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*SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE*

**Board of Directors Meeting**
**August 6, 2025**
**SASED Administrative Center**
**2900 Ogden**
**Lisle, IL 60532**
**2:00 PM**
**AGENDA**

1. **Call to Order/Roll Call**
2. **Pledge of Allegiance**
3. **Public Comment**
4. **Consent Agenda**
   a. Approval of Open Session Minutes from June 11, 2025 Board of Directors Meeting
   b. Personnel Recommendations
      1) Accept/Approve the Resignations, Retirements, Employment, and Change of Employment Status of Educational Support Staff, Licensed Staff, and Registered Staff as presented.
   c. Financial
      1) Budget Reports
      2) Treasurers/Investments Reports
      3) Payroll Reports for June and July 2025
      4) Bill List for July and August 2025
      5) Interim Checks and Voids for June and July 2025
   d. Governance
      1) Approve the Second Reading and Adoption of the Updated Policies Released with IASB PRESS Issue 118
      2) Approve the SY25-26 Renewal Contract for Frontline
      3) Approve the Services Agreement with 2Axend, LLC
      4) Approve the Intergovernmental Agreements to enroll a non-member district student in a SASED program.
5. **Action Items**
   a. Approve the Removal of Student Growth Metric from PERA Teacher Evaluation System and adopt the Memorandum of Understanding as part of the SASED/SEA Agreement
6. **Discussion/Information**
   a. FOIA Request from Public Info Access LLC
   b. FOIA Request from the Association for the Advancement of Civil Liberties (AACL)
   c. Summary of Extended School Year (ESY)
   d. Medicaid/Embrace Update
   e. Executive Director Report
   f. Funding Options for New Facility
7. **Adjournment**

School Association for Special Education in DuPage
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**Dr. Kim Dryier**
*Executive Director*

**ACTION ITEM**

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To: SASED Board of Directors
From: Kim Dryier, Executive Director
Date: August 6, 2025
Re: Approval of Board of Directors Meeting Minutes

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Open session meeting minutes from the June 11, 2025 Board of Directors Meeting.

Recommended Action: SASED Administration requests that the Board of Directors approve the open session meeting minutes from the June 11, 2025 Meeting.

**Public Hearing/SASED Board of Directors Meeting**
**June 11, 2025 - 2:00 PM**
**SASED Administrative Center**
**2900 Ogden Avenue, Lisle, IL 60532**

## OPEN SESSION MINUTES

1. **Public Hearing -** Dr. Jean Barbanente called the public hearing to order at 2:00 pm regarding the proposed transfer of $878,196 from the Educational Fund to the Operations and Maintenance Fund. No public in attendance. The Hearing was adjourned at 2:01pm.

Dr. Jean Barbanente, Chairperson, called the SASED Board of Directors meeting to order at 2:04 pm and welcomed those in attendance.

2. **Roll call was taken with the following responding:**

| | District | Representative |
|---|---|---|
| **Present:** | Keeneyville School District 20 | Dr. Omar Castillo |
| | Benjamin School District 25 | Mr. John Langton |
| | West Chicago Elem School District 33 | Ms. Kristina Davis |
| | DuPage County School District 45 | Dr. Brian Graber |
| | Salt Creek School District 48 | Dr. Amy Zaher |
| | Maercker School District 60 | Dr. Sean Nugent |
| | Cass School District 63 | Mr. Mark Cross |
| | DuPage High School District 88 | Dr. Jean Barbanente |
| | Community High School District 94 | Dr. Kurt Johansen |
| | Community High School District 99 | Dr. Hank Thiele |
| | Community Consolidated School District 180 | Dr. Tom Schneider |
| | Elmhurst Community Unit School District 205 | Dr. Keisha Campbell |
| **Absent:** | Winfield School District 34 | |
| | Downers Grove School District 58 | |
| | Center Cass School District 66 | |
| | Woodridge School District 68 | |
| | Westmont Community Unit School District 201 | |
| | Lisle Community Unit School District 202 | |

**Present:** 12 Districts **Absent:** 6 Districts

Also in attendance:
Dr. Kim Dryier, Executive Director, SASED
Dr. Elizabeth Vander Woude, Asst. Dir. Programs and Services, SASED
Ms. Rachel Wisniewski, CSBO, SASED
Mr. Dan Lawler, Technology Coordinator, SASED
Ms. Senga Lowe, Board Recording Secretary, SASED
Guest - Ms. Robin Cox, SASED

3. **Pledge of Allegiance**
4. **Public Comment -** None

**5. Consent Agenda**

a. Approval of Open Session Minutes from May 21, 2025 Board of Directors Meeting
b. Personnel Recommendations
    1. Accept/Approve the Resignations, Retirements, Employment, and Change of Employment Status of Educational Support Staff, Licensed Staff, Registered Staff and Contract Staff as presented.
    2. Approve the 2025 SASED Extended School Year (ESY) Personnel Recommendations
    3. Approve the Agreements with EDU Healthcare and Blazerworks
    4. Approve the Agreements with NIU - Audiology and the University of Arizona
c. Financial
    1. Budget Reports
    2. Treasurers/Investments Reports
    3. Payroll Reports for May 2025
    4. Bill List for June 2025
    5. Interim Checks and Voids for May 2025
d. Governance
    1. Approve the Agreement between Early CHOICES and Accountability Solutions
    2. Approve the SY 25-26 Agreement with Creative Exchange
    3. Accept the First Reading of the Updated Policies Released with IASB PRESS Issue 118
    4. Approve the Behavior Interventions, Policies, and Procedures for Students with Disabilities Manual

***A motion was made to approve the consent agenda items as presented. This motion was made by Member Thiele and seconded by Member Johansen.***

**Upon Roll Call Vote:**

**Ayes:** Castillo SD20, Langton SD25, Davis SD33, Graber SD45, Zaher SD48, Nugent SD60, Cross SD63, Barbanente SD88, Johansen SD94, Thiele SD99, Schneider SD180, Campbell SD205.
**Nays:** None
**Ayes:** 12 Districts **Nays:** None **Absent:** 6 Districts
***Upon roll call vote, motion passed.***

**6. Action Items**

a. Adopted the resolution authorizing the transfer of $878,196 from the Education Fund to the Operations and Maintenance Fund.

***A motion was made to adopt the resolution authorizing the transfer of funds, as presented. This motion was made by Member Langton and seconded by Member Castillo.***

**Upon Roll Call Vote:**

**Ayes:** Castillo SD20, Langton SD25, Davis SD33, Graber SD45, Zaher SD48, Nugent SD60, Cross SD63, Barbanente SD88, Johansen SD94, Thiele SD99, Schneider SD180, Campbell SD205.
**Nays:** None
**Ayes:** 12 Districts **Nays:** None **Absent:** 6 Districts
***Upon roll call vote, motion passed.***

b. Approved the authorization to release July 2025 disbursements prior to the August 6, 2025 Board of Directors meeting.

***A motion was made to approve the authorization to release July 2025 disbursements prior to the August 6, 2025 Board of Directors meeting, as presented. This motion was made by Member Cross and seconded by Member Nugent.***

**Upon Roll Call Vote:**

**Ayes:** Castillo SD20, Langton SD25, Davis SD33, Graber SD45, Zaher SD48, Nugent SD60, Cross SD63, Barbanente SD88, Johansen SD94, Thiele SD99, Schneider SD180, Campbell SD205.
**Nays:** None
**Ayes:** 12 Districts **Nays:** None **Absent:** 6 Districts
***Upon roll call vote, motion passed.***

c. Approved the revised lease addendum for 2900 Ogden Avenue

***A motion was made to approve the revised lease addendum for 2900 Ogden Avenue, as presented. This motion was made by Member Zaher and seconded by Member Graber.***

**Upon Roll Call Vote:**

**Ayes:** Castillo SD20, Langton SD25, Davis SD33, Graber SD45, Zaher SD48, Nugent SD60, Cross SD63, Barbanente SD88, Johansen SD94, Thiele SD99, Schneider SD180, Campbell SD205.
**Nays:** None
**Ayes:** 12 Districts **Nays:** None **Absent:** 6 Districts
***Upon roll call vote, motion passed.***

**7. Discussion/Information**

a. Committee Reports - Dr. Dryier stated that the facility cost analysis will be discussed at the next Finance Committee meeting scheduled for September 3, 2025 which will then be shared with the Facility Planning Committee.
b. Strategic Plan Updates - Dr. Kim Dryier provided a detailed progress report of the strategic plan.
    1. Human Resources - 5.6% unfilled positions with the highest group being the teachers assistants. SASED continues to focus on recruitment with our local college and university partnerships. Recruitment and culture committees are also focusing on the retention of staff and improvement in the culture within SASED. The Steering Committee will restart once school starts and will focus on the 4 areas of the strategic plan.
    2. Programs and Services - Rejection of referrals should almost never happen and this will be further looked at. The inclusion tracker will continue as we look at new facilities.
    3. Communication - SASED continues to look at new ways to efficiently communicate with staff, families and districts.
    4. Operations - HVAC work at Southeast is underway and is scheduled for completion before school starts in August.
    5. Staff Survey Results - There was a positive growth in the number of surveys completed. Leadership is focusing on the areas of concern and striving to make progress in those specific areas. The dissatisfaction in communication and fair treatment has a lot to do with program supervision which will be addressed with the new programming structure. Professional development benchmark data now available.
c. Executive Director Report - ESY staff is all set. We are currently 2 classified staff short for SY25-26.

**8. Adjournment**

***A motion was made to adjourn at 2:38 pm. This motion was made by Member Thiele and seconded by Member Johansen. Upon voice vote of all ayes from 12 districts present, motion passed.***

Minutes Approved by:

_____ _____
Chairperson Date Secretary Date

School Association for Special Education in DuPage

**Dr. Kim Dryier**
*Executive Director*

**ACTION ITEM**

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To: SASED Board of Directors
Via: Dr. Kim Dryier
From: Dr. Julia Wheaton, Interim Chief Human Resource Officer
Date: August 6, 2025
Re: Personnel Recommendations

Purpose: This month's personnel report on staffing changes, including new hires, departures, and any leaves is being presented for your review.

Please see the attached Personnel Notes.

*Financial Impact:* Filled positions have been accounted for in the FY26 budget.

*Recommended Action:* SASED Administration requests that the Board of Directors approve the personnel recommendations as presented.

2900 Ogden Ave. Lisle, IL 60532
Telephone: (630) 778-4500 Fax: (630) 778-0196
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School Association for Special Education in DuPage

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# PROPOSED PERSONNEL ACTION

## 1. Resignations/Retirements/Terminations – Licensed Staff

| Name | Position | Funding Source | Initial Employment Date | Last Day Worked | Reason |
|---|---|---|---|---|---|
| Johnson, Julia | Teacher/ELL<br>SASED Programs<br>0.52 F.T.E. | Tuition | 8/13/2018 | 5/21/2025 | Personal reasons |
| Medearis, Christopher | Teacher/APE<br>SLE & SMNP Programs | Tuition | 8/31/2020 | 5/29/2025 | Accepted another position |
| Sadowski, Jeanine | Speech/Language Pathologist<br>SLE Program | Tuition | 8/14/2012 | 6/4/2025 | Personal reasons |
| Uhlir, Ellen | Speech/Language Pathologist<br>SLE Program | Tuition | 8/9/2024 | 7/17/2025 | Personal reasons |
| Zouras, Jaime | Career Readiness Teacher<br>Transition Program | Tuition | 8/12/2024 | 5/28/2025 | Personal reasons |

## 2. Resignations/Retirements/Terminations – Educational Support Staff

| | | | | | |
|---|---|---|---|---|---|
| Brennan, Claire | Teacher Assistant/SLE<br>Holmes | Tuition | 3/22/2022 | 5/30/2025 | Accepted another position |
| Connolly, Diana | 10-month Admin. Asst.<br>OT/PT Department | User Fee<br>Member Dists. | 8/2/2021 | 6/18/2025 | Personal reasons |
| Lesnicki, Amy | 1:1 Medical/Teacher Assistant | User Fee<br>Dist. #68 | 8/25/2023 | 5/23/2025 | Personal reasons |
| Olson, Coleen | 1:1 Teacher Assistant | User Fee<br>Dist. #48 | 10/26/2001 | 6/4/2026 | Retiring |

## 3. Appointments – Licensed Staff

| Name | Position | Funding Source | Initial Employment Date | Hourly Rate | Salary |
|---|---|---|---|---|---|
| DuCharme, Hannah | Teacher/SLE<br>Addison Trail | Tuition | 8/11/2025 | | $54,592.00 |
| Hickman, Theodore | Teacher/Pathways<br>Southeast | Tuition | 8/8/2025 | | $97,916.00 |
| Holzwart, Morgan | Teacher/SLE<br>Winfield Primary | Tuition | 8/8/2025 | | $97,916.00 |
| Jobb, Shelley | Teacher/SLE<br>Anne M. Jeans | Tuition | 8/11/2025 | | $119,551.00 |

**3. Appointments – Licensed Staff - continued**

| Name | Position | Funding Source | Initial Employment Date | Hourly Rate | Salary |
|---|---|---|---|---|---|
| Macrowski, Diane | Social Worker/SLE<br>Winfield | Tuition | 8/6/2025 | | $64,845.00 |
| Millane, Gabriel | Teacher/Pathways<br>Southeast | Tuition | 8/8/2025 | | $54,592.00 |
| Miller, Cady | Teacher/Pathways<br>Southeast | Tuition | 8/8/2025 | | $79,158.00 |
| Olenec, Karen | Teacher<br>Transition Program | Tuition | 8/8/2025 | | $69,332.00 |
| Vandercar, Patricia | Teacher/VI<br>Albright | Tuition | 8/11/2025 | | $96,131.00 |
| Wood, Julia | Teacher/SLE<br>Waterbury | Tuition | 8/11/2025 | | $61,689.00 |

