; 34 C.F.R. Part 99.
105 ILCS 5/10-20.14, 5/10-22.6, and 10/.
720 ILCS 5/14-3(m).
23 Ill.Admin.Code Part 375, Student Records.

CROSS REF.: 4:110 (Transportation), 4:170 (Safety), 7:130 (Student Rights and Responsibilities), 7:170 (Vandalism), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:230 (Misconduct by Students with Disabilities), 7:340 (Student Records)

ADOPTED:

Students

Misconduct by Students with Disabilities

Behavioral Interventions

Behavioral interventions shall be used with students with disabilities to promote and strengthen desirable behaviors and reduce identified inappropriate behaviors. The School Board will establish and maintain a committee to develop, implement, and monitor procedures on the use of behavioral interventions for children with disabilities.

Discipline of Special Education Students

The District shall comply with the Individuals With Disabilities Education Improvement Act of 2004 and the Illinois State Board of Education's *Special Education* rules when disciplining special education students. No special education student shall be expelled if the student's particular act of gross disobedience or misconduct is a manifestation of his or her disability.

LEGAL REF.: Individuals With Disabilities Education Improvement Act of 2004, 20 U.S.C. §§1412, 1413, and 1415.
Gun-Free Schools Act, 20 U.S.C. §7151 *et seq.*
34 C.F.R. §§300.101, 300.530 - 300.536.
105 ILCS 5/10-22.6 and 5/14-8.05.
23 Ill.Admin.Code §226.400.
Honig v. Doe, 108 S.Ct. 592 (1988).

CROSS REF.: 2:150 (Committees), 6:120 (Education of Children with Disabilities), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct)

ADOPTED:

Students

Conduct Code for Participants in Extracurricular Activities

The Superintendent or designee, using input from coaches and sponsors of extracurricular activities, shall develop a conduct code for all participants in extracurricular activities consistent with School Board policy. The conduct code shall: (1) require participants in extracurricular activities to conduct themselves as good citizens and exemplars of their school at all times, including after school, on days when school is not in session, and whether on or off school property; (2) emphasize that hazing and bullying activities are strictly prohibited; and (3) notify participants that failure to abide by it could result in removal from the activity. The conduct code shall be reviewed by the Building Principal periodically at his or her discretion and presented to the Board.

Participants in extracurricular activities must abide by the conduct code for the activity and Board policy 7:190, *Student Behavior*. All coaches and sponsors of extracurricular activities shall annually review the conduct code with participants and provide participants with a copy. In addition, coaches and sponsors of interscholastic athletic programs shall provide instruction on steroid abuse prevention to students in grades 9 through 12 participating in these programs.

Performance Enhancing Drug Testing of High School Student Athletes

The Illinois High School Association (IHSA) prohibits participants in an athletic activity sponsored or sanctioned by IHSA from ingesting or otherwise using any performance enhancing substance on its banned substance list, without a written prescription and medical documentation provided by a licensed physician who evaluated the student-athlete for a legitimate medical condition. IHSA administers a performance-enhancing substance testing program. Under this program, student athletes are subject to random drug testing for the presence in their bodies of performance-enhancing substances on the IHSA's banned substance list. In addition to being penalized by IHSA, a student may be disciplined according to Board policy 7:190, *Student Behavior*.

LEGAL REF.: Board of Education of Independent School Dist. No. 92 v. Earls, 122 S.Ct. 2559 (2002).
Clements v. Board of Education of Decatur, 478 N.E.2d 1209 (Ill.App.4, 1985).
Kevin Jordan v. O'Fallon THSD 203, 706 N.E.2d 137 (Ill.App.5, 1999).
Todd v. Rush County Schools, 133 F.3d 984 (7th Cir., 1998).
Veronia School Dist. 475 v. Acton, 515 U.S. 646 (1995).
105 ILCS 5/24-24, 5/27-23.3, and 25/2.

CROSS REF.: 5:280 (Duties and Qualifications), 6:190 (Extracurricular and Co-Curricular Activities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:300 (Extracurricular Athletics)

ADOPTED:

Students

Student Support Services

The following student support services may be provided by the School District:

1. Health services supervised by a qualified school nurse. The Superintendent or designee may implement procedures to further a healthy school environment and prevent or reduce the spread of disease.
2. Educational and psychological testing services and the services of a school psychologist as needed. In all cases, written permission to administer a psychological examination must be obtained from a student's parent(s)/guardian(s). The results will be given to the parent(s)/guardian(s), with interpretation, as well as to the appropriate professional staff.
3. The services of a school social worker. A student's parent/guardian must consent to regular or continuing services from a social worker.
4. Guidance and school counseling services.
5. A liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Illinois Department of Children and Family Services when enrolling in or changing schools.

The Superintendent or designee shall develop protocols for responding to students with social, emotional, or mental health needs that impact learning ability. The District, however, assumes no liability for preventing, identifying, or treating such needs.

This policy shall be implemented in a manner consistent with State and federal laws, including the Individuals with Disabilities Education Act, 42 U.S.C. §12101 et seq.

LEGAL REF.: 405 ILCS 49/, Children's Mental Health Act of 2003.
740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.
105 ILCS 5/10-20.58.

CROSS REF.: 6:65 (Student Social and Emotional Development), 6:270 (Guidance and Counseling Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:280 (Communicable and Chronic Infectious Diseases), 7:340 (Student Records)

ADOPTED:

Students

Exemption from Physical Education

In order to be excused from participation in physical education, a student must present an appropriate excuse from his or her parent/guardian or from a person licensed under the Medical Practice Act. The excuse may be based on medical or religious prohibitions. An excuse because of medical reasons must include a signed statement from a person licensed under the Medical Practice Act that corroborates the medical reason for the request. An excuse based on religious reasons must include a signed statement from a member of the clergy that corroborates the religious reason for the request.

Special activities in physical education will be provided for a student whose physical or emotional condition, as determined by a person licensed under the Medical Practice Act, prevents his or her participation in the physical education course.

State law prohibits the Board from honoring parental excuses based upon a student's participation in athletic training, activities, or competitions conducted outside the auspices of the School District.

A student who is eligible for special education may be excused from physical education courses in either of the following situations:

1. He or she (a) is in grades 9-12, (b) his or her IEP requires that special education support and services be provided during physical education time, and (c) the parent/guardian agrees or the IEP team makes the determination; or
2. He or she (a) has an IEP, (b) is participating in an adaptive athletic program outside of the school setting, and (c) the parent/guardian documents the student's participation as required by the Superintendent or designee.

A student requiring adapted physical education must receive that service in accordance with his or her Individualized Educational Program/Plan (IEP).

A student in grades 9-12, unless otherwise stated, may submit a written request to the Building Principal to be excused from physical education courses for the reasons stated in 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*.

The Superintendent or designee shall maintain records showing that the criteria set forth in this policy were applied to the student's individual circumstances, as appropriate.

Students who have been excused from physical education shall return to the course as soon as practical. The following considerations will be used to determine when a student shall return to a physical education course:

1. The time of year when the student's participation ceases;
2. The student's class schedule; and
3. The student's future or planned additional participation in activities qualifying for substitutions for physical education as outlined in policy 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*.

LEGAL REF.: 105 ILCS 5/27-6.
225 ILCS 60/, Medical Practice Act.
23 Ill.Admin.Code §1.420(p) and §1.425(d), (e).

CROSS REF.: 6:60 (Curriculum Content), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students)

ADOPTED:

Students

Administering Medicines to Students

Students should not take medication during school hours or during school-related activities unless it is necessary for a student's health and well-being. When a student's licensed health care provider and parent/guardian believe that it is necessary for the student to take a medication during school hours or school-related activities, the parent/guardian must request that the school dispense the medication to the child and otherwise follow the District's procedures on dispensing medication.

No School District employee shall administer to any student, or supervise a student's self-administration of, any prescription or non-prescription medication until a completed and signed *School Medication Authorization Form (SMA Form)* is submitted by the student's parent/guardian. No student shall possess or consume any prescription or non-prescription medication on school grounds or at a school-related function other than as provided for in this policy and its implementing procedures.

Nothing in this policy shall prohibit any school employee from providing emergency assistance to students, including administering medication.

The Building Principal shall include this policy in the Student Handbook and shall provide a copy to the parents/guardians of students.

Self-Administration of Medication

A student may possess and self-administer an epinephrine injector, e.g., EpiPen®, and/or asthma medication prescribed for use at the student's discretion, provided the student's parent/guardian has completed and signed an *SMA Form*. The Superintendent or designee will ensure an Emergency Action Plan is developed for each self-administering student.

A student may self-administer medication required under a *qualifying plan*, provided the student's parent/guardian has completed and signed an *SMA Form*. A qualifying plan means: (1) an asthma action plan, (2) an Individual Health Care Action Plan, (3) an Ill. Food Allergy Emergency Action Plan and Treatment Authorization Form, (4) a plan pursuant to Section 504 of the federal Rehabilitation Act of 1973, or (5) a plan pursuant to the federal Individuals with Disabilities Education Act.

Students may possess and self-administer non-prescription medication under the following conditions: parents have filed the District 111 self-administration of medicine form, and 2) students possess no more than a single day's dosage, and 3) students are not permitted to share medications with others.

The District shall incur no liability, except for willful and wanton conduct, as a result of any injury arising from a student's self-administration of medication, including asthma medication or epinephrine injectors, or medication required under a qualifying plan. A student's parent/guardian must indemnify and hold harmless the District and its employees and agents, against any claims, except a claim based on willful and wanton conduct, arising out of a student's self-administration of an epinephrine injector, asthma medication, and/or a medication required under a qualifying plan.

School District Supply of Undesignated Epinephrine Injectors

The Superintendent or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated epinephrine injectors in the name of the District and provide or administer them as necessary according to State law. *Undesignated epinephrine injector* means an epinephrine injector

prescribed in the name of the District or one of its schools. A school nurse or trained personnel, as defined in State law, may administer an undesignated epinephrine injector to a person when they, in good faith, believe a person is having an anaphylactic reaction. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law.

Administration of Medical Cannabis

The Compassionate Use of Medical Cannabis Program Act allows a *medical cannabis infused product* to be administered to a student by one or more of the following individuals:

1. A parent/guardian of a student who is a minor who registers with the Ill. Dept. of Public Health (IDPH) as a *designated caregiver* to administer medical cannabis to their child. A designated caregiver may also be another individual other than the student's parent/guardian. Any designated caregiver must be at least 21 years old and is allowed to administer a *medical cannabis infused product* to a child who is a student on the premises of his or her school or on his or her school bus if:
 - a. Both the student and the designated caregiver possess valid registry identification cards issued by IDPH;
 - b. Copies of the registry identification cards are provided to the District;
 - c. That student's parent/guardian completed, signed, and submitted a *School Medication Authorization Form - Medical Cannabis*; and
 - d. After administering the product to the student, the designated caregiver immediately removes it from school premises or the school bus.
2. A properly trained school nurse or administrator, who shall be allowed to administer the *medical cannabis infused product* to the student on the premises of the child's school, at a school-sponsored activity, or before/after normal school activities, including while the student is in before-school or after-school care on school-operated property or while being transported on a school bus.
3. The student him or herself when the self-administration takes place under the direct supervision of a school nurse or administrator.