**4. Appointments – Registered Staff**

| | | | | | |
|---|---|---|---|---|---|
| Blome, Nicole | Occupational Therapist | User Fee<br>Member Dists. | 8/11/2025 | | $61,815.00 |
| Warkentien, Amy | Occupational Therapist | User Fee<br>Member Dists. | 8/11/2025 | | $76,039.00 |

**5. Appointments – Educational Support Staff**

| | | | | | |
|---|---|---|---|---|---|
| Callen, Samantha | Signing Assistant/DHH<br>North | Tuition | 8/11/2025 | $19.76 | |
| Harris, Bridget | Interpreter/DHH<br>North | Tuition | 8/11/2025 | $40.69 | |
| Sassano, Emma | Teacher Assistant/SLE<br>Anne M. Jeans | Tuition | 8/11/2025 | $19.45 | |

**6. Change of Employment Status – Licensed Staff**

| | | | | | |
|---|---|---|---|---|---|
| Arroyo, Natasha | From:<br>Social Worker<br>1.0 F.T.E. - VI Program | Tuition | 8/9/2022 | | $73,641.38 |
| | To:<br>Social Worker –<br>0.60 F.T.E.<br>VI Program | Tuition | 8/6/2025 | | $44,029.32<br>Prorated from<br>$73,641.38 |

**6. Change of Employment Status – Licensed Staff - continued**

| Name | Position | Funding Source | Initial Employment Date | Hourly Rate | Salary |
|---|---|---|---|---|---|
| Minhas, Kaiser | From: | | | | |
| | Teacher Assistant<br>Pathways - Southeast | Tuition | 3/5/2024 | $26.40 | |
| | To: | | | | |
| | Teacher/Pathways<br>Southeast | Tuition | 8/8/2025 | | $69,332.00 |
| Mueller, Kimberly | From: | | | | |
| | Movement Specialist<br>SASED Programs | Tuition | 8/17/2006 | | $65,064.78 |
| | To: | | | | |
| | Teacher/APE<br>SASED Programs | Tuition | 8/8/2025 | | $67,694.00 |
| Tschetter, Cynthia | From: | | | | |
| | Social Worker<br>SLE Program | Tuition | 8/7/2024 | | $67,141.00<br>(189 Days) |
| | To: | | | | |
| | IST/SI Specialist<br>SI/IS Program | Local Funds | 8/4/2025 | | $69,280.00<br>(195 Days) |

**7. Change of Employment Status – Registered Staff**

| | | | | | |
|---|---|---|---|---|---|
| Heuer, Rachel | From: | | | | |
| | Occupational Therapist<br>1.0 F.T.E. | User Fee<br>Member Dists. | 2/18/2009 | | $88,130.10 |
| | To: | | | | |
| | Occupational Therapist<br>0.80 F.T.E. | User Fee<br>Member Dists. | 8/11/2025 | | $70,504.24<br>Prorated from<br>$88,130.10 |

**NOTE:** The Administration assures the Board that all of the above salaries are within Board approved ranges and/or schedules.

School Association for Special Education in DuPage

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**FOR INFORMATION ONLY**

**1. Leave of Absence/FMLA – Licensed Staff**

| Name | Position | Length of Leave |
|---|---|---|
| Alexander, Brittany | Teacher/DHH<br>North | 8/7/2025 – 10/31/2025 |

**2. Leave of Absence/FMLA – Registered Staff**

| | | |
|---|---|---|
| Fanuka, Casey | Audiologist | 8/4/2025 – 8/8/2025 |
| Hizel, Michael | Occupational Therapist<br>OT/PT Program | 8/11/2025 – 10/15/2025 |

**3. Leave of Absence/Medical – Registered Staff**

| | | |
|---|---|---|
| McKinney, Laura | Occupational Therapist<br>.40 F.T.E. | 8/11/2025 – 9/2/2025 |

To Whom it May Concern:

I am submitting my resignation from SASED as an EL Itinerant . Thank you for the amazing opportunities and support through the years.

Julia A Johnson

From: **Christopher Medearis** <cmedearis@sased.org>
Date: Fri, Jul 18, 2025 at 12:15 PM
Subject: Formal Resignation/Thank You
To: Elizabeth Vander Woude <evanderwoude@sased.org>, Julia Wheaton <jwheaton@sased.org>

Hi Dr. Wheaton & Lizzy,

I, unfortunately, will need to formally request my resignation from my current adapted physical education position to accept another certified teaching offer.

I recently received it and it's too difficult to turn down not just for the salary, but due to the proximity to where we reside in Geneva. I simply will be closer to home and, therefore, have more time each day to spend with our growing family. We are on my single income with our two small children under 2. I originally planned on not considering other options, but this was just too good of an opportunity for our family.

I want to thank you both for your leadership and what you do each day for both our students, staff, and other stakeholders. SASED has been a wonderful place to work for me the last 5 years and I will miss my students the most.

Thank you and please let me know if you need a formal signed letter of resignation or anything further from me. I will plan to drop off the work issued iPad and fob keys next week.

Do you need me to set up an appointment for it or is it alright to just come in for this? Kati, Claire, & Tara were all recently made aware either via phone or email of my resignation as well.

Thank you very much for the opportunity to serve the cooperative and have a great weekend.

Regards,

--
***Chris Medearis***

From: **Jeanine Sadowski** <jsadowski@sased.org>
Date: Thu, Jul 24, 2025 at 2:45 PM
Subject: resignation
To: Elizabeth Vander Woude <evanderwoude@sased.org>
Cc: Tara Corral <tcorral@sased.org>, Claire Smith <cksmith@sased.org>, Kati Curby <kcurby@sased..org>

Dear SASED Leadership and Board,

After much consideration, I am writing to formally resign from my position as speech-language pathologist at SASED, effective July 24, 2025. After investing 13 years with the cooperative, this decision was a difficult one to make. However, due to personal reasons, I find it necessary to depart from SASED currently. I humbly request that you accept my resignation.
I am grateful for the opportunity to have worked with so many talented and dedicated administrators, speech pathologists, teachers, occupational therapists, social workers, physical therapists, music therapists, art therapists, nurses, psychologists, adapted PE teachers, and teaching assistants over the years. I will miss the students most of all and fortunately have countless memories that will last a lifetime.
Thank you for your understanding, support, and opportunities over the years. I will cherish the professional and personal growth I achieved at SASED. I am happy to assist in the transition process in any way I can.
With gratitude,
Jeanine Thomas Sadowski MA, CCC-SLP
--
**Jeanine Thomas Sadowski M.A., CCC-SLP/L**
Speech-Language Pathologist/ Licensed
SASED Structured Learning Environment (SLE)
Cass Junior High School
Maercker Intermediate School

Ellen Uhlir <euhlir@sased.org> Fri, Jul 11, 2025 at 6:15 PM
To: Human Resources <hr@sased.org>

July 11, 2025

Dear Human Resources of School Association for Special Education in DuPage County (SASED)

I am writing to formally resign from my position as Speech-Language Pathologist with the School Association for Special Education in DuPage County (SASED), effective August 2025

Working within SASED—an innovative cooperative providing specialized services to 18 member districts across DuPage County—has been an incredible privilege. During my time here, supporting students 3rd-5th grade with speech and language needs, collaborating with educators and families, and contributing to the district's mission of maximizing student outcomes has been deeply meaningful.

To support a smooth transition, I will:

- Finalize ESY progress notes.
- Complete ESY Medicaid billing.
- Remain available for any reasonable follow-up or questions after my departure.

Thank you for the opportunity to work alongside such a committed and inspiring team. I have grown both professionally and personally through this experience and am grateful for your support. Please let me know if there are other tasks or protocols I should follow in preparation for my departure.

Warm regards,

--
Ellen Uhlir, M.H.S., SLP
SASED Speech-Language Pathologist
Prairieview Elementary School

To Whom It May Concern:

I am writing to formally resign from my position as Vocational Coordinator/Career Readiness Teacher at SASED, effective May 28, 2025.

I am grateful for the opportunities I have had to support students in their development of job skills and interests. Thank you for the opportunity to be a part of this team.

Sincerely,
Jaime Zouras

From: **Claire Brennan** <cbrennan@sased.org>
Date: Thu, Jul 31, 2025 at 12:38 PM
Subject: Notice of resignation
To: Veena Jose <vjose@sased.org>

Dear Mr. Jose,

I am providing my official resignation from SASED as a Teachers Assistant and will not be returning this school year.

It has been a pleasure working for SASED for the past three years. I have learned so much from the teachers as well as my coworkers. It is time for me to take what I have learned and grow in my career. Please let me know if there is anything else I need to provide.

Sincerely,
Claire

July 15, 2025

Dear SASED/Sherilyn Genin,

I am grateful for the opportunity to have worked at SASED. It is truly a wonderful organization and I will miss being part of the OT/PT department. Sherilyn has been an amazing supervisor. I will miss working with her and the entire OTP/PT staff.

Based upon personal issues, I will be resigning from my position as of 7/31/25.

I wish SASED and the OT/PT department the very best.

Sincerely,

Diana Connolly

From: **Amy Lesnicki** <alesnicki@sased.org>
Date: Wed, Jun 18, 2025 at 10:06 PM
Subject: Letter of resignation
To: votto@sased.org <votto@sased.org>

Good evening Vicki,
Please accept this e-mail as a formal notice that I will not be returning to SASED for the 2025/2026 school year.
Thank you so much for all of your knowledge, grace, leadership, and experience I have gained the past 3 years. It was a pleasure working with you!

Take care!
Amy Lesnicki

---------- Forwarded message ---------
From: **Coleen Olson** <colson@sased.org>
Date: Wed, Jun 11, 2025 at 12:21 PM
Subject: Re: Retirement
To: Julie Grohn <jgrohn@sased.org>

Hi Julie, I am putting my notice for retirement. I am retiring after the 2025/2026 school year. Thank you, Coleen Olson

## School Association for Special Education in DuPage County

Budget Report (accrual basis)

For the Month Ending June 2025

| Revenues | Original Budget | Monthly Activity | FYTD Activity | Encumbered | Unexpended Budget Balance | % of Budget | % of Budget (prior year) |
|---|---|---|---|---|---|---|---|
| Tuition and Fees | $ 34,639,685 | $ 15,119 | $31,401,920 | | $ 3,237,765 | 90.7% | 103.6% |
| State Revenue | $ 3,017,420 | $ 306,498 | $ 2,928,033 | | $ 89,387 | 97.0% | 95.3% |
| Federal Revenue | $ 404,923 | $ 38,896 | $ 326,827 | | $ 78,096 | 80.7% | 78.9% |
| Medicaid Revenue | $ 330,000 | $ 359,555 | $ 2,048,464 | | | | |
| Grant Revenue | $ 826,000 | $ 190,999 | $ 826,131 | | $ (131) | 100.0% | 82.0% |
| ***Total Revenues*** | $ 39,218,028 | $ 911,067 | $37,531,375 | | $ 3,405,117 | 95.7% | 101.2% |
| | | | | | | | |
| **Expenditures** | | | | | | | |
| Payroll | $ 22,871,957 | $ 4,565,257 | $22,098,433 | $ (226) | $ 773,524 | 96.6% | 98.3% |
| Benefits | $ 5,473,222 | $ 1,003,838 | $ 4,975,465 | $ - | $ 497,757 | 90.9% | 82.3% |
| Purchased Services | $ 10,214,328 | $ 1,559,249 | $ 9,839,669 | $ 49,652 | $ 374,659 | 96.3% | 112.8% |
| Supplies | $ 702,324 | $ 93,073 | $ 600,930 | $ 89,723 | $ 101,394 | 85.6% | 70.9% |
| Capital Outlay | $ 2,096,425 | $ 617,398 | $ 1,519,790 | $ - | $ 576,635 | 72.5% | 19.8% |
| Medicaid Flow Through | $ - | $ 262,630 | $ 1,401,460 | $ - | | | |
| Equipment | $ 128,339 | $ 14,979 | $ 79,342 | $ 95,260 | $ 48,997 | 61.8% | 97.5% |
| ***Total Expenses*** | $ 41,486,595 | $ 8,116,423 | $40,515,089 | $ 234,409 | $ 2,372,966 | 94.3% | 94.5% |

## School Association for Special Education in DuPage County

Budget Report (accrual basis)

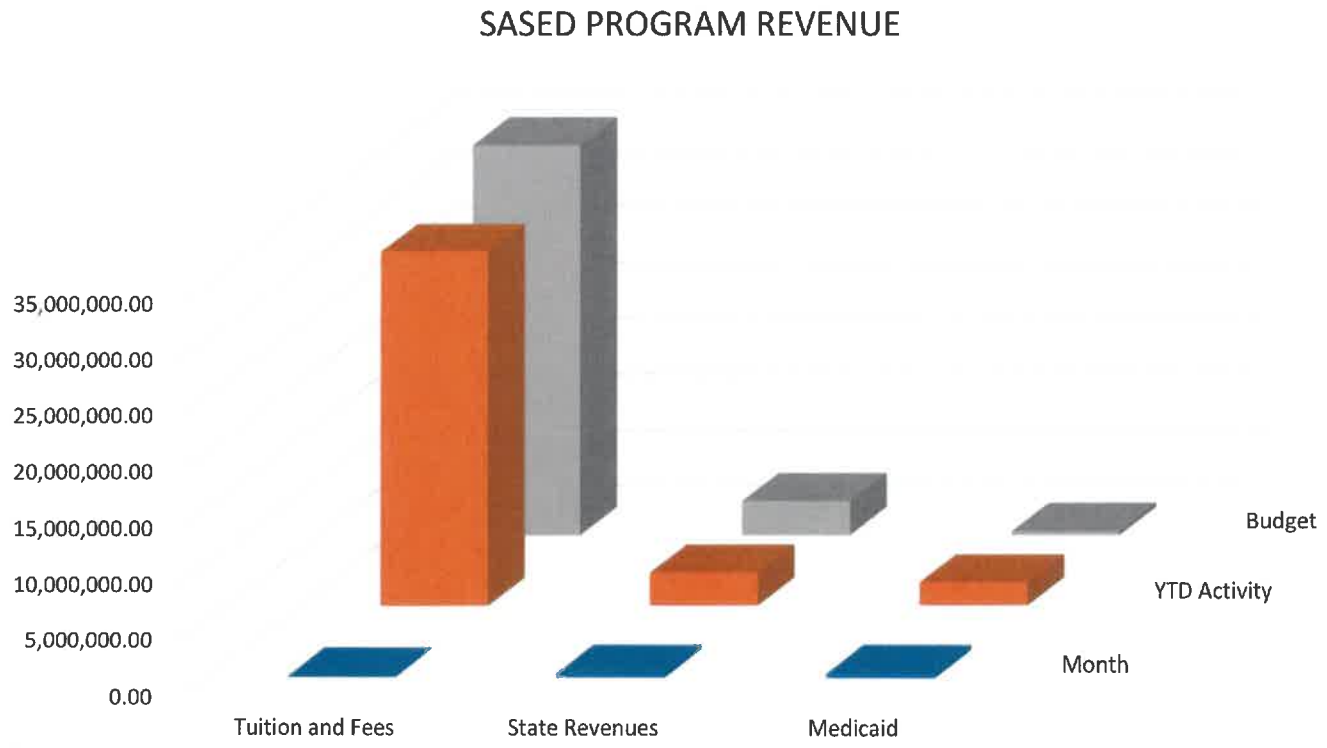
For the Month Ending July 2025

| Revenues | Original Budget | Monthly Activity | FYTD Activity | Encumbered | Unexpended Budget Balance | % of Budget | % of Budget (prior year) |
|---|---|---|---|---|---|---|---|
| Tuition and Fees | $ 34,359,373 | $ - | $ - | | $34,359,373 | 0.0% | 0.2% |
| State Revenue | $ 3,044,932 | $ - | $ - | | $ 3,044,932 | 0.0% | 0.0% |
| Federal Revenue | $ 1,673,968 | $ 78,214 | $ 78,214 | | $ 1,595,754 | 4.7% | 5.4% |
| Medicaid Revenue | $ 1,500,000 | $ 1,224,950 | $ 1,224,950 | | | | |
| Grant Revenue | $ 417,000 | $ 43,011 | $ 43,011 | | $ 373,989 | 10.3% | 0.9% |
| ***Total Revenues*** | $ 40,995,273 | $ 1,346,174 | $ 1,346,174 | | $39,374,048 | 3.3% | 0.3% |
| | | | | | | | |
| **Expenditures** | | | | | | | |
| Payroll | $ 23,734,033 | $ 316,543 | $ 316,543 | $ 2,225,163 | $23,417,490 | 1.3% | 1.6% |
| Benefits | $ 6,283,681 | $ 60,544 | $ 60,544 | $ 596,000 | $ 6,223,137 | 1.0% | 1.2% |
| Purchased Services | $ 8,632,076 | $ 353,921 | $ 353,921 | $ 1,050,767 | $ 8,278,155 | 4.1% | 4.2% |
| Supplies | $ 719,130 | $ (2,984) | $ (2,984) | $ 72,702 | $ 722,114 | -0.4% | 11.2% |
| Capital Outlay | $ 1,874,604 | $ - | $ - | $ 97,566 | $ 1,874,604 | 0.0% | 2.2% |
| Other Objects/ Medicaid Flow Through | $ 2,111,029 | $ - | $ - | $ - | | | |
| Equipment | $ 160,000 | $ 32,284 | $ 32,284 | $ 47,478 | $ 127,716 | 20.2% | 2.4% |
| ***Total Expenses*** | $ 43,514,553 | $ 760,308 | $ 760,308 | $ 4,089,676 | $40,643,216 | 1.7% | 2.4% |

## SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE COUNTY
## MONTHLY REVENUE REPORTING
### 30-Jun-25

# SASED PROGRAMS

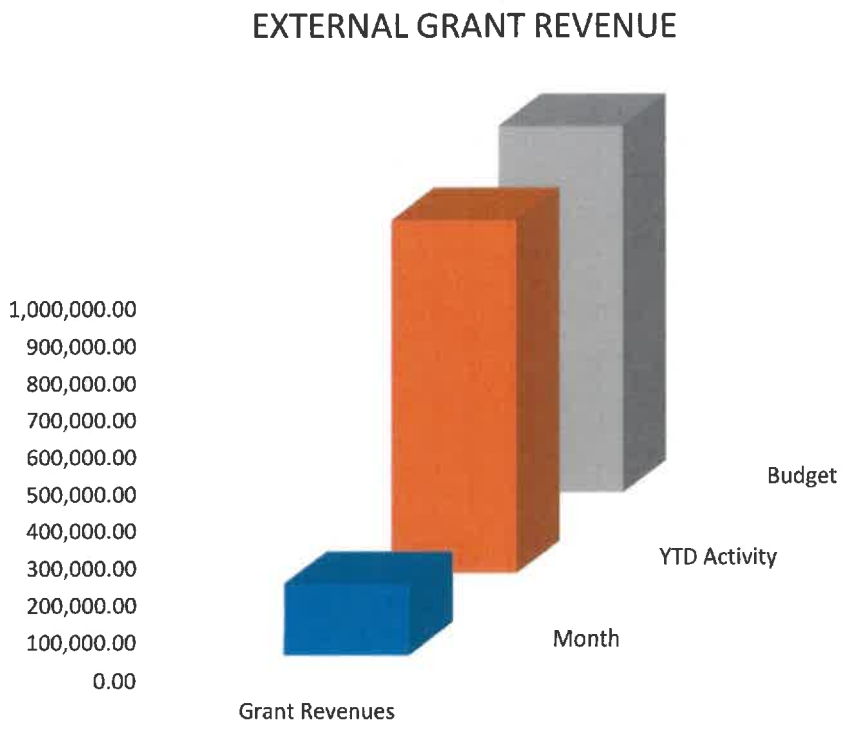
| Program | Jun-25 Monthly Activity | 2024-25 FYTD Activity | 2024-25 Original Budget | % YTD |
|---|---|---|---|---|
| Tuition and Fees | 54,417.78 | 31,602,554.30 | 34,884,985.00 | 90.6% |
| State Revenues | 306,095.58 | 2,925,608.17 | 3,014,420.00 | 97.1% |
| Medicaid | 359,555.23 | 2,048,463.61 | 330,000.00 | 620.7% |
| Total | 720,068.59 | 36,576,626.08 | 38,229,405.00 | 95.7% |



## SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE COUNTY
## MONTHLY REVENUE REPORTING
### 30-Jun-25

# EXTERNAL GRANT PROGRAMS

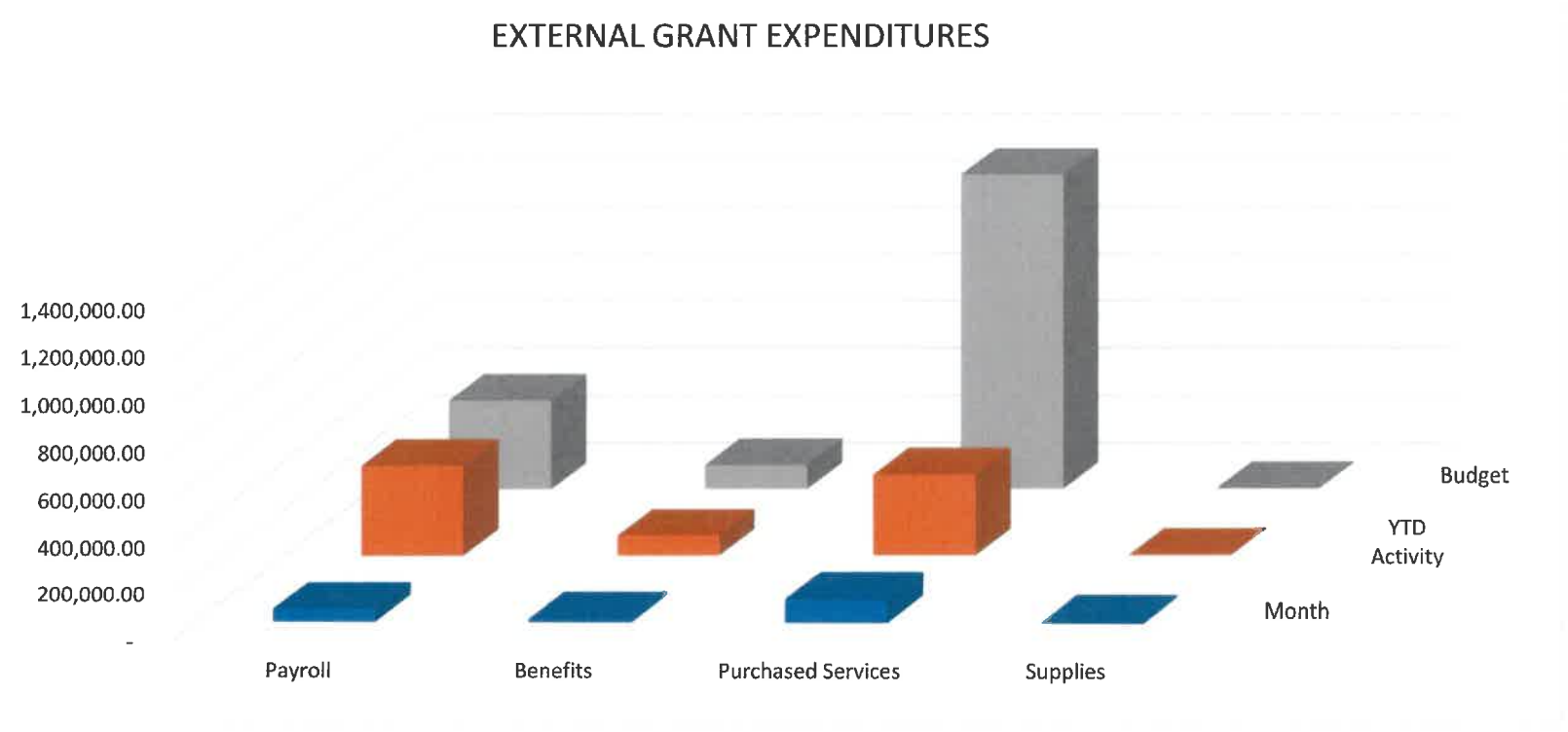
| Program | Jun-25 Monthly Activity | 2024-25 FYTD Activity | 2024-25 Original Budget | % YTD |
|---|---|---|---|---|
| Grant Revenues | 190,998.84 | 954,748.46 | 988,623.00 | 96.6% |



# SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE COUNTY
## MONTHLY EXPENDITURE REPORTING
### 30-Jun-25

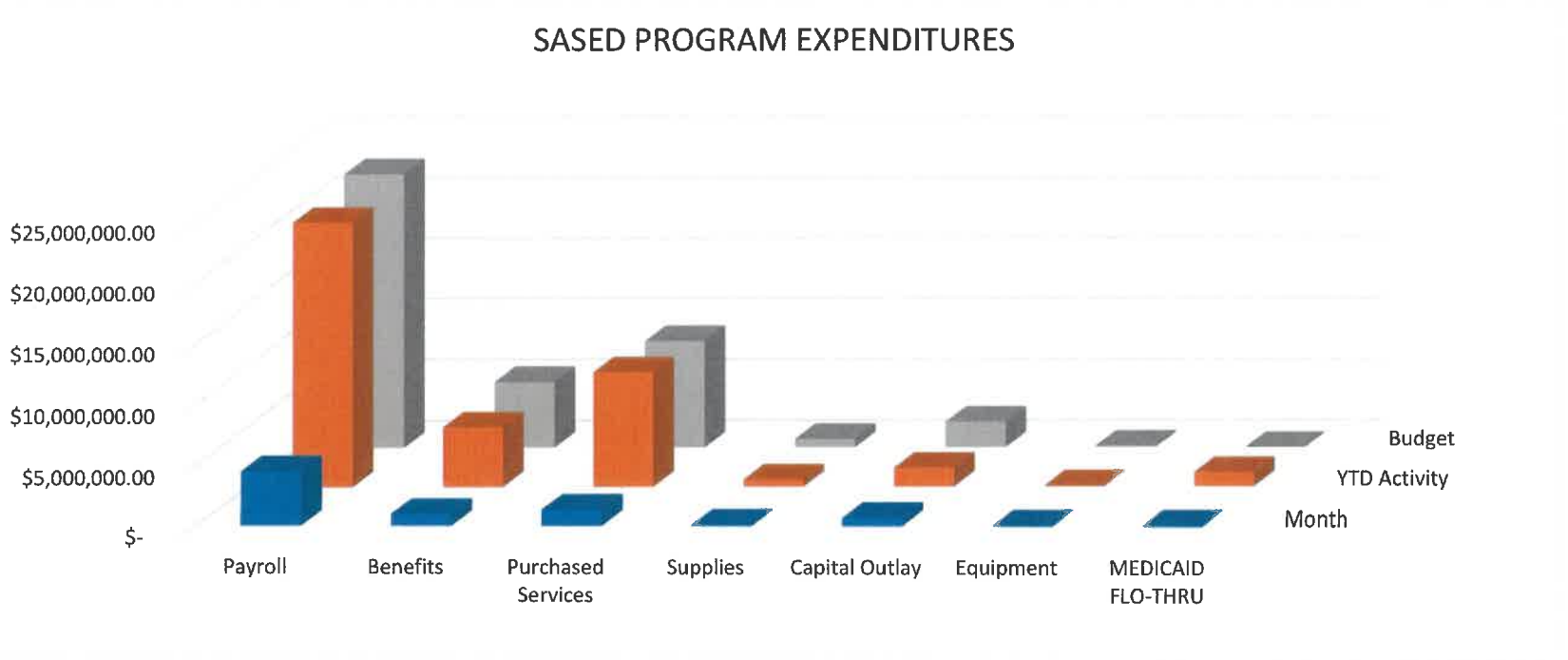
## EXTERNAL GRANT PROGRAMS

| Program | Jun-25 Monthly Activity | 2024-25 FYTD Activity | 2024-25 Original Budget | % YTD |
|---|---|---|---|---|
| Payroll | 54,122.00 | 381,709.00 | 376,106.00 | 101.5% |
| Benefits | 12,792.00 | 84,470.00 | 102,055.00 | 82.8% |
| Purchased Services | 95,730.00 | 343,439.00 | 1,333,314.00 | 25.8% |
| Supplies | 1,211.00 | 2,639.00 | 3,984.00 | 66.2% |
| Total | 163,855.00 | 812,257.00 | 1,815,459.00 | 44.7% |



# SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE COUNTY
## MONTHLY EXPENDITURE REPORTING
### 30-Jun-25
## SASED PROGRAMS

| | Program | Jun-25 Monthly Activity | 2024-25 FYTD Activity | 2024-25 Original Budget | % YTD |
|---|---|---|---|---|---|
| (1) | Payroll | $ 4,511,140.00 | $ 21,716,725.00 | $ 22,495,851.00 | 96.5% |
| (2) | Benefits | $ 991,055.00 | $ 4,891,006.00 | $ 5,371,167.00 | 91.1% |
| (3) | Purchased Services | $ 1,344,489.00 | $ 9,377,199.00 | $ 8,739,782.00 | 107.3% |
| (4) | Supplies | $ 78,589.00 | $ 585,014.00 | $ 698,340.00 | 83.8% |
| (5) | Capital Outlay | $ 617,399.00 | $ 1,519,789.00 | $ 2,096,425.00 | 72.5% |
| (7) | Equipment | $ 14,978.00 | $ 79,343.00 | $ 128,339.00 | 61.8% |
| (6) | MEDICAID FLO-THRU | $ 13,357.00 | $ 1,152,187.00 | $ - | |
| | | $ 7,571,007.00 | $ 39,321,263.00 | $ 39,529,904.00 | 99.5% |



**School Association for Special Education in DuPage County**
**Treasurer's Report**
**June 30,2025**

| | A<br>EDUCATION FUND | B<br>SELF FUNDED MEDICAL INSUR | C<br>SELF FUNDED DENTAL INSUR | D<br>FSA | A + B + C + D<br>TOTAL EDUCATION FUND |
|---|---|---|---|---|---|
| **CASH ACTIVITY REPORT** | | | | | |
| Beginning Balance | | | | | |
| Investments | 14,179,338.11 | (1,479,428.34) | 378,501.35 | (22,137.67) | 13,056,273.45 |
| June activity | | | | | |
| Interest Earned | 15,901.94 | | | | 15,901.94 |
| Gains/(Losses) on Sales of Securities | | | | | - |
| Record Health Fund Transfers | (567,064.83) | 545,314.72 | 5,643.19 | 16,106.92 | - |
| Cash Receipts | 843,203.46 | 869.89 | 771.72 | (6,882.87) | 837,962.20 |
| Cash Disbursements - General | (1,539,431.84) | | | | (1,539,431.84) |
| - Payroll | (1,900,992.66) | | | | (1,900,992.66) |
| Subtotal | (3,148,383.93) | 546,184.61 | 6,414.91 | 9,224.05 | (2,586,560.36) |
| Ending Balance | **11,030,954.18** | **(933,243.73)** | **384,916.26** | **(12,913.62)** | **10,469,713.09** |
| Investment - Demand Deposit - Fifth Third Bank | 6,490,475.16 | (934,113.62) | 384,144.54 | (6,030.75) | 5,934,475.33 |
| IL School District Liquid Asset Fund | 23,389.33 | | | | 23,389.33 |
| Fifth Third Securities | 4,511,848.43 | | | | 4,511,848.43 |
| | **11,025,712.92** | **(934,113.62)** | **384,144.54** | **(6,030.75)** | **10,469,713.09** |

Rachel Wisniewski

Rachel Wisniewski, Treasurer

**SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE COUNTY**
**SCHEDULE OF INVESTMENTS**
**June 30, 2025**

| | AMOUNT | INTEREST RATE | TERM | LOCATION | Security/Collateralization |
|---|---|---|---|---|---|
| **EDUCATION FUND** | | | | | |
| **PMA IL School District Liquid Asset Fund** | | | | | |
| Depository Accounts - Liquid | **23,389.33** | 0.482% | Money Market | ISDLAF | Money Market Mutual Fund |
| Depository Accounts - Liquid - DuPage West Cook | | 0.482% | Money Market | ISDLAF | Money Market Mutual Fund |
| | **23,389.33** | | | | |
| **FIFTH THIRD BANK** | | | | | |
| Depository and Demand Deposit Accounts | **6,490,475.16** | 0.65% | N/A | Fifth Third Bank | Collateralized Deposit |
| Demand Deposit - Health Insurance Reserves | **(570,449.46)** | 0.65% | N/A | Fifth Third Bank | Collateralized Deposit |
| Demand Deposit - Health Insurance Reserves | **14,449.63** | 0.65% | N/A | Fifth Third Bank | Collateralized Deposit |
| | **5,934,475.33** | | | | |
| **FIFTH THIRD SECURITIES** | | | | | |
| Cash & Cash Equivalents | **3,036,848.43** | Varies | Money Market | Fifth Third Securities, Custodian | Money Market Mutual Fund |
| Certificates of Deposit - short-term | | Varies | Various, < 1 yr | Fifth Third Securities, Custodian | FDIC Insured |
| Certificates of Deposit - long-term | **1,225,000.00** | Varies | Various, > 1 yr | Fifth Third Securities, Custodian | FDIC Insured |
| U S Treasuries - short-term | | Varies | Various | Fifth Third Securities, Custodian | US Gov't. Obligation |
| U S Treasuries - long term | | Varies | Various | Fifth Third Securities, Custodian | US Gov't. Obligation |
| U S Agencies - Short term | | Varies | Various | Fifth Third Securities, Custodian | "Full faith and credit of US..." |
| U S Agencies - long term | **250,000.00** | Varies | Various | Fifth Third Securities, Custodian | "Full faith and credit of US..." |
| Corporate Bonds | - | | | | |
| Municipal Bonds | - | | | | |
| Other assets, including prepaid interest | - | | | | |
| | **4,511,848.43** | | | | |
| | **10,469,713.09** | **TOTAL** | | | |

**School Association for Special Education in DuPage County**
**Treasurer's Report**
**July 31,2025**

| CASH ACTIVITY REPORT | A<br>EDUCATION FUND | B<br>SELF FUNDED MEDICAL INSUR | C<br>SELF FUNDED DENTAL INSUR | D<br>FSA | A + B + C + D<br>TOTAL EDUCATION FUND |
|---|---|---|---|---|---|
| Beginning Balance | | | | | |
| Investments | 11,025,712.92 | (934,113.62) | 384,144.54 | (6,030.75) | 10,469,713.09 |
| July activity | | | | | |
| Interest Earned | 13,691.77 | | | | 13,691.77 |
| Gains/(Losses) on Sales of Securities | | | | | - |
| Record Health Fund Transfers | 338,323.26 | (319,997.97) | (13,678.91) | (4,646.38) | 0.00 |
| Cash Receipts | 1,408,745.01 | 835.24 | 701.13 | (5,056.54) | 1,405,224.84 |
| Cash Disbursements - General | (2,138,981.84) | | | | (2,138,981.84) |
| - Payroll | (1,688,128.06) | | | | (1,688,128.06) |
| Subtotal | (2,066,349.86) | (319,162.73) | (12,977.78) | (9,702.92) | (2,408,193.29) |
| Ending Balance | **8,959,363.06** | **(1,253,276.35)** | **371,166.76** | **(15,733.67)** | **8,061,519.80** |
| Investment - Demand Deposit - Fifth Third Bank | 4,409,490.99 | (1,254,111.59) | 370,465.63 | (10,677.13) | 3,515,167.90 |
| IL School District Liquid Asset Fund | 23,473.29 | | | | 23,473.29 |
| Fifth Third Securities | 4,522,878.61 | | | | 4,522,878.61 |
| | **8,955,842.89** | **(1,254,111.59)** | **370,465.63** | **(10,677.13)** | **8,061,519.80** |

Rachel Wisniewski

Rachel Wisniewski, Treasurer

**SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE COUNTY**
**SCHEDULE OF INVESTMENTS**
**July 31, 2025**

| | AMOUNT | INTEREST RATE | TERM | LOCATION | Security/Collateralization |
|---|---|---|---|---|---|
| **EDUCATION FUND** | | | | | |
| **PMA IL School District Liquid Asset Fund** | | | | | |
| Depository Accounts - Liquid | **23,473.29** | 0.482% | Money Market | ISDLAF | Money Market Mutual Fund |
| Depository Accounts - Liquid - DuPage West Cook | | 0.482% | Money Market | ISDLAF | Money Market Mutual Fund |
| | **23,473.29** | | | | |
| **FIFTH THIRD BANK** | | | | | |
| Depository and Demand Deposit Accounts | **4,409,490.99** | 0.65% | N/A | Fifth Third Bank | Collateralized Deposit |
| Demand Deposit - Health Insurance Reserves | **(905,258.83)** | 0.65% | N/A | Fifth Third Bank | Collateralized Deposit |
| Demand Deposit - Health Insurance Reserves | **10,935.74** | 0.65% | N/A | Fifth Third Bank | Collateralized Deposit |
| | **3,515,167.90** | | | | |
| **FIFTH THIRD SECURITIES** | | | | | |
| Cash & Cash Equivalents | **3,047,878.61** | Varies | Money Market | Fifth Third Securities, Custodian | Money Market Mutual Fund |
| Certificates of Deposit - short-term | | Varies | Various, < 1 yr | Fifth Third Securities, Custodian | FDIC Insured |
| Certificates of Deposit - long-term | **1,225,000.00** | Varies | Various, > 1 yr | Fifth Third Securities, Custodian | FDIC Insured |
| U S Treasuries - short-term | | Varies | Various | Fifth Third Securities, Custodian | US Gov't. Obligation |
| U S Treasuries - long term | | Varies | Various | Fifth Third Securities, Custodian | US Gov't. Obligation |
| U S Agencies - Short term | | Varies | Various | Fifth Third Securities, Custodian | "Full faith and credit of US..." |
| U S Agencies - long term | **250,000.00** | Varies | Various | Fifth Third Securities, Custodian | "Full faith and credit of US..." |
| Corporate Bonds | - | | | | |
| Municipal Bonds | - | | | | |
| Other assets, including prepaid interest | - | | | | |
| | **4,522,878.61** | | | | |
| | **8,061,519.80** | **TOTAL** | | | |

# GROSS PAYROLL

| | |
|---|---|
| **June 2025** | **$ 1,900,992.66** |
| **July 2025** | **$ 1,715,966.61** |

| | | |
|---|---|---|
| TOTAL SALARY | : | 3,616,959.27 |
| TOTAL DEDUCTIONS | : | 1,230,857.93 |
| TOTAL EMPLOYEES | : | 365 |

********** End of report **********

**********PAYROLL TOTALS**********

| | FEDERAL | STATE | MEDICARE |
|---|---|---|---|
| TOTAL GROSS PAY : | 941,038.36 | 941,038.36 | 941,038.36 |
| TOTAL TSA'S - BEFORE TAX : | 25,835.57 | 25,835.57 | 0.00 |
| TOTAL TAX SHELTERED RETIREMENT: | 64,247.66 | 64,247.66 | 0.00 |
| TOTAL OTHER BEF TAX DEDUCTIONS: | 59,276.43 | 59,276.43 | 59,276.43 |
| TOTAL TAXABLE BENEFITS : | 23.00 | 23.00 | 23.00 |
| TOTAL TAXABLE GROSS : | 791,701.70 | 791,701.70 | 881,784.93 |

**********EMPLOYEE COUNTS********

| | |
|---|---|
| TOTAL EMPLOYEES : | 331 |
| TOTAL FEMALE EMPLOYEES: | 280 |
| TOTAL MALE EMPLOYEES : | 51 |
| TOTAL FACULTY MEMBERS : | 141 |

**********DEDUCTION/BENEFIT LEGEND**********

Deduction
Pretax: D = Federal
S = State
F = FICA/Medicare
I = IMRF

Benefit
Taxable: D = Federal
S = State
F = FICA/Medicare
T = TRS
I = IMRF

* = Reimbursed

********** End of report **********

## REPORT OF DEDUCTIONS/BENEFITS BY CATEGORY

| | | | **********DEDUCTION********** | | **********BENEFIT********** | | ********** TOTAL ********** | |
|---|---|---|---|---|---|---|---|---|
| CATEGORY | CODE | DESCRIPTION | AMOUNT | BASE GROSS | AMOUNT | BASE GROSS | AMOUNT | BASE GROSS |
| TSA-BEFORE TAX | TOTAL | | 1,352.20 | 13,521.96 | | | 1,352.20 | 13,521.96 |

**********PAYROLL TOTALS**********

| | FEDERAL | STATE | MEDICARE |
|---|---|---|---|
| TOTAL GROSS PAY : | 35,032.87 | 35,032.87 | 35,032.87 |
| TOTAL TSA'S - BEFORE TAX : | 1,352.20 | 1,352.20 | 0.00 |
| TOTAL TAX SHELTERED RETIREMENT: | 2,462.78 | 2,462.78 | 0.00 |
| TOTAL OTHER BEF TAX DEDUCTIONS: | 2,147.80 | 2,147.80 | 2,147.80 |
| TOTAL TAXABLE BENEFITS : | 0.00 | 0.00 | 0.00 |
| TOTAL TAXABLE GROSS : | 29,070.09 | 29,070.09 | 32,885.07 |