Medical cannabis infused product (product) includes oils, ointments, foods, and other products that contain usable cannabis but are not smoked or vaped. Smoking and/or vaping medical cannabis is prohibited.

The product may not be administered in a manner that, in the opinion of the District or school, would create a disruption to the educational environment or cause exposure of the product to other students. A school employee shall not be required to administer the product.

Discipline of a student for being administered a product by a designated caregiver, or by a school nurse or administrator, or who self-administers a product under the direct supervision of a school nurse or administrator pursuant to this policy is prohibited. The District may not deny a student attendance at a school solely because he or she requires administration of the product during school hours.

Void Policy

The **School District Supply of Undesignated Epinephrine Injectors** section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to: (1) obtain for the District a prescription for undesignated epinephrine injectors from a physician or advanced practice nurse

licensed to practice medicine in all its branches, or (2) fill the District's prescription for undesignated school epinephrine injectors.

The **Administration of Medical Cannabis** section of the policy is void and the District reserves the right not to implement it if the District or school is in danger of losing federal funding.

Administration of Undesignated Medication

Upon any administration of an undesignated medication permitted by State law, the Superintendent or designee(s) must ensure all notifications required by State law and administrative procedures occur.

Undesignated Medication Disclaimers

Upon implementation of this policy, the protections from liability and hold harmless provisions applicable under State law apply.

No one, including without limitation, parents/guardians of students, should rely on the District for the availability of undesignated medication. This policy does not guarantee the availability of undesignated medications. Students and their parents/guardians should consult their own physician regarding these medication(s).

LEGAL REF.: 105 ILCS 5/10-20.14b, 5/10-22.21b, 5/22-30, and 5/22-33.
105 ILCS 145/, Care of Students with Diabetes Act.
410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act, and
scheduled to be repealed on July 1, 2020.
720 ILCS 550/, Cannabis Control Act.
23 Ill.Admin.Code §1.540.

CROSS REF.: 7:285 (Food Allergy Management)

ADOPTED:

Students

Orders to Forgo Life-Sustaining Treatment

Written orders from parent(s)/guardian(s) to forgo life-sustaining treatment for their child must be signed by the student's physician and given to the Superintendent. This policy shall be interpreted in accordance with the Illinois Health Care Surrogate Act, 755 ILCS 40/.

Whenever an order to forgo life-sustaining treatment is received, the Superintendent shall convene a multi-disciplinary team that includes:

1. The student, when appropriate;
2. The student's parent(s)/guardian(s);
3. Other medical professionals, e.g., licensed physician, physician's assistant, or nurse practitioner;
4. Local first responders for the building in which the student is assigned to attend school;
5. The school nurse;
6. Clergy, if requested by the student or his or her parent(s)/guardians(s);
7. Other individuals to provide support to the student or his or her parent(s)/guardian(s); and
8. School personnel designated by the Superintendent.

The team shall determine guidelines to be used by school staff members in the event the child suffers a life-threatening episode at school or a school event.

The District personnel shall convey orders to forgo life-sustaining treatment to the appropriate emergency or healthcare provider.

LEGAL REF.: Health Care Surrogate Act, 755 ILCS 40/
Cruzan v. Director, Missouri Dept. of Health, 497 U.S. 261 (1990).
In re C.A., a minor, 236 Ill.App.3d 594 (1st Dist. 1992).

ADOPTED:

Students

Communicable and Chronic Infectious Disease

A student with or carrying a communicable and/or chronic infectious disease has all rights, privileges, and services provided by law and the School Board's policies. The Superintendent will develop procedures to safeguard these rights while managing health and safety concerns.

LEGAL REF.: 105 ILCS 5/10-21.11.
410 ILCS 315/2a.
23 Ill.Admin.Code §§ 1.610 and 226.300.
77 Ill.Admin.Code Part 690.
Individuals With Disabilities Education Act, 20 U.S.C. §1400 et seq.
Rehabilitation Act, Section 504, 29 U.S.C. §794(a).

ADOPTED:

Students

Food Allergy Management Program

School attendance may increase a student's risk of exposure to allergens that could trigger a food-allergic reaction. A food allergy is an adverse reaction to a food protein mediated by the immune system which immediately reacts causing the release of histamine and other inflammatory chemicals and mediators. While it is not possible for the District to completely eliminate the risks of exposure to allergens when a student is at school, a Food Allergy Management Program using a cooperative effort among students' families, staff members, and students helps the District reduce these risks and provide accommodations and proper treatment for allergic reactions.

The Superintendent or designee shall develop and implement a Food Allergy Management Program that:

1. Fully implements the following goals established in the School Code: (a) identifying students with food allergies, (b) preventing exposure to known allergens, (c) responding to allergic reactions with prompt recognition of symptoms and treatment, and (d) educating and training all staff about management of students with food allergies, including administration of medication with an injector, and providing an in-service training program for staff who work with students that is conducted by a person with expertise in anaphylactic reactions and management.
2. Follows and references the applicable best practices specific to the District's needs in the joint State Board of Education and Ill. Dept. of Public Health publication *Guidelines for Managing Life-Threatening Food Allergies in Schools*, available at: www.isbe.net/Documents/food_allergy_guidelines.pdf.
3. Complies with State and federal law and is in alignment with Board policies.

LEGAL REF.: 105 ILCS 5/2-3.149 and 5/10-22.39.
Guidelines for Managing Life-Threatening Food Allergies in Schools (Guidelines), jointly published by the State Board of Education and Ill. Dept. of Public Health.

CROSS REF.: 4:110 (Transportation), 4:120 (Food Services), 4:170 (Safety), 5:100 (Staff Development Program), 6:120 (Education of Children with Disabilities), 6:240 (Field Trips), 7:250 (Student Support Services), 7:270 (Administering Medicines to Students), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED:

Students

Suicide and Depression Awareness and Prevention

Youth suicide impacts the safety of the school environment. It also affects the school community, diminishing the ability of surviving students to learn and the school's ability to educate. Suicide and depression awareness and prevention are important Board goals.

Suicide and Depression Awareness and Prevention Program

The Superintendent or designee shall develop, implement, and maintain a suicide and depression awareness and prevention program (Program) that advances the Board's goals of increasing awareness and prevention of depression and suicide. This program must be consistent with the requirements of *Ann Marie's Law* listed below; each listed requirement, 1-6, corresponds with the list of required policy components in the School Code Section 5/2-3.166(c)(2)-(7). The Program shall include:

1. Protocols for administering youth suicide awareness and prevention education to students and staff.
 - a. For students, implementation will incorporate Board policy 6:60, *Curriculum Content*, which implements 105 ILCS 5.2-3.139 and 105 ILCS 5/27-7 (requiring education for students to develop a sound mind and a healthy body).
 - b. For staff, implementation will incorporate Board policy 5:100, *Staff Development Program*, and teacher's institutes under 105 ILCS 5/3-14.8 (requiring coverage of the warning signs of suicidal behavior).
2. Procedures for methods of suicide prevention with the goal of early identification and referral of students possibly at risk of suicide. Implementation will incorporate:
 - a. The training required by 105 ILCS 5/10-22.39 for licensed school personnel and administrators who work with students to identify the warning signs of suicidal behavior in youth along with appropriate intervention and referral techniques, including methods of prevention, procedures for early identification, and referral of students at risk of suicide; and
 - b. Ill. State Board of Education (ISBE)-recommended guidelines and educational materials for staff training and professional development, along with ISBE-recommended resources for students containing age-appropriate educational materials on youth suicide and awareness, if available pursuant to *Ann Marie's Law* on ISBE's website.
3. Methods of intervention, including procedures that address an emotional or mental health safety plan for use during the school day and at school-sponsored events for a student identified as being at increased risk of suicide. Implementation will incorporate paragraph number 2, above, along with:
 - a. Board policy 6:65, *Student Social and Emotional Development*, implementing the goals and benchmarks of the Ill. Learning Standards and 405 ILCS 49/15(b) (requiring student social and emotional development in the District's educational program);

- b. Board policy 6:270, *Guidance and Counseling Program*, implementing guidance and counseling program(s) for students, and 105 ILCS 5/10-22.24a and 22.24b, which allow a qualified guidance specialist or any licensed staff member to provide school counseling services;
 - c. Board policy 7:250, *Student Support Services*, implementing the Children’s Mental Health Act of 2003, 405 ILCS 49/ (requiring protocols for responding to students with social, emotional, or mental health issues that impact learning ability); and
 - d. State and/or federal resources that address emotional or mental health safety plans for students who are possibly at an increased risk for suicide, if available on the ISBE’s website pursuant to *Ann Marie’s Law*.
4. Methods of responding to a student or staff suicide or suicide attempt. Implementation of this requirement shall incorporate building-level Student Support Committee(s) established through Board policy 7:250, *Student Support Services*.
 5. Reporting procedures. Implementation of this requirement shall incorporate Board policy 6:270, *Guidance and Counseling Program*, and Board policy 7:250, *Student Support Services*, in addition to other State and/or federal resources that address reporting procedures.
 6. A process to incorporate ISBE-recommended resources on youth suicide awareness and prevention programs, including current contact information for such programs in the District’s Suicide and Depression Awareness and Prevention Program.

Monitoring

The Board will review and update this policy pursuant to *Ann Marie’s Law* and Board policy 2:240, *Board Policy Development*.

Information to Staff, Parents/Guardians, and Students

The Superintendent shall inform each school district employee about this policy and ensure its posting on the District’s website. The Superintendent or designee shall provide a copy of this policy to the parent or legal guardian of each student enrolled in the District.

Implementation

This policy shall be implemented in a manner consistent with State and federal laws, including the Children’s Mental Health Act of 2003, 405 ILCS 49/, Mental Health and Developmental Disabilities Confidentiality Act, 740 ILCS 110/, and the Individuals with Disabilities Education Act, 42 U.S.C. §12101 *et seq.*

The District, Board, and its staff are protected from liability by the Local Governmental and Governmental Employees Tort Immunity Act. Services provided pursuant to this policy: (1) do not replace the care of a physician licensed to practice medicine in all of its branches or a licensed medical practitioner or professional trained in suicide prevention, assessments and counseling services, (2) are strictly limited to the available resources within the District, (3) do not extend beyond the school day and/or school-sponsored events, and (4) cannot guarantee or ensure the safety of a student or the student body.

LEGAL REF.: 105 ILCS 5/2-3.166, 5/14-1.01 et seq., 5/14-7.02, and 5/14-7.02b.
745 ILCS 10/.

CROSS REF.: 2:240 (Board Policy Development), 5:100 (Staff Development Program), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:120 (Education of Children with Disabilities), 6:270 (Guidance and Counseling Program), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services)

ADOPTED: 

Students

Extracurricular Athletics

Student participation in school-sponsored extracurricular athletic activities is contingent upon the following:

1. The student must meet the academic criteria set forth in Board policy 6:190, *Extracurricular and Co-Curricular Activities*.
2. A parent/guardian of the student must provide written permission for the student's participation, giving the District full waiver of responsibility of the risks involved.
3. The student must present a current certificate of physical fitness issued by a licensed physician, an advanced practice nurse, or a physician assistant. The ***Pre-Participation Physical Examination Form***, offered by the Illinois High School Association and the Illinois Elementary School Association, is the preferred certificate of physical fitness.
4. The student must show proof of accident insurance coverage either by a policy purchased through the District-approved insurance plan or a parent(s)/guardian(s) written statement that the student is covered under a family insurance plan.
5. The student must agree to follow all conduct rules and the coaches' instructions.
6. The student and his or her parent(s)/guardian(s) must: (a) comply with the eligibility rules of, and complete any forms required by, any sponsoring association (such as, the Illinois Elementary School Association, the Illinois High School Association, or the Southern Illinois Junior High School Athletic Association), and (b) complete all forms required by the District including, without limitation, signing an acknowledgment of receiving information about the Board's concussion policy 7:305, *Student Athlete Concussions and Head Injuries*.

The Superintendent or designee (1) is authorized to impose additional requirements for a student to participate in extracurricular athletics, provided the requirement(s) comply with Board policy 7:10, *Equal Educational Opportunities*, and (2) shall maintain the necessary records to ensure student compliance with this policy.

LEGAL REF.: 105 ILCS 5/10-20.30, 5/10-20.54, 5/22-80, and 25/2.
23 Ill.Admin.Code §1.530(b).

CROSS REF.: 4:100 (Insurance Management), 4:170 (Safety), 6:190 (Extracurricular and Co-Curricular Activities), 7:10 (Equal Educational Opportunities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:305 (Student Athlete Concussions and Head Injuries), 7:340 (Student Records)

ADOPTED:

Students

Student Athlete Concussions and Head Injuries

The Superintendent or designee shall develop and implement a program to manage concussions and head injuries suffered by students. The program shall:

1. Fully implement the Youth Sports Concussion Safety Act, that provides, without limitation, each of the following:
 - a. The Board must appoint or approve member(s) of a Concussion Oversight Team for the District.
 - b. The Concussion Oversight Team shall establish each of the following based on peer-reviewed scientific evidence consistent with guidelines from the Centers for Disease Control and Prevention:
 - i. A return-to-play protocol governing a student's return to interscholastic athletics practice or competition following a force of impact believed to have caused a concussion. The Superintendent or designee shall supervise an athletic trainer or other person responsible for compliance with the return-to-play protocol.
 - ii. A return-to-learn protocol governing a student's return to the classroom following a force of impact believed to have caused a concussion. The Superintendent or designee shall supervise the person responsible for compliance with the return-to-learn protocol.
 - c. Each student and the student's parent/guardian shall be required to sign a concussion information receipt form each school year before participating in an interscholastic athletic activity.
 - d. A student shall be removed from an interscholastic athletic practice or competition immediately if any of the following individuals believes that the student sustained a concussion during the practice and/or competition: a coach, a physician, a game official, an athletic trainer, the student's parent/guardian, the student, or any other person deemed appropriate under the return-to-play protocol.
 - e. A student who was removed from interscholastic athletic practice or competition shall be allowed to return only after all statutory prerequisites are completed, including without limitation, the return-to-play and return-to-learn protocols developed by the Concussion Oversight Team. An athletic team coach or assistant coach may not authorize a student's return-to-play or return-to-learn.
 - f. The following individuals must complete concussion training as specified in the Youth Sports Concussion Safety Act: all coaches or assistant coaches (whether volunteer or a district employee) of interscholastic athletic activities; nurses, licensed healthcare professionals or non-licensed healthcare professionals who serve on the Concussion Oversight Team (whether or not they serve on a volunteer basis); athletic trainers; game officials of interscholastic athletic activities; and physicians who serve on the Concussion Oversight Team.

LEGAL REF.: 105 ILCS 5/22-80.
105 ILCS 25/1.15.

*CROSS REF.: 4:170 (Safety), 5:100 (Staff Development Program), 7:300 (Extracurricular Athletics)

ADOPTED:

Students

Restrictions on Publications; High Schools

Definitions

School official means a Building Principal or designee.

School-sponsored media means any material that is prepared, substantially written, published, or broadcast by a student journalist, distributed or generally made available to members of the student body, and prepared under the direction of a student media advisor. It does not include media intended for distribution or transmission solely in the classroom in which the media is produced.

Student journalist means a public high school student who gathers, compiles, writes, edits, photographs, records, or prepares information for dissemination in school-sponsored media.

Student media adviser means an individual employed, appointed, or designated by the District to supervise or provide instruction relating to school-sponsored media.

School-Sponsored Media

School-sponsored publications, productions, and websites are governed by the Speech Rights of Student Journalists Act and the School Board policies. Student journalists may not use school-sponsored media that:

1. Is libelous, slanderous, or obscene;
2. Constitutes an unwarranted invasion of privacy;
3. Violates federal or State law, including the Constitutional rights of third parties; or
4. Incites students to:
 - a. Commit an unlawful act;
 - b. Violate any of the District's policies, including but not limited to (1) its educational mission in policies 1:30, *School District Philosophy* and 6:10, *Educational Philosophy and Objectives*, and (2) speech that is socially inappropriate or inappropriate due to the maturity of the students pursuant to policies 6:65, *Student Social and Emotional Development*, and 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; or
 - c. Materially and substantially disrupt the orderly operation of the school.

All school-sponsored media shall comply with the ethics and rules of responsible journalism. Text that fits into numbers one (1) through four (4) above will not be tolerated and school officials and student media advisers may edit or delete such media material.

The author's name will accompany personal opinions and editorial statements. An opportunity for the expression of differing opinions from those published/produced will be provided within the same media.

No expression made by students in the exercise of freedom of speech or freedom of the press under this policy shall be deemed to be an expression of the District or an expression of Board policy.

Non-School Sponsored Publications Accessed or Distributed On Campus

For purposes of this section and the following section, a *publication* includes, without limitation: (1) written or electronic print material, (2) audio-visual material on any medium including electromagnetic media (e.g., images, MP3 files, flash memory, etc.), or combinations of these whether off-line (e.g., a printed book, CD-ROM, etc.) or online (e.g., any website, social networking site, database for information retrieval, etc.), or (3) information or material on electronic devices (e.g., data or voice messages delivered by cell phones, tablets, and other hand-held devices).

Creating, distributing, and/or accessing non-school sponsored publications shall occur at a time and place and in a manner that will not cause disruption, be coercive, or result in the perception that the distribution or the publication is endorsed by the School District.

Students are prohibited from creating, distributing, and/or accessing at school any publication that:

1. Will cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities;
2. Violates the rights of others, including but not limited to material that is libelous, slanderous or obscene, or invades the privacy of others, or infringes on a copyright;
3. Is socially inappropriate or inappropriate due to maturity level of the students, including but not limited to material that is obscene, pornographic, or pervasively lewd and vulgar, contains indecent and vulgar language, or *sexting* as defined by School Board policy and Student Handbooks;
4. Is reasonably viewed as promoting illegal drug use;
5. Is distributed in kindergarten through eighth grade and is primarily prepared by non-students, unless it is being used for school purposes. However, material from outside sources or the citation to such sources may be allowed, as long as the material to be distributed or accessed is primarily prepared by students; or
6. Incites students to violate any Board policies.

Accessing or distributing *on-campus* includes accessing or distributing on school property or at school-related activities. A student engages in gross disobedience and misconduct and may be disciplined for: (1) accessing or distributing forbidden material, or (2) for writing, creating, or publishing such material intending for it to be accessed or distributed at school.

Non-School Sponsored Publications Accessed or Distributed Off-Campus

A student engages in gross disobedience and misconduct and may be disciplined for creating and/or distributing a publication that: (1) causes a substantial disruption or a foreseeable risk of a substantial disruption to school operations, or (2) interferes with the rights of other students or staff members.

Bullying and Cyberbullying

The Superintendent or designee shall treat behavior that is *bullying* and/or *cyberbullying* according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

LEGAL REF.: 105 ILCS 5/27-23.7
Speech Rights of Student Journalists Act, 105 ILCS 80/.
Hazelwood v. Kuhlmeier, 108 S.Ct. 562 (1988).
Hedges v. Wauconda Community Unit School Dist. No. 118, 9 F.3d 1295 (7th Cir.
1993).
Tinker v. Des Moines Indep. Cmty. Sch. Dist., 89 S.Ct. 733 (1969)
Morse v. Frederick, 551 U.S. 393 (2007).

CROSS REF.: 1:30 (School District Philosophy), 6:10 (Educational Philosophy and Objectives),
6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic
Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and
Harassment), 8:25 (Advertising and Distributing Materials in School Provided by
Non-School Related Entities)

ADOPTED:

Students

Student Fundraising Activities

No individual or organization is allowed to ask students to participate in fundraising activities while the students are on school grounds during school hours or during any school activity. Exceptions are:

1. School-sponsored student organizations; and
2. Parent organizations and booster clubs that are recognized pursuant to policy 8:90, *Parent Organizations and Booster Clubs*.

The Superintendent or designee shall manage student fundraising activities in alignment with the following directives:

1. Fundraising efforts shall not conflict with instructional activities or programs.
2. For any school that participates in the School Breakfast Program or the National School Lunch Program, fundraising activities involving the sale of food and beverage items to students during the school day while on the school campus must comply with the Ill. State Board of Education rules concerning the sale of competitive food and beverage items.
3. Participation in fundraising efforts must be voluntary.
4. Student safety must be paramount.
5. For school-sponsored student organizations, a school staff member must supervise the fundraising activities and the student activity funds treasurer must safeguard the financial accounts.
6. The fundraising efforts must be to support the organization's purposes and/or activities, the general welfare, a charitable cause, or the educational experiences of students generally.
7. The funds shall be used to the maximum extent possible for the designated purpose.
8. Any fundraising efforts that solicit donor messages for incorporation into school property (e.g., tiles or bricks) or placement upon school property (e.g., posters or placards) must:
 - a. Develop viewpoint neutral guidelines for the creation of messages;
 - b. Inform potential donors that all messages are subject to review and approval, and that messages that do not meet the established guidelines must be resubmitted or the donation will be returned; and
 - c. Place a disclaimer on all fundraising information and near the completed donor messages that all messages are "solely the expression of the individual donors and not an endorsement by the District of any message's content."