*******EMPLOYEE COUNTS*******

| | |
|---|---|
| TOTAL EMPLOYEES : | 3 |
| TOTAL FEMALE EMPLOYEES: | 3 |
| TOTAL MALE EMPLOYEES : | 0 |
| TOTAL FACULTY MEMBERS : | 1 |

**********DEDUCTION/BENEFIT LEGEND**********

| Deduction | Benefit |
|---|---|
| Pretax: D = Federal | Taxable: D = Federal |
| S = State | S = State |
| F = FICA/Medicare | F = FICA/Medicare |
| I = IMRF | T = TRS |
| | I = IMRF |

* = Reimbursed

********** End of report **********

**********PAYROLL TOTALS**********

| | FEDERAL | STATE | MEDICARE |
|---|---|---|---|
| TOTAL GROSS PAY : | 924,921.43 | 924,921.43 | 924,921.43 |
| TOTAL TSA'S - BEFORE TAX : | 25,295.73 | 25,295.73 | 0.00 |
| TOTAL TAX SHELTERED RETIREMENT: | 62,945.04 | 62,945.04 | 0.00 |
| TOTAL OTHER BEF TAX DEDUCTIONS: | 58,416.77 | 58,416.77 | 58,416.77 |
| TOTAL TAXABLE BENEFITS : | 23.00 | 23.00 | 23.00 |
| TOTAL TAXABLE GROSS : | 778,286.89 | 778,286.89 | 866,527.66 |

*******EMPLOYEE COUNTS*******

| | |
|---|---|
| TOTAL EMPLOYEES : | 318 |
| TOTAL FEMALE EMPLOYEES: | 270 |
| TOTAL MALE EMPLOYEES : | 48 |
| TOTAL FACULTY MEMBERS : | 140 |

**********DEDUCTION/BENEFIT LEGEND**********

Deduction
Pretax: D = Federal
S = State
F = FICA/Medicare
I = IMRF

Benefit
Taxable: D = Federal
S = State
F = FICA/Medicare
T = TRS
I = IMRF

* = Reimbursed

********** End of report **********

**********PAYROLL TOTALS**********

| | FEDERAL | STATE | MEDICARE |
|---|---|---|---|
| TOTAL GROSS PAY : | 107,098.35 | 107,098.35 | 107,098.35 |
| TOTAL TSA'S - BEFORE TAX : | 111.67 | 111.67 | 0.00 |
| TOTAL TAX SHELTERED RETIREMENT: | 7,534.87 | 7,534.87 | 0.00 |
| TOTAL OTHER BEF TAX DEDUCTIONS: | 0.00 | 0.00 | 0.00 |
| TOTAL TAXABLE BENEFITS : | 0.00 | 0.00 | 0.00 |
| TOTAL TAXABLE GROSS : | 99,451.81 | 99,451.81 | 107,098.35 |

*******EMPLOYEE COUNTS*******

| | |
|---|---|
| TOTAL EMPLOYEES : | 120 |
| TOTAL FEMALE EMPLOYEES: | 100 |
| TOTAL MALE EMPLOYEES : | 20 |
| TOTAL FACULTY MEMBERS : | 47 |

**********DEDUCTION/BENEFIT LEGEND**********

| Deduction | Benefit |
|---|---|
| Pretax: D = Federal | Taxable: D = Federal |
| S = State | S = State |
| F = FICA/Medicare | F = FICA/Medicare |
| I = IMRF | T = TRS |
| | I = IMRF |

* = Reimbursed

********** End of report **********

**********PAYROLL TOTALS**********

| | FEDERAL | STATE | MEDICARE |
|---|---|---|---|
| TOTAL GROSS PAY : | 646,162.96 | 646,162.96 | 646,162.96 |
| TOTAL TSA'S - BEFORE TAX : | 14,824.69 | 14,824.69 | 0.00 |
| TOTAL TAX SHELTERED RETIREMENT: | 49,640.94 | 49,640.94 | 0.00 |
| TOTAL OTHER BEF TAX DEDUCTIONS: | 44,060.12 | 44,060.12 | 44,060.12 |
| TOTAL TAXABLE BENEFITS : | 0.00 | 0.00 | 0.00 |
| TOTAL TAXABLE GROSS : | 537,637.21 | 537,637.21 | 602,102.84 |

*******EMPLOYEE COUNTS*******

| | |
|---|---|
| TOTAL EMPLOYEES : | 227 |
| TOTAL FEMALE EMPLOYEES: | 205 |
| TOTAL MALE EMPLOYEES : | 22 |
| TOTAL FACULTY MEMBERS : | 117 |

**********DEDUCTION/BENEFIT LEGEND**********

| Deduction | Benefit |
|---|---|
| Pretax: D = Federal | Taxable: D = Federal |
| S = State | S = State |
| F = FICA/Medicare | F = FICA/Medicare |
| I = IMRF | T = TRS |
| | I = IMRF |

* = Reimbursed

********** End of report **********

## REPORT OF DEDUCTIONS/BENEFITS BY CATEGORY

| CATEGORY | CODE | DESCRIPTION | DEDUCTION AMOUNT | DEDUCTION BASE GROSS | BENEFIT AMOUNT | BENEFIT BASE GROSS | TOTAL AMOUNT | TOTAL BASE GROSS |
|---|---|---|---|---|---|---|---|---|
| FICA | FICA | FICA | 3,712.38 | 59,876.86 | | | | |
| | FICA | FICA | | | 3,712.38 | 59,876.86 | | |
| FICA | TOTAL | | 3,712.38 | 59,876.86 | 3,712.38 | 59,876.86 | 7,424.76 | 119,753.72 |
| MEDICARE | MDCR | MEDICARE | 1,574.69 | 108,596.47 | | | | |
| | MDCR | MEDICARE | | | 1,574.69 | 108,596.47 | | |
| MEDICARE | TOTAL | | 1,574.69 | 108,596.47 | 1,574.69 | 108,596.47 | 3,149.38 | 217,192.94 |
| STATE TAX | ILSTX | IL STATE TAX | 4,819.80 | 99,665.76 | | | | |
| STATE TAX | TOTAL | | 4,819.80 | 99,665.76 | | | 4,819.80 | 99,665.76 |
| TSA-BEFORE TAX | AI | EQUITABLE 457 P | 1,357.00 | | | | | |
| | AJ | TRUST 403B PLA | 3,317.00 | | | | | |
| | AJP | TRUS% 403B PLA | 1,544.57 | 11,462.76 | | | | |
| TSA-BEFORE TAX | TOTAL | | 6,218.57 | 11,462.76 | | | 6,218.57 | 11,462.76 |

### PAYROLL TOTALS

| | FEDERAL | STATE | MEDICARE |
|---|---|---|---|
| TOTAL GROSS PAY : | 113,576.45 | 113,576.45 | 113,576.45 |
| TOTAL TSA'S - BEFORE TAX : | 6,218.57 | 6,218.57 | 0.00 |
| TOTAL TAX SHELTERED RETIREMENT: | 2,712.14 | 2,712.14 | 0.00 |
| TOTAL OTHER BEF TAX DEDUCTIONS: | 5,002.98 | 5,002.98 | 5,002.98 |
| TOTAL TAXABLE BENEFITS : | 23.00 | 23.00 | 23.00 |
| TOTAL TAXABLE GROSS : | 99,665.76 | 99,665.76 | 108,596.47 |

### EMPLOYEE COUNTS

| | |
|---|---|
| TOTAL EMPLOYEES : | 48 |
| TOTAL FEMALE EMPLOYEES: | 35 |
| TOTAL MALE EMPLOYEES : | 13 |
| TOTAL FACULTY MEMBERS : | 12 |

### DEDUCTION/BENEFIT LEGEND

| Deduction | Benefit |
|---|---|
| Pretax: D = Federal | Taxable: D = Federal |
| S = State | S = State |
| F = FICA/Medicare | F = FICA/Medicare |
| I = IMRF | T = TRS |
| | I = IMRF |

* = Reimbursed

********** End of report **********

**********PAYROLL TOTALS**********

| | FEDERAL | STATE | MEDICARE |
|---|---|---|---|
| TOTAL GROSS PAY : | 89,671.70 | 89,671.70 | 89,671.70 |
| TOTAL TSA'S - BEFORE TAX : | 503.65 | 503.65 | 0.00 |
| TOTAL TAX SHELTERED RETIREMENT: | 6,407.67 | 6,407.67 | 0.00 |
| TOTAL OTHER BEF TAX DEDUCTIONS: | 0.00 | 0.00 | 0.00 |
| TOTAL TAXABLE BENEFITS : | 0.00 | 0.00 | 0.00 |
| TOTAL TAXABLE GROSS : | 82,760.38 | 82,760.38 | 89,671.70 |

*******EMPLOYEE COUNTS*******

| | |
|---|---|
| TOTAL EMPLOYEES : | 105 |
| TOTAL FEMALE EMPLOYEES: | 87 |
| TOTAL MALE EMPLOYEES : | 18 |
| TOTAL FACULTY MEMBERS : | 40 |

**********DEDUCTION/BENEFIT LEGEND**********

Deduction
Pretax: D = Federal
S = State
F = FICA/Medicare
I = IMRF

Benefit
Taxable: D = Federal
S = State
F = FICA/Medicare
T = TRS
I = IMRF

* = Reimbursed

********** End of report **********

**********PAYROLL TOTALS**********

| | FEDERAL | STATE | MEDICARE |
|---|---|---|---|
| TOTAL GROSS PAY : | 646,162.10 | 646,162.10 | 646,162.10 |
| TOTAL TSA'S - BEFORE TAX : | 14,824.69 | 14,824.69 | 0.00 |
| TOTAL TAX SHELTERED RETIREMENT: | 49,640.89 | 49,640.89 | 0.00 |
| TOTAL OTHER BEF TAX DEDUCTIONS: | 44,060.12 | 44,060.12 | 44,060.12 |
| TOTAL TAXABLE BENEFITS : | 0.00 | 0.00 | 0.00 |
| TOTAL TAXABLE GROSS : | 537,636.40 | 537,636.40 | 602,101.98 |

*******EMPLOYEE COUNTS*******

| | |
|---|---|
| TOTAL EMPLOYEES : | 227 |
| TOTAL FEMALE EMPLOYEES: | 205 |
| TOTAL MALE EMPLOYEES : | 22 |
| TOTAL FACULTY MEMBERS : | 117 |

**********DEDUCTION/BENEFIT LEGEND**********

Deduction
Pretax: D = Federal
S = State
F = FICA/Medicare
I = IMRF

Benefit
Taxable: D = Federal
S = State
F = FICA/Medicare
T = TRS
I = IMRF

* = Reimbursed

********** End of report **********

## REPORT OF DEDUCTIONS/BENEFITS BY CATEGORY

| CATEGORY | CODE | DESCRIPTION | **********DEDUCTION********** AMOUNT | BASE GROSS | **********BENEFIT********** AMOUNT | BASE GROSS | **********TOTAL********** AMOUNT | BASE GROSS |
|---|---|---|---|---|---|---|---|---|
| FICA | FICA | FICA | 3,841.63 | 61,961.61 | | | | |
| | FICA | FICA | | | 3,841.63 | 61,961.61 | | |
| FICA | TOTAL | | 3,841.63 | 61,961.61 | 3,841.63 | 61,961.61 | 7,683.26 | 123,923.22 |
| MEDICARE | MDCR | MEDICARE | 1,570.61 | 108,315.07 | | | | |
| | MDCR | MEDICARE | | | 1,570.61 | 108,315.07 | | |
| MEDICARE | TOTAL | | 1,570.61 | 108,315.07 | 1,570.61 | 108,315.07 | 3,141.22 | 216,630.14 |
| STATE TAX | ILSTX | IL STATE TAX | 4,804.22 | 99,367.19 | | | | |
| STATE TAX | TOTAL | | 4,804.22 | 99,367.19 | | | 4,804.22 | 99,367.19 |
| TSA-BEFORE TAX | AI | EQUITABLE 457 P | 1,357.00 | | | | | |
| | AJ | TRUST 403B PLA | 3,317.00 | | | | | |
| | AJP | TRUS% 403B PLA | 1,545.45 | 11,471.51 | | | | |
| TSA-BEFORE TAX | TOTAL | | 6,219.45 | 11,471.51 | | | 6,219.45 | 11,471.51 |

### **********PAYROLL TOTALS**********

| | FEDERAL | STATE | MEDICARE |
|---|---|---|---|
| TOTAL GROSS PAY : | 113,295.05 | 113,295.05 | 113,295.05 |
| TOTAL TSA'S - BEFORE TAX : | 6,219.45 | 6,219.45 | 0.00 |
| TOTAL TAX SHELTERED RETIREMENT: | 2,728.43 | 2,728.43 | 0.00 |
| TOTAL OTHER BEF TAX DEDUCTIONS: | 5,002.98 | 5,002.98 | 5,002.98 |
| TOTAL TAXABLE BENEFITS : | 23.00 | 23.00 | 23.00 |
| TOTAL TAXABLE GROSS : | 99,367.19 | 99,367.19 | 108,315.07 |

### *******EMPLOYEE COUNTS*******

| | |
|---|---|
| TOTAL EMPLOYEES : | 47 |
| TOTAL FEMALE EMPLOYEES: | 35 |
| TOTAL MALE EMPLOYEES : | 12 |
| TOTAL FACULTY MEMBERS : | 13 |

### **********DEDUCTION/BENEFIT LEGEND**********

| Deduction | Benefit |
|---|---|
| Pretax: D = Federal | Taxable: D = Federal |
| S = State | S = State |
| F = FICA/Medicare | F = FICA/Medicare |
| I = IMRF | T = TRS |
| | I = IMRF |