LEGAL REF.: 105 ILCS 5/10-20.19(3).
23 Ill.Admin.Code Part 305, School Food Service.

CROSS REF.: 4:90 (Activity Funds), 4:120 (Food Services), 8:80 (Gifts to the District), 8:90 (Parent Organizations and Booster Clubs)

ADOPTED:

Students

Student Use of Buildings - Equal Access

Student groups or clubs that are not school sponsored are granted free use of school premises for a meeting or series of meetings under the following conditions:

1. The meeting is held during those non-instructional times identified by the Superintendent or designee for noncurricular student groups, clubs, or organizations to meet. *Non-instructional time* means time set aside by the school before actual classroom instruction begins or after actual classroom instruction ends. *Non-curricular student groups* are those student groups, clubs, or organizations that do not directly relate to the curriculum.
2. All non-curriculum related student groups that are not District sponsored receive substantially the same treatment.
3. The meeting is student-initiated, meaning that the request is made by a student.
4. Attendance at the meeting is voluntary.
5. The school will not sponsor the meeting.
6. School employees are present at religious meetings only in a non-participatory capacity.
7. The meeting and/or any activities during the meeting do not materially or substantially interfere with the orderly conduct of educational activities.
8. Non-school persons do not direct, conduct, control, or regularly attend the meetings.
9. The school retains its authority to maintain order and discipline.
10. A school staff member or other responsible adult is present in a supervisory capacity.
11. The Superintendent or designee approves the meeting or series of meetings.

The Superintendent or designee shall develop administrative procedures to implement this policy.

LEGAL REF.: 20 U.S.C. §4071 *et seq.*, Equal Access Act.
Bd. of Ed. of Westside Community Sch. Dist. v. Mergens, 496 U.S. 226 (1990).
Gernetzke v. Kenosha Unified Sch. Dist. No. 1, 274 F.3d 464 (7th Cir. 2001), *cert. denied*, 535 U.S. 1017.

CROSS REF.: 7:10 (Equal Education Opportunities), 8:20 (Community Use of School Facilities)

ADOPTED:

Students

Student Records

School student records are confidential. Information from them shall not be released other than as provided by law. A school student record is any writing or other recorded information concerning a student and by which a student may be identified individually that is maintained by a school or at its direction by a school employee, regardless of how or where the information is stored, except as provided in State or federal law as summarized below:

1. Records kept in a staff member's sole possession.
2. Records maintained by law enforcement officers working in the school.
3. Video and other electronic recordings (including without limitation, electronic recordings made on school buses) that are created in part for law enforcement, security, or safety reasons or purposes. The content of these recordings may become part of a school student record to the extent school officials create, use, and maintain this content, or it becomes available to them by law enforcement officials, for disciplinary or special education purposes regarding a particular student.
4. Any information, either written or oral, received from law enforcement officials concerning a student less than the age of 17 years who has been arrested or taken into custody.

State and federal law grants students and parents/guardians certain rights, including the right to inspect, copy, and challenge school student records. The information contained in school student records shall be kept current, accurate, clear, and relevant. All information maintained concerning a student receiving special education services shall be directly related to the provision of services to that child. The District may release directory information as permitted by law, but a parent/guardian shall have the right to object to the release of information regarding his or her child. However, the District will comply with an ex parte court order requiring it to permit the U.S. Attorney General or designee to have access to a student's school records without notice to, or the consent of, the student's parent/guardian. Upon request, the District discloses school student records without consent to officials of another school district in which a student has enrolled or intends to enroll, as well as to any person as specifically required by State or federal law.

The Superintendent shall fully implement this policy and designate an official records custodian for each school who shall maintain and protect the confidentiality of school student records, inform staff members of this policy, and inform students and their parents/guardians of their rights regarding school student records.

Student Biometric Information Collection

The Superintendent or designee may recommend a student biometric information collection system solely for the purposes of identification and fraud prevention. Such recommendation shall be consistent with budget requirements and in compliance with State law. Biometric information means any information that is collected through an identification process for individuals based on their unique behavioral or physiological characteristics, including fingerprint, hand geometry, voice, or facial recognition or iris or retinal scans.

Before collecting student biometric information, the District shall obtain written permission from the person having legal custody/parental responsibility or the student (if over the age of 18). Upon a student's 18th birthday, the District shall obtain written permission from the student to collect student

biometric information. Failure to provide written consent to collect biometric information shall not be the basis for refusal of any services otherwise available to a student.

All collected biometric information shall be stored and transmitted in a manner that protects it from disclosure. Sale, lease, or other disclosure of biometric information to another person or entity is strictly prohibited.

The District will discontinue use of a student's biometric information and destroy all collected biometric information within 30 days after: (1) the student graduates or withdraws from the School District, or (2) the District receives a written request to discontinue use of biometric information from the person having legal custody/parental responsibility of the student or the student (if over the age of 18). Requests to discontinue using a student's biometric information shall be forwarded to the Superintendent or designee.

The Superintendent or designee shall develop procedures to implement this policy consistent with State and federal law.

LEGAL REF.: 20 U.S.C. §1232g, Family Educational Rights and Privacy Act, implemented by 34 C.F.R. Part 99.
50 ILCS 205/7.
105 ILCS 5/10-20.21b, 5/20.37, 5/20.40, and 5/14-1.01 *et seq.*
105 ILCS 10/, Ill. School Student Records Act.
325 ILCS 17/, Children's Privacy Protection and Parental Empowerment Act.
750 ILCS 5/602.11, Ill. Marriage and Dissolution of Marriage Act.
23 Ill.Admin.Code Parts 226 and 375.
Owasso I.S.D. No. I-011 v. Falvo, 534 U.S. 426 (2002).
Chicago Tribune Co. v. Chicago Bd. of Ed., 332 Ill.App.3d 60 (1st Dist. 2002).

CROSS REF.: 5:100 (Staff Development Program), 5:130 (Responsibilities Concerning Internal Information), 7:15 (Student and Family Privacy Rights), 7:220 (Bus Conduct)

ADOPTED:

MINOOKA COMMUNITY HIGH SCHOOL DISTRICT #111
SCHOOL BOARD POLICY MANUAL
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SECTION 8 – COMMUNITY RELATIONS

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Because certain policy numbers are used for IASB sample policies, districts should use numbers ending in 2, 4, 6, or 8 for locally developed policies on topics not covered by IASB sample policies.

Community Relations

Connection with the Community

Public Relations

The Board President is the official spokesperson for the School Board. The Superintendent is the District's chief spokesperson. The Superintendent or designee shall plan and implement a District public relations program that will:

1. Develop community understanding of school operation.
2. Gather community attitudes and desires for the District.
3. Secure adequate financial support for a sound educational program.
4. Help the community feel a more direct responsibility for the quality of education provided by their schools.
5. Earn the community's good will, respect, and confidence.
6. Promote a genuine spirit of cooperation between the school and the community.
7. Keep the news media accurately informed.
8. Coordinate with the District Safety Coordinator to provide accurate and timely information to the appropriate individuals during an emergency.

The public relations program should include:

1. Regular news releases concerning District programs, policies, activities, and special event management for distribution by, for example, posting on the District website or sending to the news media.
2. News conferences and interviews, as requested or needed. The Board President and Superintendent will coordinate their respective media relations efforts. Individuals may speak for the District only with prior approval from the Superintendent.
3. Publications having a high quality of editorial content and effective format. All publications shall identify the District, school, department, or classroom and shall include the name of the Superintendent, the Building Principal, and/or the author and the publication date.
4. Other efforts that highlight the District's programs and activities.

Community Engagement

Community engagement is a process that the Board uses to actively involve diverse citizens in dialogue, deliberation, and collaborative thinking around common interests for the District's schools.

The Board, in consultation with the Superintendent, determines the purpose(s) and objective(s) of any community engagement initiative. For each community engagement initiative, the Board will commit to the determined purpose(s) and objective(s), and provide information about the expected nature of the public's involvement; the Superintendent or designee will identify the effective tools and tactics that will advance the Board's purpose(s) and objective(s).

The Superintendent will: (1) at least annually, prepare a report of each community engagement initiative, and/or (2) prepare a final report of each community engagement initiative.

The Board will periodically: (1) review whether its community engagement initiatives are achieving the identified purpose(s) and objective(s), (2) consider what, if any, modifications would improve effectiveness, and (3) determine whether to continue individual initiatives.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers)

ADOPTED:

Community Relations

Community Use of School Facilities

School facilities are available to community organizations during non-school hours when such use does not: (1) interfere with any school function or affect the safety of students or employees, or (2) affect the property or liability of the School District. The use of school facilities for school purposes has precedence over all other uses. The District reserves the right to cancel previously scheduled use of facilities by community organizations and other groups. The use of school facilities requires the prior approval of the Superintendent or designee and is subject to applicable procedures.

Persons on school premises must abide by the District's conduct rules at all times.

Student groups, school-related organizations, government agencies, and non-profit organizations are granted the use of school facilities at no costs during regularly staffed hours. Fees and costs shall apply during non-regularly staffed hours and to other organizations granted use of facilities at any time. All non-school sponsored groups, before using the facilities during non-regularly staffed hours, must provide a certificate of insurance naming the District as an *additional insured* or otherwise show proof of insurance. A fee schedule and other terms of use shall be prepared by the Superintendent and be subject to annual approval by the School Board.

LEGAL REF.: Boy Scouts of America Equal Access Act, 20 U.S.C. §7905.
 10 ILCS 5/19-2.2.
 105 ILCS 5/10-20.40, 5/10-22.10, and 5/29-3.5.
Good News Club v. Milford Central School, 121 S.Ct. 2093 (2001).
Lamb's Chapel v. Center Moriches Union Free School District, 113 S.Ct. 2141 (1993).
Rosenberger v. Rector and Visitors of Univ. of Va., 515 U.S. 819 (1995).

CROSS REF.: 7:330 (Student Use of Building - Equal Access), 8:25 (Advertising and Distributing Materials in Schools Provided by Non-School Related Entities), 8:30 (Visitors to and Conduct on School Property)

ADOPTED:

Community Relations

Advertising and Distributing Materials in Schools Provided by Non-School Related Entities

No material or literature shall be posted or distributed that would: (1) disrupt the educational process, (2) violate the rights or invade the privacy of others, (3) infringe on a trademark or copyright, or (4) be defamatory, obscene, vulgar, or indecent. No material, literature, or advertisement shall be posted or distributed without advance approval as described in this policy.