* = Reimbursed

********** End of report **********

# PAYROLL LIABILITIES

| | |
|---|---|
| **June 2025** | **$ 920,492.63** |
| **July 2025** | **$ 427,066.99** |

# 6/13/2025 Payroll Accounts Payable Check Register

| Check # | Vendor Name | Check Date | Check Amount | |
|---|---|---|---|---|
| 242500935 | SASED EDUCATION ASSOCIATION | 6/13/2025 | $4,044.35 | |
| 242500936 | SASED SUPPORT STAFF ASSOCIATION | 6/13/2025 | $761.32 | |
| | | 2 ACH Check(s) For a Total of | | $4,805.67 |
| 105430 | STATE DISBURSEMENT UNIT | 6/13/2025 | $750.00 | |
| 105431 | STATE DISBURSEMENT UNIT | 6/13/2025 | $172.26 | |
| | | 2 Computer Check(s) For a Total of | | $922.26 |
| 202400360 | ILLINOIS DEPT OF REVENUE | 6/13/2025 | $38,719.98 | |
| 202400363 | TEACHERS RETIREMENT (2.2%) | 6/13/2025 | $3,107.92 | |
| 202400364 | TEACHERS RETIREMENT SYSTEM | 6/13/2025 | $48,226.06 | |
| 202400365 | THIS (TRS HEALTH) FUND | 6/13/2025 | $8,412.74 | |
| 202400366 | MB FINANCIAL (FEDERAL) | 6/13/2025 | $72,884.68 | |
| 202400367 | MB FINANCIAL BANK (FICA-E) | 6/13/2025 | $35,963.63 | |
| 202400368 | MB FINANCIAL BANK (FICA-W) | 6/13/2025 | $35,963.63 | |
| 202400369 | THE OMNI GROUP | 6/13/2025 | $2,940.00 | |
| 202400370 | TRUSTAGE | 6/13/2025 | $29,335.59 | |
| 202400371 | TEACHERS RETIREMENT SYSTEM SSP | 6/13/2025 | $2,879.22 | |
| | | 10 Wire Transfer Check(s) For a Total of | | $278,433.45 |
| | | 2 ACH Checks For a Total of | | $4,805.67 |
| | | 2 Computer Checks For a Total of | | $922.26 |
| | | Total for 14 Manual, Wire Tran, ACH & Computer Checks | | $284,161.38 |
| | | | Net Amount | $284,161.38 |
| 10 | EDUCATION FUND | | | $284,161.38 |

# 6/30/2025 Payroll Accounts Payable Check Register

| Check # | Vendor Name | Check Date | Check Amount | |
|---|---|---|---|---|
| 242500937 | SASED EDUCATION ASSOCIATION | 6/30/2025 | $4,043.80 | |
| 242500938 | SASED SUPPORT STAFF ASSOCIATION | 6/30/2025 | $758.31 | |
| 242500939 | SMITH, LISA | 6/30/2025 | $600.00 | |
| | | 3 ACH Check(s) For a Total of | | $5,402.11 |
| 105432 | STATE DISBURSEMENT UNIT | 6/30/2025 | $750.00 | |
| 105433 | STATE DISBURSEMENT UNIT | 6/30/2025 | $172.26 | |
| | | 2 Computer Check(s) For a Total of | | $922.26 |
| 202400361 | IMRF (EMPLOYEES CONT) | 6/13/2025 | $19,876.58 | |
| 202400362 | IMRF (EMPLOYERS CONT) | 6/13/2025 | $17,051.39 | |
| 202400372 | ILLINOIS DEPT OF REVENUE | 6/30/2025 | $1,438.97 | |
| 202400373 | IMRF (EMPLOYEES CONT) | 6/30/2025 | $973.13 | |
| 202400374 | IMRF (EMPLOYERS CONT) | 6/30/2025 | $804.39 | |
| 202400375 | TEACHERS RETIREMENT (2.2%) | 6/30/2025 | $95.19 | |
| 202400376 | TEACHERS RETIREMENT SYSTEM | 6/30/2025 | $1,477.15 | |
| 202400377 | THIS (TRS HEALTH) FUND | 6/30/2025 | $257.69 | |
| 202400378 | MB FINANCIAL (FEDERAL) | 6/30/2025 | $2,510.56 | |
| 202400379 | MB FINANCIAL BANK (FICA-E) | 6/30/2025 | $1,569.23 | |
| 202400380 | MB FINANCIAL BANK (FICA-W) | 6/30/2025 | $1,569.23 | |
| 202400381 | TRUSTAGE | 6/30/2025 | $1,487.42 | |
| 202400382 | ILLINOIS DEPT OF REVENUE | 6/30/2025 | $38,116.29 | |
| 202400383 | IMRF (EMPLOYEES CONT) | 6/30/2025 | $19,652.29 | |
| 202400384 | IMRF (EMPLOYERS CONT) | 6/30/2025 | $16,903.57 | |
| 202400385 | TEACHERS RETIREMENT (2.2%) | 6/30/2025 | $3,040.60 | |
| 202400386 | TEACHERS RETIREMENT SYSTEM | 6/30/2025 | $47,181.67 | |
| 202400387 | THIS (TRS HEALTH) FUND | 6/30/2025 | $8,230.57 | |
| 202400388 | MB FINANCIAL (FEDERAL) | 6/30/2025 | $71,870.20 | |
| 202400389 | MB FINANCIAL BANK (FICA-E) | 6/30/2025 | $35,501.74 | |
| 202400390 | MB FINANCIAL BANK (FICA-W) | 6/30/2025 | $35,501.74 | |
| 202400391 | THE OMNI GROUP | 6/30/2025 | $2,940.00 | |
| 202400392 | TRUSTAGE | 6/30/2025 | $28,750.75 | |
| 202400393 | TEACHERS RETIREMENT SYSTEM SSP | 6/30/2025 | $3,040.57 | |
| 202400394 | TEACHERS HEALTH INSURANCE SECURITY (THIS) FUND | 6/30/2025 | $400.00 | |
| 202400396 | IMRF (EMPLOYEES CONT) | 6/30/2025 | $13,143.24 | |
| 202400397 | IMRF (EMPLOYERS CONT) | 6/30/2025 | $11,238.43 | |
| 202400398 | TEACHERS RETIREMENT (2.2%) | 6/30/2025 | $2,243.67 | |
| 202400399 | TEACHERS RETIREMENT SYSTEM | 6/30/2025 | $34,815.32 | |
| 202400400 | THIS (TRS HEALTH) FUND | 6/30/2025 | $6,073.34 | |
| 202400408 | IMRF (EMPLOYEES CONT) | 6/30/2025 | $13,143.19 | |
| 202400409 | IMRF (EMPLOYERS CONT) | 6/30/2025 | $11,238.41 | |
| 202400410 | TEACHERS RETIREMENT (2.2%) | 6/30/2025 | $2,243.67 | |
| 202400411 | TEACHERS RETIREMENT SYSTEM | 6/30/2025 | $34,815.30 | |
| 202400412 | THIS (TRS HEALTH) FUND | 6/30/2025 | $6,073.34 | |
| 202400420 | IMRF (EMPLOYEES CONT) | 6/30/2025 | $12,675.34 | |
| 202400421 | IMRF (EMPLOYERS CONT) | 6/30/2025 | $10,789.27 | |
| 202400422 | TEACHERS RETIREMENT (2.2%) | 6/30/2025 | $2,222.43 | |

| | | | | |
|---|---|---|---|---|
| 202400423 | TEACHERS RETIREMENT SYSTEM | 6/30/2025 | $34,485.65 | |
| 202400424 | THIS (TRS HEALTH) FUND | 6/30/2025 | $6,015.83 | |
| 202400432 | IMRF (EMPLOYEES CONT) | 6/30/2025 | $12,674.67 | |
| 202400433 | IMRF (EMPLOYERS CONT) | 6/30/2025 | $10,788.73 | |
| 202400434 | TEACHERS RETIREMENT (2.2%) | 6/30/2025 | $2,222.41 | |
| 202400435 | TEACHERS RETIREMENT SYSTEM | 6/30/2025 | $34,484.64 | |
| 202400436 | THIS (TRS HEALTH) FUND | 6/30/2025 | $6,015.72 | |
| 202400444 | IMRF (EMPLOYEES CONT) | 6/30/2025 | $1,205.79 | |
| 202400445 | IMRF (EMPLOYERS CONT) | 6/30/2025 | $1,157.57 | |
| | | 47 Wire Transfer Check(s) For a Total of | | $630,006.88 |
| | | 3 ACH Checks For a Total of | | $5,402.11 |
| | | 2 Computer Checks For a Total of | | $922.26 |
| | | Total for 52 Manual, Wire Tran, ACH & Computer Checks | | $636,331.25 |
| | | | Net Amount | $636,331.25 |
| 10 | EDUCATION FUND | | | $636,331.25 |

# 7/8/2025 ESY Payroll Accounts Payable Check Register

| Check # | Vendor Name | Check Date | Check Amount | |
|---|---|---|---|---|
| 202400446 | TEACHERS RETIREMENT (2.2%) | 6/30/2025 | $370.79 | |
| 202400447 | TEACHERS RETIREMENT SYSTEM | 6/30/2025 | $5,753.70 | |
| 202400448 | THIS (TRS HEALTH) FUND | 6/30/2025 | $1,003.74 | |
| 202400443 | ILLINOIS DEPT OF REVENUE | 7/8/2025 | $4,680.73 | |
| 202400449 | MB FINANCIAL (FEDERAL) | 7/8/2025 | $3,970.76 | |
| 202400450 | MB FINANCIAL BANK (FICA-E) | 7/8/2025 | $4,158.96 | |
| 202400451 | MB FINANCIAL BANK (FICA-W) | 7/8/2025 | $4,158.96 | |
| 202400452 | TRUSTAGE | 7/8/2025 | $381.81 | |
| 202400453 | TEACHERS RETIREMENT SYSTEM SSP | 7/8/2025 | $225.09 | |
| | | 9 Wire Transfer Check(s) For a Total of | | $24,704.54 |
| | | Total for 9 Manual, Wire Tran, ACH & Computer Checks | | $24,704.54 |
| | | | Net Amount | $24,704.54 |
| 10 | EDUCATION FUND | | | $24,704.54 |

# 7/15/2025 Payroll Accounts Payable Check Register

| Check # | Vendor Name | Check Date | Check Amount | |
|---|---|---|---|---|
| 105526 | STATE DISBURSEMENT UNIT | 7/15/2025 | $750.00 | |
| 105527 | STATE DISBURSEMENT UNIT | 7/15/2025 | $172.26 | |
| | | 2 Computer Check(s) For a Total of | | $922.26 |
| 202500001 | ILLINOIS DEPT OF REVENUE | 7/15/2025 | $4,819.80 | |
| 202500004 | TEACHERS RETIREMENT (2.2%) | 7/15/2025 | $299.22 | |
| 202500005 | TEACHERS RETIREMENT SYSTEM | 7/15/2025 | $4,643.14 | |
| 202500006 | THIS (TRS HEALTH) FUND | 7/15/2025 | $810.02 | |
| 202500007 | MB FINANCIAL (FEDERAL) | 7/15/2025 | $11,921.34 | |
| 202500008 | MB FINANCIAL BANK (FICA-E) | 7/15/2025 | $5,287.07 | |
| 202500009 | MB FINANCIAL BANK (FICA-W) | 7/15/2025 | $5,287.07 | |
| 202500010 | THE OMNI GROUP | 7/15/2025 | $1,357.00 | |
| 202500011 | TRUSTAGE | 7/15/2025 | $6,753.62 | |
| | | 9 Wire Transfer Check(s) For a Total of | | $41,178.28 |
| | | 2 Computer Checks For a Total of | | $922.26 |
| | | Total for 11 Manual, Wire Tran, ACH & Computer Checks | | $42,100.54 |
| | | | Net Amount | $42,100.54 |
| 10 | EDUCATION FUND | | | $42,100.54 |

## 7/15/2025 SUPPLEMENTAL Payroll Accounts Payable Check Register

| Check # | Vendor Name | Check Date | Check Amount | |
|---|---|---|---|---|
| 202400395 | ILLINOIS DEPT OF REVENUE | 7/15/2025 | $26,401.91 | |
| 202400401 | MB FINANCIAL (FEDERAL) | 7/15/2025 | $48,694.96 | |
| 202400402 | MB FINANCIAL BANK (FICA-E) | 7/15/2025 | $23,442.93 | |
| 202400403 | MB FINANCIAL BANK (FICA-W) | 7/15/2025 | $23,442.93 | |
| 202400404 | THE OMNI GROUP | 7/15/2025 | $1,583.00 | |
| 202400405 | TRUSTAGE | 7/15/2025 | $17,581.29 | |
| 202400406 | TEACHERS RETIREMENT SYSTEM SSP | 7/15/2025 | $957.76 | |
| | | 7 Wire Transfer Check(s) For a Total of | | $142,104.78 |
| | | Total for 7 Manual, Wire Tran, ACH & Computer Checks | | $142,104.78 |
| | | | Net Amount | $142,104.78 |
| 10 | EDUCATION FUND | | | $142,104.78 |

# 7/25/2025 ESY Payroll Accounts Payable Check Register

| Check # | Vendor Name | Check Date | Check Amount | |
|---|---|---|---|---|
| 202500012 | ILLINOIS DEPT OF REVENUE | 7/25/2025 | $3,893.03 | |
| 202500015 | TEACHERS RETIREMENT (2.2%) | 7/25/2025 | $317.59 | |
| 202500016 | TEACHERS RETIREMENT SYSTEM | 7/25/2025 | $4,929.29 | |
| 202500017 | THIS (TRS HEALTH) FUND | 7/25/2025 | $859.93 | |
| 202500018 | MB FINANCIAL (FEDERAL) | 7/25/2025 | $2,562.80 | |
| 202500019 | MB FINANCIAL BANK (FICA-E) | 7/25/2025 | $3,344.79 | |
| 202500020 | MB FINANCIAL BANK (FICA-W) | 7/25/2025 | $3,344.79 | |
| 202500021 | TRUSTAGE | 7/25/2025 | $766.31 | |
| 202500022 | TEACHERS RETIREMENT SYSTEM SSP | 7/25/2025 | $195.27 | |
| | | 9 Wire Transfer Check(s) For a Total of | | $20,213.80 |
| | | Total for 9 Manual, Wire Tran, ACH & Computer Checks | | $20,213.80 |
| | | | Net Amount | $20,213.80 |
| 10 | EDUCATION FUND | | | $20,213.80 |