Community, Educational, Charitable, or Recreational Organizations

Community, educational, charitable, recreational, or similar groups may, under procedures established by the Superintendent, advertise events pertinent to students' interests or involvement. All advertisements must (1) be student-oriented, (2) prominently display the sponsoring organization's name, and (3) be approved in advance by the Superintendent or designee. The District reserves the right to decide where and when any advertisement or flyer is distributed, displayed, or posted.

Commercial Companies and Political Candidates or Parties

Commercial companies may purchase space for their advertisements in or on: (1) athletic field fences; (2) athletic, theater, or music programs; (3) student newspapers or yearbooks; (4) scoreboards; or (5) other appropriate locations. The advertisements must be consistent with this policy and its implementing procedures and be appropriate for display in a school context. Prior approval from the Board is needed for advertisements on athletic fields, scoreboards, or other building locations. Prior approval is needed from the Superintendent or designee for advertisements on athletic, theater, or music programs; student newspapers and yearbooks; and any commercial material related to graduation, class pictures, or class rings.

No individual or entity may advertise or promote its interests by using the names or pictures of the School District, any District school or facility, staff members, or students except as authorized by and consistent with administrative procedures and approved by the Board.

Material from candidates and political parties will not be accepted for posting or distribution, except when used as part of the curriculum.

LEGAL REF.: Lamb’s Chapel v. Center Moriches Union Free Sch. Dist., 508 U.S. 384 (1993).
Berger v. Rensselaer Central Sch. Corp., 982 F.2d 1160 (7th Cir. 1993), *cert. denied*, 113 S.Ct. 2344 (1993).
Sherman v. Community Consolidated Sch. Dist. 21, 8 F.3d 1160 (7th Cir. 1993), *cert. denied*, 8 F.3d 1160 (1994).
Hedges v. Wauconda Community Unit Sch. Dist. No. 118, 9 F.3d 1295 (7th Cir. 1993).
Victory Through Jesus Sports Ministry v. Lee’s Summit R-7 Sch. Dist., 640 F.3d 329 (8th Cir. 2011), *cert. denied*, 565 U.S. 1036 (2011).
DiLoreto v. Downey Unified Sch. Dist., 196 F.3d 958 (9th Cir. 1999).

CROSS REF.: 7:325 (Student Fundraising Activities), 7:330 (Student Use of Buildings - Equal Access)

ADOPTED:

Community Relations

Visitors to and Conduct on School Property

The following definitions apply to this policy:

School property - District and school buildings, grounds, and parking areas; vehicles used for school purposes; and any location used for a School Board meeting, school athletic event, or other school-sponsored or school-sanctioned events or activities.

Visitor - Any person other than an enrolled student or District employee.

All visitors to school property are required to report to the Building Principal's office and receive permission to remain on school property. All visitors must sign a visitors' log, show identification, and wear a visitor's badge. When leaving the school, visitors must return their badge. On those occasions when large groups of parents/guardians, friends, and/or community members are invited onto school property or when community members are attending Board meetings, visitors are not required to sign in but must follow school officials' instructions. Persons on school property without permission will be directed to leave and may be subject to criminal prosecution.

Except as provided in the next paragraph, any person wishing to confer with a staff member should contact that staff member to make an appointment. Conferences with teachers are held, to the extent possible, outside school hours or during the teacher's conference/preparation period.

Requests to access a school building, facility, and/or educational program, or to interview personnel or a student for purposes of assessing the student's special education needs, should be made at the appropriate building. Access shall be facilitated according to guidelines from the Superintendent or designee.

The School District expects mutual respect, civility, and orderly conduct among all people on school property or at a school event. No person on school property or at a school event (including visitors, students, and employees) shall perform any of the following acts:

1. Strike, injure, threaten, harass, or intimidate a staff member, Board member, sports official or coach, or any other person.
2. Behave in an unsportsmanlike manner, or use vulgar or obscene language.
3. Unless specifically permitted by State law, possess a weapon, any object that can reasonably be considered a weapon or looks like a weapon, or any dangerous device.
4. Damage or threaten to damage another's property.
5. Damage or deface school property.
6. Violate any Illinois law, or town or county ordinance.
7. Smoke or otherwise use tobacco products.
8. Distribute, consume, use, possess, or be impaired by or under the influence of an alcoholic beverage, cannabis, other lawful product, or illegal drug.
9. Be present when the person's alcoholic beverage, cannabis, other lawful product, or illegal drug consumption is detectable, regardless of when and/or where the use occurred.
10. Use or possess medical cannabis, unless he or she has complied with policy 7:270, *Administering Medicines to Students*, implementing *Ashley's Law*.

11. Impede, delay, disrupt, or otherwise interfere with any school activity or function (including using cellular phones in a disruptive manner).
12. Enter upon any portion of school premises at any time for purposes other than those that are lawful and authorized by the Board.
13. Operate a motor vehicle: (a) in a risky manner, (b) in excess of 20 miles per hour, or (c) in violation of an authorized District employee's directive.
14. Engage in any risky behavior, including roller-blading, roller-skating, or skateboarding.
15. Violate other District policies or regulations, or a directive from an authorized security officer or District employee.
16. Engage in any conduct that interferes with, disrupts, or adversely affects the District or a School function.

Convicted Child Sex Offender

State law prohibits a child sex offender from being present on school property or loitering within 500 feet of school property when persons under the age of 18 are present, unless the offender is:

1. A parent/guardian of a student attending the school and has notified the Building Principal of his or her presence at the school for the purpose of: (i) attending a conference at the school with school personnel to discuss the progress of his or her child academically or socially, (ii) participating in child review conferences in which evaluation and placement decisions may be made with respect to his or her child regarding special education services, or (iii) attending conferences to discuss other student issues concerning his or her child such as retention and promotion; or
2. Has permission to be present from the Board, Superintendent, or Superintendent's designee. If permission is granted, the Superintendent or Board President shall provide the details of the offender's upcoming visit to the Building Principal.

In all cases, the Superintendent, or designee who is a certified employee, shall supervise a child sex offender whenever the offender is in a child's vicinity.

Exclusive Bargaining Representative Agent

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Authorized agents of an exclusive bargaining representative, upon notifying the Building Principal's office, may meet with a school employee (or group of employees) in the school building during duty-free times of such employees.

Enforcement

Any staff member may request identification from any person on school property; refusal to provide such information is a criminal act. The Building Principal or designee shall seek the immediate removal of any person who refuses to provide requested identification.

Any person who engages in conduct prohibited by this policy may be ejected from school property. The person is also subject to being denied admission to school events or meetings for up to one calendar year.

Procedures to Deny Future Admission to School Events or Meetings

Before any person may be denied admission to school events or meetings as provided in this policy, the person has a right to a hearing before the Board. The Superintendent may refuse the person admission pending such hearing. The Superintendent or designee must provide the person with a hearing notice, delivered or sent by certified mail with return receipt requested, at least ten days before the Board hearing date. The hearing notice must contain:

1. The date, time, and place of the Board hearing;
2. A description of the prohibited conduct;
3. The proposed time period that admission to school events will be denied; and
4. Instructions on how to waive a hearing.

LEGAL REF.: Nuding v. Cerro Gordo Community Unit School Dist., 313 Ill. App.3d 344 (4th Dist. 2000).
20 U.S.C. §7181 et seq., Pro-Children Act of 1994.
105 ILCS 5/10-20.5b, 5/22-33, 5/24-24, 5/24-25, and 5/27-23.7(a).
410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act.
430 ILCS 66/, Firearm Concealed Carry Act.
410 ILCS 705/, Cannabis Tax and Regulation Act.
720 ILCS 5/11-9.3.

CROSS REF.: 4:170 (Safety), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 6:120 (Education of Children with Disabilities), 6:250 (Community Resource Persons and Volunteers), 7:190 (Student Behavior), 7:270 (Administering Medicines to Students), 8:20 (Community Use of School Facilities)

ADOPTED: 

Community Relations

Accommodating Individuals with Disabilities

Individuals with disabilities shall be provided an opportunity to participate in all school-sponsored services, programs, or activities and will not be subject to illegal discrimination. When appropriate, the District may provide to persons with disabilities aids, benefits, or services that are separate or different from, but as effective as, those provided to others.

The District will provide auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program, or activity.

Each service, program, website, or activity operated in existing facilities shall be readily accessible to, and useable by, individuals with disabilities. New construction and alterations to facilities existing before January 26, 1992, will be accessible when viewed in their entirety.

The Superintendent or designee is designated the Title II Coordinator and shall:

1. Oversee the District's compliance efforts, recommend necessary modifications to the School Board, and maintain the District's final Title II self-evaluation document, update it to the extent necessary, and keep it available for public inspection for at least three years after its completion date.
2. Institute plans to make information regarding Title II's protection available to any interested party.

Individuals with disabilities should notify the Superintendent or Building Principal if they have a disability that will require special assistance or services and, if so, what services are required. This notification should occur as far in advance as possible of the school-sponsored function, program, or meeting.

Individuals with disabilities may allege a violation of this policy or federal law by reporting it to the Superintendent or designated Title II Coordinator, or by filing a grievance under the Uniform Grievance Procedure.

LEGAL REF.: Americans with Disabilities Act, 42 U.S.C. §§12101 et seq. and 12131 et seq.; 28 C.F.R. Part 35.
 Rehabilitation Act of 1973 §104, 29 U.S.C. §794 (2006).
 105 ILCS 5/10-20.51.
 410 ILCS 25/, Environmental Barriers Act.
 71 Ill.Admin.Code Part 400, Illinois Accessibility Code.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:150 (Facility Management and Expansion Programs)

ADOPTED:

Community Relations

Gifts to the District

The School Board appreciates gifts from any education foundation, other entities, or individuals. All gifts must adhere to each of the following:

1. Be accepted by the Board or, if less than \$500.00 in value, the Superintendent or designee. Individuals should obtain a pre-acceptance commitment before identifying the District, any school, or school program or activity as a beneficiary in any fundraising attempt, including without limitation, any Internet fundraising attempt.
2. Be given without a stated purpose or with a purpose deemed by the party with authority to accept the gift to be compatible with the Board's educational objectives and policies.
3. Be consistent with the District's mandate to provide equal educational and extracurricular opportunities to all students in the District as provided in Board policy 7:10, *Equal Educational Opportunities*. State and federal laws require the District to provide equal treatment for members of both sexes to educational programming, extracurricular activities, and athletics. This includes the distribution of athletic benefits and opportunities.
4. Permit the District to maintain resource equity among its learning centers.
5. Be viewpoint neutral. The Superintendent or designee shall manage a process for the review and approval of donations involving the incorporation of messages into or placing messages upon school property.
6. Comply with all laws applicable to the District including, without limitation, the Americans with Disabilities Act, the Prevailing Wage Act, the Health/Life Safety Code for Public Schools, and all applicable procurement and bidding requirements.