# 7/31/2025 Payroll Accounts Payable Check Register

| Check # | Vendor Name | Check Date | Check Amount | |
|---|---|---|---|---|
| 105531 | STATE DISBURSEMENT UNIT | 7/31/2025 | $750.00 | |
| 105532 | STATE DISBURSEMENT UNIT | 7/31/2025 | $172.26 | |
| | | 2 Computer Check(s) For a Total of | | $922.26 |
| 202500002 | IMRF (EMPLOYEES CONT) | 7/15/2025 | $3,056.38 | |
| 202500003 | IMRF (EMPLOYERS CONT) | 7/15/2025 | $2,555.35 | |
| 202500013 | IMRF (EMPLOYEES CONT) | 7/25/2025 | $985.51 | |
| 202500014 | IMRF (EMPLOYERS CONT) | 7/25/2025 | $946.11 | |
| 202500023 | ILLINOIS DEPT OF REVENUE | 7/31/2025 | $4,804.22 | |
| 202500024 | IMRF (EMPLOYEES CONT) | 7/31/2025 | $3,037.17 | |
| 202500025 | IMRF (EMPLOYERS CONT) | 7/31/2025 | $2,536.91 | |
| 202500026 | TEACHERS RETIREMENT (2.2%) | 7/31/2025 | $301.29 | |
| 202500027 | TEACHERS RETIREMENT SYSTEM | 7/31/2025 | $4,675.40 | |
| 202500028 | THIS (TRS HEALTH) FUND | 7/31/2025 | $815.62 | |
| 202500029 | MB FINANCIAL (FEDERAL) | 7/31/2025 | $11,863.15 | |
| 202500030 | MB FINANCIAL BANK (FICA-E) | 7/31/2025 | $5,412.24 | |
| 202500031 | MB FINANCIAL BANK (FICA-W) | 7/31/2025 | $5,412.24 | |
| 202500032 | THE OMNI GROUP | 7/31/2025 | $1,357.00 | |
| 202500033 | TRUSTAGE | 7/31/2025 | $6,758.00 | |
| 202500034 | TEACHERS HEALTH INSURANCE SECURITY (THIS) FUNI | 7/31/2025 | $400.00 | |
| | | | 16 Wire Transfer Check(s) For a Total of | $54,916.59 |
| | | | 2 Computer Checks For a Total of | $922.26 |
| | | | Total for 18 Manual, Wire Tran, ACH & Computer Checks | $55,838.85 |
| | | | Net Amount | $55,838.85 |
| 10 | EDUCATION FUND | | | $55,838.85 |

# 7/31/2025 SUPPLEMENTAL Payroll Accounts Payable Check Register

| Check # | Vendor Name | Check Date | Check Amount | |
|---|---|---|---|---|
| 202400407 | ILLINOIS DEPT OF REVENUE | 7/31/2025 | $26,401.84 | |
| 202400413 | MB FINANCIAL (FEDERAL) | 7/31/2025 | $48,694.89 | |
| 202400414 | MB FINANCIAL BANK (FICA-E) | 7/31/2025 | $23,442.85 | |
| 202400415 | MB FINANCIAL BANK (FICA-W) | 7/31/2025 | $23,442.85 | |
| 202400416 | THE OMNI GROUP | 7/31/2025 | $1,583.00 | |
| 202400417 | TRUSTAGE | 7/31/2025 | $17,581.29 | |
| 202400418 | TEACHERS RETIREMENT SYSTEM SSP | 7/31/2025 | $957.76 | |
| | | 7 Wire Transfer Check(s) For a Total of | | $142,104.48 |
| | | Total for 7 Manual, Wire Tran, ACH & Computer Checks | | $142,104.48 |
| | | | Net Amount | $142,104.48 |
| 10 | EDUCATION FUND | | | $142,104.48 |

# BILLS PAYABLE LIST – FLOW THROUGH

| | |
|---|---|
| **July 2025** | **$ 0** |
| **August 2025** | **$ 249,273.03** |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 08/04/2025 | 252600166 | DOWNERS GROVE DISTRI | Fee For Service FY23 cost settlement Reconcilliation Payment for Medical Services | 249,273.03 | 06/30/2025 |
| | | | Totals for checks | 249,273.03 | |

F U N D  S U M M A R Y

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
|---|---|---|---|---|---|
| 17 | MEDICAID SUB FUND | 0.00 | 0.00 | 249,273.03 | 249,273.03 |
| *** Fund Summary Totals *** | | 0.00 | 0.00 | 249,273.03 | 249,273.03 |