The District will provide equal treatment to all individuals and entities seeking to donate money or a gift. Upon acceptance, all gifts become the District's property. The acceptance of a gift is not an endorsement by the Board, District, or school of any product, service, activity, or program. The method of recognition is determined by the party accepting the gift.

LEGAL REF.: 20 U.S.C. §1681 *et seq.*, Title IX of the Education Amendments implemented by 34 C.F.R. Part 106.
105 ILCS 5/16-1.
23 Ill.Admin.Code §200.40.

CROSS REF.: 4:60 (Purchases and Contracts), 4:150 (Facility Management and Building Programs), 6:10 (Educational Philosophy and Objectives), 6:210 (Instructional Materials), 7:10 (Equal Educational Opportunities)

ADOPTED:

Community Relations

Parent Organizations and Booster Clubs

Parent organizations and booster clubs are invaluable resources to the District's schools. While parent organizations and booster clubs have no administrative authority and cannot determine District policy, the School Board welcomes their suggestions and assistance.

Parent organizations and booster clubs may be recognized by the Board and permitted to use the District's name, a District school's name, or a District school's team name, or any logo attributable to the District provided they first receive the Superintendent or designee's express written consent. Consent to use one of the above-mentioned names or logos will generally be granted if the organization or club has by-laws containing the following:

1. The organization's or club's name and purpose, such as, to enhance students' educational experiences, to help meet educational needs of students, to provide extra athletic benefits to students, to assist specific sports teams or academic clubs through financial support, or to enrich extracurricular activities.
2. The rules and procedures under which it operates.
3. An agreement to adhere to all Board policies and administrative procedures.
4. A statement that membership is open and unrestricted, meaning that membership is open to all parent(s)/guardian(s) of students enrolled in the school, District staff, and community members.
5. A statement that the District is not, and will not be, responsible for the organization's or club's business or the conduct of its members.
6. An agreement to maintain and protect its own finances.
7. A recognition that money given to a school cannot be earmarked for any particular expense. Booster clubs may make recommendations, but cash or other valuable consideration must be given to the District to use at its discretion. The Board's legal obligation to comply with Title IX by providing equal athletic opportunity for members of both genders will supersede an organization or club's recommendation.

Permission to use one of the above-mentioned names or logos may be rescinded at any time and does not constitute permission to act as the District's representative. At no time does the District accept responsibility for the actions of any parent organization or booster club regardless of whether it was recognized and/or permitted to use any of the above-mentioned names or logos. The Superintendent shall designate an administrative staff member to serve as the recognized liaison to parent organizations or booster clubs. The liaison will serve as a resource person and provide information about school programs, resources, policies, problems, concerns, and emerging issues. Building staff will be encouraged to participate in the organizations.

CROSS REF.: 8:80 (Gifts to the District)

ADOPTED:

Community Relations

Parental Involvement

In order to assure collaborative relationships between students' families and the District, and to enable parents/guardians to become active partners in their children's education, the Superintendent shall:

1. Keep parents/guardians thoroughly informed about their child's school and education.
2. Encourage parents/guardians to be involved in their child's school and education.
3. Establish effective two-way communication between parents/guardians and the District.
4. Seek input from parents/guardians on significant school-related issues.
5. Inform parents/guardians on how they can assist their children's learning.

The Superintendent shall periodically report to the School Board on the implementation of this policy.

CROSS REF.: 6:170 (Title I Programs), 6:250 (Community Resource Persons and Volunteers),
8:10 (Connection with the Community), 8:90 (Parent Organizations and Booster Clubs)

ADOPTED:

Community Relations

Relations with Other Organizations and Agencies

The District shall cooperate with other organizations and agencies, including but not limited to:

- County Health Department
- Law enforcement agencies
- Fire authorities
- Planning authorities
- Zoning authorities
- Illinois Emergency Management Agency (IEMA), local organizations for civil defense, and other appropriate disaster relief organizations concerned with civil defense
- Other school districts

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 4:170 (Safety), 5:90 (Abused and Neglected Child Reporting), 7:150 (Agency and Police Interviews)

ADOPTED:

Community Relations

Public Suggestions and Concerns

The School Board is interested in receiving suggestions and concerns from members of the community. Any individual may make a suggestion or express a concern at any District or School office. All suggestions and/or concerns will be referred to the appropriate level staff member or District administrator who is most able to respond in a timely manner. Each concern or suggestion shall be considered on its merit.

An individual who is not satisfied may file a grievance under Board policy 2:260, *Uniform Grievance Procedure*. The Board encourages, but does not require, individuals to follow the channels of authority prior to filing a grievance. Neither this policy nor the *Uniform Grievance Procedure* create an independent right to a hearing before the Board.

CROSS REF.: 2:140 (Communications To and From the Board), 2:230 (Public Participation at School Board Meetings and Petitions to the Board), 2:260 (Uniform Grievance Procedure), 3:30 (Chain of Command), 6:260 (Complaints About Curriculum, Instructional Materials and Programs), 8:10 (Connection with the Community)

ADOPTED:

MINOOKA COMMUNITY HIGH SCHOOL DISTRICT 111

AUDIT SPECIFICATIONS

Request For Proposal for Audit Services

Fiscal Years 2020 Through 2022

Initiation to Submit Proposal

Minooka Community High School District 111 invites Independent Certified Public Accounting firms to submit audit proposals providing audit services for the 2020, 2021, and 2023 Fiscal Years. Responses to the RFP must confirm to the presentation format outlined in this packet. All inquiries regarding the Request For Proposal and Minooka Community High School District 111 are to be directed to:

John Troy, Assistant Superintendent of Business & General Counsel
26655 W. Eames, Street
Channahon, IL 60410
Phone: 815-521-4294
Fax: 815-467-9733
Email: jtroy@mchs.net

Schedule and Award of RFP

All proposals must be received at the above address no later than Tuesday, June 16, 2020 at 3:00 PM. Two (2) copies of the completed proposal are required.

A committee of District 111 administrators will review the proposals. The committee will make a recommendation to the Board of Education at the monthly meeting on July 19, 2017. In reviewing the proposals and making the recommendation to the Board of Education, the administrative committee will consider the following:

Fees for Services
Scope of Services
Qualifications
References
Experience in Public Education in Illinois
Additional Information Submitted by Audit Firm

Scope of Audit

The annual audit shall consist of an examination of the individual and combined financial statements conducted in accordance with generally accepted auditing standards. The audit shall include review of accounting procedures and the system of internal accounting control to ensure that there is effective control over revenues, expenditures, assets and liabilities and that there is a proper accounting of resources, liabilities and accounting operations. The audit shall consist of tests of compliance with requirements of the applicable state and federal laws and regulations of material effect on the financial statement. The audit shall be conducted under the applicable guidelines of the Government Accounting Standards Board.

The examination shall be sufficient in scope so as to render an opinion on the fairness of the representations contained in the individual and combined balance sheets and related statements

of revenue and expenditures, and changes in fund equity for the year ended, in accordance with generally accepted accounting principals for state and local governments.

General Audit Information

The proposal for auditing service will be for a three (3) year period to include the school years ending June 30, 2017, June 30, 2018, and June 30, 2019. The proposal shall delineate a cost for service in each of these three years and shall remain firm once such proposal is accepted by the Board of Education. Examinations and exhibits shall be in accordance with the generally accepted auditing standards. The auditing firm will also prepare forms ISBE 50-35 and 60-18 or other forms and attachments for State and, if required, Federal reporting compliance. Costs are to include GASB requirement scheduled for implementation during the terms of the contract and which are scheduled for implantation as of the date of this Request for Proposal.

The annual audit is to include an examination of all funds and account groups of the district. The examination shall be made in accordance with generally accepted auditing standards promulgated by the American Institute of Certified Public Accountants. If required, the auditor shall also perform tests of compliance with the Federal Office of Management And Budget, and render a separate opinion on the financial statements and tests of compliance in accordance with OMB regulations.

During the terms of this agreement, representatives from the Audit Firm will be made available to offer advisory services to District 111. Services requested by District 111 beyond the scope of the audit or advisory services are to be billed at the hourly rate as listed in the RFP.

The audit should provide a complete review of accounting practices and internal controls, along with recommendations for improvements.

The District participates in several categorical programs. If the District requires a program audit in any of the categorical programs, the cost of the audit will be negotiated as a separate cost.

The auditor shall prepare:

1. Annual Financial Report consisting of all general purpose financial statements, combining statements and individual fund statements and supplementary schedules consistent with Government Auditing Standards issued by the Comptroller General of the United States, Audits of States, Local Governments And Non-Profit Organizations, and Government Accounting Standards Board.
2. The auditor will provide three (3) preliminary drafts.
3. The auditor will provide Fifteen (15) final bound copies and one (1) master unbound set.
4. The auditor will provide a Management Letter to the Board of Education. The purpose of the letter shall be to provide known recommendations of the auditor which, if implemented, would in the auditor's opinion, increase efficiency and improve internal accounting control as they relate to the business operations essential to Minooka Community High School District 111. All comments and recommendations shall be discussed with, and a draft of the letter provided to the Superintendent, prior to issuance.

5. The auditor shall present the audit at a regularly scheduled meeting of the Minooka Community High School District 111 Board of Education.
6. The auditor shall keep the district apprised of any and all changes in accounting and reporting requirements.
7. The auditor shall serve as a resource and be available for advisory services on accounting and internal control issues throughout the fiscal year.
8. No part of the audit, except for the printing, may be subcontracted.
9. Records of the district shall be audited on site at a space provided by the district. Records shall be returned to the office from which the material was provided.
10. The auditor shall prepare for mailing purposes all documents to the Illinois State Board of Education, the Regional Office of Education, and United States Office of Management and Budget. Mailing purposes is defined as organization of required documents and addressed envelopes.

Non-For Profit

Minooka Community High School District 111 received support from several independent Non-For-Profit Organizations. Specifically we are in the process of organizing an Education Foundation as well as asking our booster organizations to become 501(C) 3 organizations for financial purposes. Included with the scope of this agreement, the audit firm is required at no additional cost to the non-for-profit organization or the District 111, to audit the financial statements of the organizations, to give an opinion of the financial statements and internal controls of the organization, and if necessary to complete all IRS filing requirements.

Qualifications

Proposals will be accepted from firms with demonstrated experience and competency in Illinois Public School District auditing. The minimum qualifications for firms submitting proposals are:

1. The audit shall be conducted under the supervision of a licensed Certified Public Accountant experienced and knowledgeable in Illinois school district auditing. The senior field auditor must have three to five years actual experience in the supervision of a school district audit. The senior field auditor must be on-site during the audit.
2. The firm must provide the names, titles, addresses and phone numbers of at least three school district clients for whom the firm has performed audits within the last two years similar in scope and reporting as required by Minooka Community High School District 111.
3. The firm must have an existing engagement with at least three other school districts.

Qualification and Questionnaire

1. Format of formal audit report (check one):
 Copy of proposed format is attached _____
 Copy of proposed format is identical to specifications _____
2. Fifteen copies of formal audit report will be provided to District 111.
 Yes _____
 No _____
3. Auditing firm will comply with Guide to Auditing and Reporting for Illinois School Districts (latest revisions).
 Yes _____
 No _____
4. Auditing firm is on the approved list maintained by the Illinois State Board of Education.
 Yes _____
 No _____
5. Time table for performing annual audit:
 Audit will commence no later than August 1 following the conclusion of the fiscal year to be audited (July 1 through June 30) or a date accepted by the Assistant Superintendent of Business Services.
 Yes _____
 No _____
6. Completed audit, following consultation with District administration on draft audit, presented to Board of Education **no later than October 5, 2020**.
 Yes _____
 No _____
- 7.. Illinois Local Education Agency Financial Report will be completed and delivered to the District 111 business office **no later than September 29, 2020**.
 Yes _____
 No _____
7. Please list as references school districts this firm has audited during for Fiscal Year 2019 (attach pages if necessary).

School District	Address	Contact Person and Phone

Fee For Services and Engagement Letter

We, the undersigned, being a principal with the below-named auditing firm, accept the specifications for auditing services and agree to perform the outlined auditing services for the amount(s) indicated below:

Fiscal Year	Annual General Audit Services	Hourly Consultation Fee
2019-20	\$	\$
2020-21	\$	\$
2021-22	\$	\$

Company Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____ Fax: _____

Representative and Title: _____

Signature: _____ Date: _____

DRUG FREE WORKPLACE

The Illinois *Drug Free Workplace Act* (Ill. Rev. Stat., ch. 127, par. 132.311) applies to this contract and it is necessary to comply with the provisions of the "Act" if the contractor is a corporation, partnership, or other entity (including a sole proprietorship) which has **25** or more employees. By submission of a bid to be considered for award and by execution of the contract in an amount of \$5,000 or more, the contractor certifies that it will provide a drug free work place by:

- A. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance, including cannabis, is prohibited in the contractor's workplace; specifying the actions that will be taken against employees for violations of such prohibition; and notifying the employee, that, as a condition of employment on such contract the employer shall abide by the terms of the statement, and notifying the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than (5) days after such conviction.
- B. Establishing a drug free awareness program to inform employees about the dangers of drug abuse in the workplace; the contractor's policy of maintaining a drug free workplace; any available drug counseling, rehabilitation, and employee assistance programs; and the penalties that may be imposed upon employees for drug violations.
- C. Providing a copy of the statement required by subparagraph (A) to each employee engaged in the performance of the contract and to post the statement in a prominent place in the workplace.
- D. Notifying the Department within ten (10) days after receiving notice from an employee or otherwise receiving actual notice of the conviction of an employee for a violation of any criminal drug statute occurring in the workplace.
- E. Imposing or requiring, within thirty (30) days after receiving notice from an employee of a conviction or actual notice of such a conviction, an appropriate personnel action, up to and including termination, or the satisfactory participation in a drug abuse assistance or rehabilitation program approved by a federal, state or local health, law enforcement or other appropriate agency.
- F. Assisting employees in selecting a course of action in the event drug counseling, treatment, and rehabilitation is required and indicating that a trained referral team is in place.
- G. Making a good faith effort to continue to maintain a drug free workplace.

Bidder or Agent

For _____
Firm or Corporation

General District Information-Minooka Community High School District 111

June 30, 2019 Audit Data:

<u>Fund</u>	<u>Receipts</u>	<u>Expenditures</u>	<u>Fund Balances</u>
Education	\$30,013,305	\$29,468,838	\$9,281,088
Tort	\$1,272,706	\$1,087,050	\$2,237,744
Operation & Maintenance	\$3,763,088	\$3,898,297	\$3,653,164
Bond & Interest	\$8,976,704	\$9,157,213	\$5,833,819
Transportation	\$2,943,456	\$2,445,719	\$2,971,103
I.M.R.F. FICA/Medicare	\$1,024,803	\$879,723	\$506,397
Capital	\$209,512	\$1,608,880	\$1,398,192
Working Cash	\$1,016,820	\$0	\$13,630,584
Life Safety	\$715,433	\$0	\$2,237,755

Federal Funds received less than \$750,000.00

In FY20 the District did issued approximately \$20 million dollars in health life safety and capital improvement bonds.

Minooka Community High School District 111 is located in Grundy County, Illinois and currently consists of two campuses. The South Campus houses students in grades 9-10. The Central Campus houses students in grades 11-12. The current student enrollment is 2800 students. District 111 employs 13 administrators, 155 certified teachers and 121 support staff personnel including instructional aides, custodians, maintenance personnel, clerical staff, and bus drivers.

Basis of Accounting

The District maintains its accounting records on the modified cash basis. The District maintains an encumbrance accounting system, under which purchase orders, contracts, and others are paid. All records for the District are maintained internally and electronically using accounting software published by Specialized Data Systems (SDS) by full-time staff members. Employees are part of the Teachers Retirement System or Illinois Municipal Retirement System depending upon their job classification or instructional certification. Financial reports are available in electronic file format.

SHAW MEDIA
PO BOX 250
CRYSTAL LAKE IL 60039-0250
(815)459-4040

ORDER CONFIRMATION

Salesperson: DEBORAH KUKIELSKI Printed at 05/29/20 15:29 by dkuki-sm

Acct #: 10057672 Ad #: 1785406 Status: New
MINOOKA HIGH SCHOOL DIST 111 Start: 06/02/2020 Stop: 06/02/2020
COLLEN WARD Times Ord: 1 Times Run: ***
26655 W EAMES ST CLEG 1.00 X 31.00 Words: 102
CHANNAHON IL 60410 Total CLEG 31.00
Class: C8100 PUBLIC NOTICES
Rate: LEGAL Cost: 69.44
Affidavits: 1

Contact: COLLEN WARD Ad Descrpt: AUDIT PROPOSALS
Phone: (815)467-2557 Descr Cont: 1785406
Fax#: Given by: JOHN TROY
Email: Colleen Ward <cward@mchs.net P.O. #:
Agency: Created: dkuki 05/29/20 15:18
Last Changed: dkuki 05/29/20 15:29

URL: _____

Source: _____ Section: _____ Page: ____
Camera Ready: N Group: LEGALS AdType: _____
Misc: _____
Color: _____
Proof: _____ Pickup Date: _____ Ad#: _____
Delivery Instr: _____ Pickup Src: _____
Changes: None ___ Copy ___ Art ___ Size ___ Copy Chg Every Run ___
Coupon: _____ Gang Ad #: _____
Ad Copy Method: _____
Special Instr: _____

COMMENTS:
COPIED from AD 1778559

PUB	ZONE	EDT	TP	RUN	DATES
JHN	CL	97	S	06/02	
WJJ	CL	99	S	06/02	
APNW	CL	97	S	06/02	

(CONTINUED ON NEXT PAGE)

SHAW MEDIA
PO BOX 250
CRYSTAL LAKE IL 60039-0250
(815)459-4040

ORDER CONFIRMATION (CONTINUED)

Salesperson: DEBORAH KUKIELSKI

Printed at 05/29/20 15:29 by dkuki-sm

Acct #: 10057672

Ad #: 1785406

Status: New

PUBLIC NOTICE

Request for Proposals

Minooka Community High School District No. 111 invites independent certified accounting firms to submit audit proposals providing auditing services for the 2020, 2021, and 2022 fiscal years. Proposal specifications can be found on the district website, www.mchs.net. Proposals shall be submitted in sealed envelopes marked "Auditing Services Proposal" to Minooka Community High School District No. 111, 26655 W. Eames Street, Channahon, IL 60410, Attention John Troy, Assistant Superintendent for Business & General Counsel. Proposals are due on or before June 16, 2020, 3:00 pm. Opening of proposals to follow immediately thereafter.

(Published in Herald-News
June 2, 2020)1785406



MINOOKA COMMUNITY HIGH SCHOOL

District #111 mchs.net

*Mission: Strengthen **M**astery, **C**ollaboration, **H**igh Expectations, and **S**uccess for All Students.*

John Troy

Assistant Superintendent & General Counsel

Date: June 17, 2020
To: Board of Education
Dr. Kenny Lee, Superintendent
RE: Auditing Services Bid

The district received three responses to the published bid request for auditing services:

2020 Auditing Services Bids

	Year 1	Year 2	Year 3
Mack and Associates	\$10,500;	\$10,750	\$10,975
Atlas	\$11,000;	\$12,500	\$13,750
Lauterbach	\$15,000;	\$15,500	\$16,000

The last time the district went out for bid for auditing services was three years ago in 2017. Mack and Associates was the low bidder and awarded the bid. The following were the bids received in 2017:

2017 Auditing Services Bids

	Year 1	Year 2	Year 3	
Mack and Associates	\$9,938;	\$10,000	\$10,430	awarded bid
Lauterbach	\$10,000;	\$10,300	\$13,600	
Baker Tilly	\$29,500;	\$30,500	\$31,500	

Mack and Associates have been performing auditing services for the district since the 2013-2014 fiscal year audit, this year's audit, 2019-2020, will be the seventh year. Prior to Mack the district employed Maccietto, Roth, and Company for 5 years.

Amongst the considerations in determining who to award the bid are: 1) the cost of services; 2) prior working relationships with the auditor; 3) the locality of the auditing firm; 4) number of school districts that the auditor is currently engaged with; and 5) length of term of current auditor.

Mack and Associates is clearly the low bidder. Our relationship with Mack has been very good and they are very helpful answering our questions throughout the school year without additional charge. Mack is located in Morris, Illinois, the other firms are located in Marion, Illinois (Atlas) and Naperville, Illinois (Lauterbach). Mack is currently working with 23 school districts, many within our regional area. Atlas is currently working with 4 school districts, 2 in downstate Illinois and 2 in Arizona. Lauterbach is currently working with 5 school districts predominately north of our District. The six years that Mack has been performing auditing services for the district should be considered. Some school boards change their auditor after a period of time and other school boards retain their auditor for very extended periods of time.

The administration recommends that the Board consider the following two options:

1. Award the auditing bid to Mack and Associates for 3 years; or
2. Award the auditing bid to Mack and Associates for 1 year and bid it out again next year.

Minooka CHSD 111
Board Self-Evaluation: Team Relations
Thursday, August 22, 2019

On Thursday, August 22, the Minooka CHSD 111 Board of Education held a working session focused on team relations. The meeting began at 5:30 p.m. and was facilitated by Reatha Owen of the Illinois Association of School Boards.

In our introductory work, Reatha asked the board to list characteristics of an effective board.

Characteristics of an effective board include: (verbatim)

- Synergy, Comradery, Communication
- Trust, Respect, Honesty
- Communication, Diversity of the mind, Respect
- Communication, Understanding, Looking at situations from all aspects and angles, Respect
- Leadership, Loyalty, Shared Commitment
- Communication, Work together/unity, Respect
- Selfless, Communicate, Encourage yet hold each other accountable

Top three common themes identified by the group:

- Communication
- Respect
- Diverse thought

Board Strengths

Based on the above list of characteristics, the board identified its strengths:

1. Communication
2. Open discussion
3. Board member engagement with the community

Review of Minooka CHSD 111 Essential Board Process Agreements.

The board reviewed the process agreements developed in October 2018. Two items were revised in the Board/Superintendent Communication Expectations.

1. In the Board/Superintendent Communication Expectations (board) – Item two, removed “by email”.
2. In the Board/Superintendent Communication Expectations (superintendent) – Added “when asking for additional information” to item three.

(Note: A revised document is included with this follow-up.)

Next Steps

Keeping in mind that every board of education should continuously improve and model learning for their district, the Minooka CHSD 111 Board of Education discussed the following:

- Inform the full board on concern/issue that the community may misconstrue.
- The full board receives information that is thorough and clear on board concerns within the board team or in the district.
- The superintendent will make the following changes to his verbal report:
 1. Highlight a few items from his weekly memos to the board
 2. Include highlights from the administrator reports

Minooka CHSD 111 Essential Board Process Agreements

October 15, 2018

Placing items on the agenda

- The Board President and the Superintendent will confer to generate an agenda for an upcoming board meeting one week prior to the scheduled board meeting (where this agenda will be utilized).
- Any board member desiring to have an item considered for an upcoming board agenda should determine if the item is an update request or if the item warrants being an agenda item;
 - If the requesting member believes the item warrants being classified as an agenda item, he/she should contact the Board President prior to the date of the "agenda setting meeting"(between the Board President and the Superintendent).
 - The requesting board member should be prepared to explain how the requested agenda item relates to "Board ends."
 - The Board President will communicate to the requesting board member if the agenda item is within the appropriate timeframe to be included within the upcoming meeting agenda, per the Open Meetings Act (OMA).
 - (If adding the request will not prompt a violation of OMA) The requested agenda item will be included on the meeting agenda under the agenda heading of "Board Discussion" (for discussion only) and the requesting board member must share the link between a specific "Board ends" and the requested agenda item topic to the full Board.
 - (Following Board discussion) The Board, via consensus of the majority, will determine if the requested agenda item will advance to the next board meeting (or a future, specified meeting) for board action.

Asking questions about upcoming agenda items

- A board member who has a question regarding an upcoming agenda item should contact the Superintendent or a Superintendent-approved designee who can accurately respond to the board member question.
- The Superintendent will be "cc"-ed on any communication between a board member and any Superintendent-approved designee.
- The Superintendent will relay each question posed by a board member along with any related response via the weekly update issued to the full Board;
 - The Superintendent will maintain the anonymity of each board member who posed a question regarding any upcoming agenda item within the weekly update communication to the full Board.

Communicating with members

- Compliance to the OMA and adherence to board policy

Communicating with staff

- A board member desiring to contact a staff member should contact the Superintendent and the Superintendent will respond appropriately.

Visiting the campus

- A board member should contact the Superintendent, in advance, prior to visiting a campus. The Superintendent will arrange the campus visit.
- Each visiting board member should follow district and school security measures/procedures.

Responding to concerns

GENERAL CONCERNS:

- Listen to the citizen.
- Acknowledge the concern(s) of the citizen.
- Refer the individual sharing a concern(s) to established board policy such as the Chain of Command.
- (Based on the severity of the concern) Inform the Superintendent of the citizen concern along with the response offered by the responding board member.

EMAILED CONCERNS:

GROUP EMAIL

- The Superintendent will reply to the sender with a response addressing the citizen concern.

INDIVIDUAL EMAIL

- Acknowledge the email with a reply to the sender.
- Forward the email to the Superintendent.
- The Superintendent will reply to the sender.
- (Based on the severity of the concern) The Superintendent will inform the Board of the citizen inquiry/concern along with the response relayed to the citizen.

Communicating with the media

- The Board President, in consultation with the Superintendent, serves as the spokesperson of the Board with the media.
- The Superintendent, in consultation with the Board President, serves as the spokesperson of the District with the media.

Communicating with the public

- The Board President, in consultation with the Superintendent, serves as the spokesperson of the Board with the public.
- The Superintendent, in consultation with the Board President, serves as the spokesperson of the District with the public.

Orienting new members

- Mandated board training sessions and deadlines will be shared with each new board member.
- A conference(s) will be conducted with the Superintendent (and the Board President, if available).

August 22, 2019

This board expects:

1. To receive regular communication from the superintendent every week via email.
2. To be notified as soon as possible for: ~~(Deleted by email)~~
 - a. School emergency (lock down, fire, etc.)
 - b. Bus accident
 - c. Student emergency (arrest, injury, death)
 - The Board grants the Superintendent discretion in ascertaining what type of injuries warrant immediate communication with the full Board.
 - d. Staff emergency (arrest, injury, death)
 - The Board grants the Superintendent discretion in ascertaining what type of injuries warrant immediate communication with the full Board.
3. To receive board packets and supporting documentation three (3) calendar days before the scheduled board meeting.
4. To receive regular monthly expenditure reports.
5. That all board members will receive the same information.
 - a. One member's request for additional information results in all members receiving or having the same access to the information.
6. That board members will treat each other and staff with respect.
7. That the superintendent and staff will treat all board members with respect.
8. That reasonable requests for additional information will be satisfied in a timely manner.
9. That there will be no surprises. No one gets surprised at any time-in the meeting or between meetings. The truth of no surprises is respect for all participants and the process.

This superintendent expects:

1. Requests for additions to the agenda will go to the **Board President**, and will be received **48 hours** before the meeting. The board of the whole will agree to put an item on a future agenda before significant staff time is expended.
2. That direction is only given at board meetings when a majority of the board gives direction.
3. That board members will be respectful toward staff and be respectful of staff's time **when asking for additional information.** ~~(Added language)~~
4. **That board members will read all board packets and supporting documentation before the board meeting.**
5. That board members will call the **Superintendent or a Superintendent-approved designee** with questions about agenda items or supporting materials at least 24 hours before the scheduled board meeting.
6. That there will be no surprises. No one gets surprised at any time-in the meeting or between meetings. The truth of no surprises is respect for all participants and the process.

- The New Board Member Orientation Packet will serve as one resource utilized in this conference.

Closed Session

- What is discussed/occurs in closed session stays in closed session.

Participating during public forums

- Adhere to board policy.

Code of Conduct

for members of school boards

As a member of my local school board, I will do my utmost to represent the public interest in education by adhering to the following standards and principles:

1. I will represent all school district constituents honestly and equally and refuse to surrender my responsibilities to special interest or partisan political groups.
2. I will avoid any conflict of interest or the appearance of impropriety which could result from my position, and will not use my board membership for personal gain or publicity.
3. I will recognize that a board member has no legal authority as an individual and that decisions can be made only by a majority vote at a board meeting.
4. I will take no private action that might compromise the board or administration and will respect the confidentiality of privileged information.
5. I will abide by majority decisions of the board, while retaining the right to seek changes in such decisions through ethical and constructive channels.
6. I will encourage and respect the free expression of opinion by my fellow board members and will participate in board discussions in an open, honest and respectful manner, honoring differences of opinion or perspective.
7. I will prepare for, attend and actively participate in school board meetings.
8. I will be sufficiently informed about and prepared to act on the specific issues before the board, and remain reasonably knowledgeable about local, state, national, and global education issues.
9. I will respectfully listen to those who communicate with the board, seeking to understand their views, while recognizing my responsibility to represent the interests of the entire community.
10. I will strive for a positive working relationship with the superintendent, respecting the superintendent's authority to advise the board, implement board policy, and administer the district.
11. I will model continuous learning and work to ensure good governance by taking advantage of board member development opportunities, such as those sponsored by my state and national school board associations, and encourage my fellow board members to do the same.
12. I will strive to keep my board focused on its primary work of clarifying the district purpose, direction and goals, and monitoring district performance.

MINOOKA COMMUNITY HIGH SCHOOL
DISTRICT #111
BOARD OF EDUCATION MEETINGS

Board meetings are scheduled on the third Wednesday of each month. Exceptions are noted. All meetings are held at 6:00 p.m. in the Academic Resource Center of Minooka Community High School, unless moved elsewhere, as posted below:

BOARD MEETINGS-Wednesdays

June 17, 2020

July 15, 2020

August 19, 2020

September 16, 2020

October 21, 2020

November 18, 2020

December 16, 2020

January 20, 2021

February 17, 2021

March 17, 2021

April 21, 2021

May 19, 2021

June 16, 2021

*Exceptions

**Additionally, committee of the whole meetings will be held on the second Wednesday of each month at 5:30 p.m. and are held in Room 263 at Central Campus.

Copies to: Morris Herald News

Cc: Supt. – DO
Dir. B&F – DO
Principal – Central
Dir. C&I
Asst. Principal – South/Central
AD Athletics - Central
AD Activities – South
Secretary to the Principal – Central
Secretary to the AD – Central
Secretary to the AD – South (bldg. usage)
Secretary to the Dir. C&I
Comm. Rel. – Central/South
B&G Dir. – Central (bldg. usage)
B&G Dir. – South (bldg. usage)
Accts. Pay. – DO
MEA President
SSU President
Quest
Web Site
MDH
Grundy News

Approved x/xx/xx

E-mailed and faxed x/xx/xx

Committee Meetings 2 nd Wednesday 5:30 P.M.	Board Meetings 3 rd Wednesday 6:00 P.M.
Committee Meetings	Board Meetings
June 10, 2020	June 17, 2020
July 8, 2020	July 15, 2020
August 12, 2020	August 19, 2020
September 9, 2020	September 16, 2020
October 14, 2020	October 21, 2020
November 11, 2020	November 18, 2020
December 9, 2020	December 16, 2020
January 13, 2021	January 20, 2021
February 10, 2021	February 17, 2021
March 10, 2021	March 17, 2021
April 14, 2021	April 21, 2021
May 12, 2021	May 19, 2021
June 9, 2021	June 16, 2021

*Exceptions