********** End of report **********

# BILLS PAYABLE LIST – SASED PROGRAMS

| | |
|---|---|
| **July 2025** | **$ 1,888,380.53** |
| **August 2025** | **$ 341,889.56** |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 07/09/2025 | 105438 | WINFIELD SCHOOL DIST | Meals for SASED Students May 2025 | 1,445.07 | 06/30/2025 |
| 07/09/2025 | 105438 | WINFIELD SCHOOL DIST | Meals for SASED students April 2025 | 1,291.05 | 06/30/2025 |
| 07/09/2025 | 105438 | WINFIELD SCHOOL DIST | Meals for SASED students June 2025 | 285.39 | 06/30/2025 |
| 07/09/2025 | 105439 | WESTMONT CUSD #201 | Meals for SASED Students May 2025 | 738.00 | 06/30/2025 |
| 07/09/2025 | 105439 | WESTMONT CUSD #201 | Meals for SASED students April 2025 | 739.44 | 06/30/2025 |
| 07/09/2025 | 105440 | ADDISON TRAIL H. S. | ADDISON TRAIL REGISTRATION FEES FOR VI STUDENTS | 7,125.00 | 06/30/2025 |
| 07/09/2025 | 105441 | ADVOCATE OCCUPATIONA | Bus Driver Physical for Megan Baker, Paul Erdmann, Patrick Dugan, Kirstin Peahl, Ena Uhren and Colleen Chorazyczewski. TB test for P. Dugan. Invoice 19678965 | 1,036.00 | 06/30/2025 |
| 07/09/2025 | 105442 | AHS STAFFING | OT/PT Services for 5/27/25 through 5/29/25 | 1,638.00 | 06/30/2025 |
| 07/09/2025 | 105443 | ALLIED BENEFIT SYSTE | Allied FSA Invoice June 2025 - Auto deducted on 6/15/25 | 350.75 | 06/30/2025 |
| 07/09/2025 | 105446 | AMERGIS HEALTHCARE S | School Aide and Behavior tech services for 5/12/25 through 5/16/25 | 23,920.15 | 06/30/2025 |
| 07/09/2025 | 105446 | AMERGIS HEALTHCARE S | Behavior Tech services for 5/12/25 through 5/16/25 | 6,188.55 | 06/30/2025 |
| 07/09/2025 | 105446 | AMERGIS HEALTHCARE S | School Aide and Sign Language Interpreter services for 5/12/25 through 5/16/25 | 7,790.25 | 06/30/2025 |
| 07/09/2025 | 105446 | AMERGIS HEALTHCARE S | School Aide and Behavior Tech services for 5/12/25 through 5/16/25 | 34,486.05 | 06/30/2025 |
| 07/09/2025 | 105446 | AMERGIS HEALTHCARE S | School Aide and Behavior Tech for 5/27/25 through 5/30/25 | 3,211.40 | 06/30/2025 |
| 07/09/2025 | 105446 | AMERGIS HEALTHCARE S | School Aide and Behavior Tech for 5/27/25 through 5/30/25 | 16,042.50 | 06/30/2025 |
| 07/09/2025 | 105446 | AMERGIS HEALTHCARE S | School Aide and Behavior Tech for 5/27/25 through 5/30/25 | 14,977.35 | 06/30/2025 |
| 07/09/2025 | 105446 | AMERGIS HEALTHCARE S | Sign Language Interpreter and School Aide Services for 5/19/25 through 5/23/25 and 5/27/256 | 2,175.00 | 06/30/2025 |
| 07/09/2025 | 105446 | AMERGIS HEALTHCARE S | Behavior Tech services for 5/27/25 through 5/30/25 | 3,498.75 | 06/30/2025 |
| 07/09/2025 | 105446 | AMERGIS HEALTHCARE S | Behavior Tech and School Aide Services for 5/27/25 through 6/6/27 | 5,825.50 | 06/30/2025 |
| 07/09/2025 | 105446 | AMERGIS HEALTHCARE S | Behavior Tech Services for 5/27/25 and 5/28/25 | 450.00 | 06/30/2025 |
| 07/09/2025 | 105446 | AMERGIS HEALTHCARE S | Behavior Tech Services for 6/2/25 and 6/3/25 | 635.85 | 06/30/2025 |
| 07/09/2025 | 105446 | AMERGIS HEALTHCARE S | School Aide and Behavior Tech services for 5/29/25 through 6/3/25 | 12,768.90 | 06/30/2025 |
| 07/09/2025 | 105446 | AMERGIS HEALTHCARE S | School Aide Services for | 440.00 | 06/30/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| | | | 5/27/25 and 5/28/25 | | |
| 07/09/2025 | 105447 | APPLE INC. | 50 iPads to replace EOL devices | 16,450.00 | 06/30/2025 |
| 07/09/2025 | 105448 | ARCON ASSOCIATES | ARCON INVOICE #29893 PROJECT #23166 | 5,773.98 | 06/30/2025 |
| 07/09/2025 | 105450 | BLAZERWORKS, LLC | Paraprofessional services for 5/12/25 through 5/16/25 | 1,004.50 | 06/30/2025 |
| 07/09/2025 | 105450 | BLAZERWORKS, LLC | Paraprofessional services for 5/27/25 through 5/30/25 | 7,004.00 | 06/30/2025 |
| 07/09/2025 | 105450 | BLAZERWORKS, LLC | Special Education Teacher and Paraprofessional Services for 5/27/25 and 5/28/25 | 4,496.00 | 06/30/2025 |
| 07/09/2025 | 105450 | BLAZERWORKS, LLC | Nursing Services for 5/21/25 | 325.00 | 06/30/2025 |
| 07/09/2025 | 105450 | BLAZERWORKS, LLC | Paraprofessional Services for 5/27/25 through 5/30/25 | 5,808.00 | 06/30/2025 |
| 07/09/2025 | 105450 | BLAZERWORKS, LLC | J Jimenez Contract services week ending 03.16.25-$972.25 credit applied | 462.75 | 06/30/2025 |
| 07/09/2025 | 105450 | BLAZERWORKS, LLC | Paraprofessional and Counselor Services for 4/14/25 through 4/17/25 | 9,030.84 | 06/30/2025 |
| 07/09/2025 | 105450 | BLAZERWORKS, LLC | Paraprofessional Services for 3/10/25 through 3/14/25 | 1,435.00 | 06/30/2025 |
| 07/09/2025 | 105450 | BLAZERWORKS, LLC | Paraprofessional Services for 6/2/25 and 6/3/25 | 1,935.84 | 06/30/2025 |
| 07/09/2025 | 105450 | BLAZERWORKS, LLC | Paraprofessional Services for 6/2/25 through 6/5/25 | 2,738.00 | 06/30/2025 |
| 07/09/2025 | 105450 | BLAZERWORKS, LLC | Paraprofessional Services for 6/2/25 through 6/5/25 | 5,315.00 | 06/30/2025 |
| 07/09/2025 | 105451 | BUSINESSOLVER.COM, I | Invoice for Businessolver June Service Fees - Invoice 132434 | 165.75 | 06/30/2025 |
| 07/09/2025 | 105452 | CDW GOVERNMENT | CDW QUOTE #PKJR934 REFERENCING PO QUOTE 3092400106 CUSTOMER #2926678 | 48,114.52 | 06/30/2025 |
| 07/09/2025 | 105452 | CDW GOVERNMENT | CDWG VMWare Vsphere Standard 8 License - Year 1 of 3 | 5,376.00 | 06/30/2025 |
| 07/09/2025 | 105453 | CLASSIC LANDSCAPE, L | June Montly Landscape Maintenance | 1,185.00 | 06/30/2025 |
| 07/09/2025 | 105453 | CLASSIC LANDSCAPE, L | SE Spring Cleanup for Grounds | 1,185.00 | 06/30/2025 |
| 07/09/2025 | 105454 | CORPAY MASTERCARD | Fuel Cards/Service 06/01/25-06/15/25 | 135.67 | 06/30/2025 |
| 07/09/2025 | 105455 | CREATIVE EXCHANGE | music therapy invoices - May 2025 | 5,475.00 | 06/30/2025 |
| 07/09/2025 | 105458 | CRISIS PREVENTION IN | Online registration for Laurie Walton to attend the CPI Nonviolent Crisis Intervention Training - Instructor Certification Program (Classroom) 3rd Edition - Laurie Walton Attendee at June 24 through June 26, 2025 Training Session being held at the Doubletree by Hilton Chicago Arlington Heights Hotel, 75 | 4,699.00 | 06/30/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| | | | W. Algonquin Road, Arlington Heights, IL 60005. The Attendance is for our New Hire, Laurie Walton, who is the most recent addition to our SIIS Team for FY25/26. Previously opened up PO 3062500091 under FY24/25 and again under PO 3062600001 under FY25/26, BUT this PO should and is again being opened up under the correct Fiscal Year 2024/2025 as Laurie Walton is attending this training session within Fiscal Year 2024/2025. This is definitely correct per Rachel Wisniewski. PO 3062600001 opened up under Fiscal Year 2025/2026 is being closed. Thank you! | | |
| 07/09/2025 | 105458 | CRISIS PREVENTION IN | Coaches Materials for Training - CPI NCI 3rd Edition Workbooks - 2 Spanish Nonviolent Crisis Intervention 3rd Edition Workbooks and 1 Large Print / Electronic File Nonviolent Crisis Intervention 3rd Edition Participant Workbook for ESY CPI NCI Training which occurred in June 2025. | 99.87 | 06/30/2025 |
| 07/09/2025 | 105459 | CZERNEK, STEPHANIE | Mileage Reimbursement for May-June 2025 | 11.34 | 06/30/2025 |
| 07/09/2025 | 105460 | E3 DIAGNOSTICS | Gordon Stowe/ E3 Diagnostics - GSI USB Video Otoscope | 1,535.00 | 06/30/2025 |
| 07/09/2025 | 105461 | EDU HEALTHCARE, LLC | Paraprofessional services for 5/27/25 and 5/28/25 | 472.50 | 06/30/2025 |
| 07/09/2025 | 105462 | EMERGENT LEARNING DI | Supplies for Classroom Team Projects and Training | 1,000.00 | 06/30/2025 |
| 07/09/2025 | 105463 | ENGIE RESOURCES LLC | SE Alt energy services 04/30-05/30/2025 | 6,772.57 | 06/30/2025 |
| 07/09/2025 | 105464 | ENGLER CALLAWAY BAAS | General School Law Services May 2025 | 4,735.50 | 06/30/2025 |
| 07/09/2025 | 105465 | ENGLUND, DANIEL | ASL interpreter for CPI training on 6/18/25 from 8:00 am - 3:00 pm. Invoice FL-061825 | 420.00 | 06/30/2025 |
| 07/09/2025 | 105466 | F.E. MORAN INC | INVOICE N # 006-185465000 CONTRACT DATE 6/3/24 | 460,000.53 | 06/30/2025 |
| 07/09/2025 | 105467 | FIRST STUDENT, INC. | Vision Program - AMY GEBRE - Instructional Student Bus Trip Charter to Brookfield Zoo 7/2/2025 Location Number 20714 / Customer Number 356831 / Order Number 356831 | 606.65 | 06/30/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 07/09/2025 | 105467 | FIRST STUDENT, INC. | Rich Laren Day Transportation May 2 2025 329930,329931,329932,331197 | 1,633.00 | 06/30/2025 |
| 07/09/2025 | 105467 | FIRST STUDENT, INC. | First Charter: 05/14/2025 | 320.00 | 06/30/2025 |
| 07/09/2025 | 105467 | FIRST STUDENT, INC. | May 9 RL day | 279.50 | 06/30/2025 |
| 07/09/2025 | 105468 | GENIN, GEORGIA | Buildings and Grounds Time sheet week of 05/28/2025 | 332.69 | 06/30/2025 |
| 07/09/2025 | 105469 | GN RESOUND | ReSound Multimic | 471.95 | 06/30/2025 |
| 07/09/2025 | 105469 | GN RESOUND | Out of Warranty Repair 17725800 | 181.95 | 06/30/2025 |
| 07/09/2025 | 105470 | GOURMET GORILLA | SE Alt Food Service/Meals May 2025 | 8,055.60 | 06/30/2025 |
| 07/09/2025 | 105470 | GOURMET GORILLA | Transition Food Service/Meals May 2025 | 2,494.20 | 06/30/2025 |
| 07/09/2025 | 105470 | GOURMET GORILLA | Bulk Purchase/Meals May 2025 | 33.21 | 06/30/2025 |
| 07/09/2025 | 105470 | GOURMET GORILLA | Credit Memo May 2025 | -214.80 | 06/30/2025 |
| 07/09/2025 | 105470 | GOURMET GORILLA | Credit Memo 173891 SE Alt | -2,217.25 | 06/30/2025 |
| 07/09/2025 | 105470 | GOURMET GORILLA | Transition ESy | 445.50 | 06/30/2025 |
| 07/09/2025 | 105471 | HINCKLEY SPRINGS | Water delivery/services May 2025, Lisle South and SE Alt | 467.97 | 06/30/2025 |
| 07/09/2025 | 105471 | HINCKLEY SPRINGS | Water delivery/cooler service June 2025 | 152.01 | 06/30/2025 |
| 07/09/2025 | 105472 | HOME DEPOT CREDIT SE | Home Depot Credit Card JUne 20, 2025 statement account # 6035322149985602 | 473.11 | 06/30/2025 |
| 07/09/2025 | 105473 | ILLINOIS STATE POLIC | Fingerprinting May, 2025 Invoice Number- 20250507078 | 405.00 | 06/30/2025 |
| 07/09/2025 | 105474 | INFINITEC | Infinitec Assistive Technology Evaluation - Invoice No. 56880 - County: DuPage - Student Name 45: Archer Watson | 1,250.00 | 06/30/2025 |
| 07/09/2025 | 105474 | INFINITEC | INFINITEC COLLABORATION INVOICES FOR 2 STUDENT LS & BR Invoices 56879 and 56878 | 2,500.00 | 06/30/2025 |
| 07/09/2025 | 105475 | INTERIM SCHOOL BUSIN | Contract Services-M Dyrek May 2025 | 10,200.00 | 06/30/2025 |
| 07/09/2025 | 105476 | JASON JOBB | Mileage Reimbursement for May 2025 | 79.10 | 06/30/2025 |
| 07/09/2025 | 105476 | JASON JOBB | Milage Reimbursement for June 3 and 5, 2025 | 11.13 | 06/30/2025 |
| 07/09/2025 | 105477 | KEY2ED | PD | 17,200.00 | 06/30/2025 |
| 07/09/2025 | 105478 | KONICA MINOLTA BUSIN | Konica Minolta Maintenance Agreement Invoice 9010485145 | 1,258.00 | 06/30/2025 |
| 07/09/2025 | 105478 | KONICA MINOLTA BUSIN | Konica Minolta Maintenance Agreement Invoice 901447817 | 1,258.00 | 06/30/2025 |
| 07/09/2025 | 105479 | KONICA MINOLTA PREMI | Konica Minolta Contract 450-0068168-000 6/26/25-7/25/25 Invoice #5034719582 | 1,032.16 | 06/30/2025 |
| 07/09/2025 | 105479 | KONICA MINOLTA PREMI | Konica Minolta Contract 450-0068168-000 5/26/25-6/25/25 Invoice #5034346815 | 1,032.16 | 06/30/2025 |
| 07/09/2025 | 105479 | KONICA MINOLTA PREMI | Konica Contract 06/12/2025-07/11/2025 Cust. | 2,320.06 | 06/30/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| | | | 1055705311 Inv. 5034524282 | | |
| 07/09/2025 | 105480 | MAXIM HEALTHCARE SER | Nursing Services for 5/13/25 | 611.09 | 06/30/2025 |
| 07/09/2025 | 105480 | MAXIM HEALTHCARE SER | Nursing Services for 5/19/25 through 5/23/25 | 2,781.01 | 06/30/2025 |
| 07/09/2025 | 105480 | MAXIM HEALTHCARE SER | Nursing Services for 5/27/25 and 5/28/25 | 849.75 | 06/30/2025 |
| 07/09/2025 | 105480 | MAXIM HEALTHCARE SER | Nursing Services for 5/19/25 through 5/23/25 | 21,732.17 | 06/30/2025 |
| 07/09/2025 | 105480 | MAXIM HEALTHCARE SER | Nursing Services for 5/27/25 through 5/30/25 | 7,126.42 | 06/30/2025 |
| 07/09/2025 | 105480 | MAXIM HEALTHCARE SER | Nursing Services for 6/2/25 through 6/5/25 | 5,379.87 | 06/30/2025 |
| 07/09/2025 | 105481 | METLIFE | July Metlife Dental and Vision Invoice for 7/1/25-7/30/25. Due 7/1/2025 | 18,075.51 | 06/30/2025 |
| 07/09/2025 | 105483 | MICROSONIC INC. | Invoice #: VW0824RL, Date: 6/2/2025, Client Name: Andres Padron (Earmolds) | 133.00 | 06/30/2025 |
| 07/09/2025 | 105483 | MICROSONIC INC. | Invoice #: VW0823RL, Date: 5/23/2025, Client Name: Matthew DeAgelis (Earmolds) | 121.00 | 06/30/2025 |
| 07/09/2025 | 105483 | MICROSONIC INC. | Invoice #: VW0826RL, Date: 6/10/2025, Client Name: Gracie Goodwin (Earmolds) | 128.50 | 06/30/2025 |
| 07/09/2025 | 105483 | MICROSONIC INC. | Invoice #: RWL4842RL, Date: 6/11/2025, Client Name: Shreya Biswas (Earmold Shipping) | 21.00 | 06/30/2025 |
| 07/09/2025 | 105483 | MICROSONIC INC. | Invoice #: WL4843RL, Date: 6/6/2025, Client Name: Sam Elliott (Earmolds) | 127.00 | 06/30/2025 |
| 07/09/2025 | 105483 | MICROSONIC INC. | VW0825RL Farah Shehab (earmolds) 6/10/2025 | 128.50 | 06/30/2025 |
| 07/09/2025 | 105483 | MICROSONIC INC. | Earmolds G Chatham | 154.00 | 06/30/2025 |
| 07/09/2025 | 105484 | NCS PEARSON | invoice 28862506 | 228.95 | 06/30/2025 |
| 07/09/2025 | 105485 | NET56 | Dell PowerEdge Servers Maintenance Support Renewal Order #127 Invoice #16862 | 5,118.59 | 06/30/2025 |
| 07/09/2025 | 105485 | NET56 | Net56 April Jamf Licenses Inv. 16904 | 231.20 | 06/30/2025 |
| 07/09/2025 | 105485 | NET56 | Net56 May Jamf Licenses Inv. 16904 | 231.20 | 06/30/2025 |
| 07/09/2025 | 105485 | NET56 | Net56 Internet Services June Invoice 16838 | 10,152.03 | 06/30/2025 |
| 07/09/2025 | 105485 | NET56 | NET56 Managed Services June 2025 Inv. 16839 | 25,844.45 | 06/30/2025 |
| 07/09/2025 | 105486 | NEXTERA ENERGY SERVI | SE Alt Energy Services 05/01-05/31/2025 | 1,057.88 | 06/30/2025 |
| 07/09/2025 | 105487 | NICOR GAS | Nicor Energy Services SE Alt 05/01/25-05/31/25 | 568.62 | 06/30/2025 |
| 07/09/2025 | 105488 | NU MOTION | OT/PT Equipment 4-22-25 | 7,349.58 | 06/30/2025 |
| 07/09/2025 | 105489 | ORKIN EXTERMINATING | Pest Control Services June 2025 | 113.00 | 06/30/2025 |
| 07/09/2025 | 105490 | PADDOCK PUBLICATIONS | Transfer of Funds publication 05/30/25 | 41.40 | 06/30/2025 |
| 07/09/2025 | 105491 | SIGN LANGUAGE INTERP | Invoice no.: 1073, Invoice | 1,406.00 | 06/30/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| | | | date: 01/25/2025, Due date: 02/24/2025 | | |
| 07/09/2025 | 105491 | SIGN LANGUAGE INTERP | Invoice no.: 1110, Invoice date: 02/13/2025, Due date: 03/15/2025 | 1,808.00 | 06/30/2025 |
| 07/09/2025 | 105492 | SONOVA USA INC. | Phonak Open PO for Summer Repair DHH | 526.99 | 06/30/2025 |
| 07/09/2025 | 105493 | T-MOBILE | T-Mobile Hotspots Acct. 976288363 due 7/20/25 | 620.00 | 06/30/2025 |
| 07/09/2025 | 105493 | T-MOBILE | T-Mobile Hotspots Acct. 976288363 6/19/25 | 616.00 | 06/30/2025 |
| 07/09/2025 | 105494 | TEAM SELECT HOME CAR | Nursing Services for 5/1/25 through 5/28/25 (13 days) | 6,696.00 | 06/30/2025 |
| 07/09/2025 | 105495 | TEXTHELP SYSTEMS, IN | Supplies for Classroom Team Projects and Training | 1,700.00 | 06/30/2025 |
| 07/09/2025 | 105496 | THERAPY SHOPPE | OT/PT Supplies | 428.75 | 06/30/2025 |
| 07/09/2025 | 105496 | THERAPY SHOPPE | OT/PT Therapeutic Supplies 2-28-25 | 565.15 | 06/30/2025 |
| 07/09/2025 | 105497 | UNITED STATES TREASU | Form 720-v - Quarter two 2025 Fed Excise Tax | 888.00 | 06/30/2025 |
| 07/09/2025 | 105498 | VERIZON WIRELESS | Verizon Smartphones and Flip Phones April - May Invoices 6113891466 and 6113902102 | 718.45 | 06/30/2025 |
| 07/09/2025 | 105499 | WILLOWBROOK FORD INC | Van oil change and tire service | 83.80 | 06/30/2025 |
| 07/09/2025 | 105499 | WILLOWBROOK FORD INC | Van, warning lightrepars to jumper harness and wires rear wheel sensors | 511.15 | 06/30/2025 |
| 07/09/2025 | 105500 | ZELLER AND ASSOCIATE | E-RATE CONSULTING FEE STATEMENT #FY25-124 | 3,841.57 | 06/30/2025 |
| 07/09/2025 | 105501 | ALLIED BENEFIT SYSTE | Allied FSA Invoice July 2025 - Auto deducted on 7/15/25 | 356.50 | 07/09/2025 |
| 07/09/2025 | 105502 | AMERICAN HERITAGE LI | Allstate Critical Illness and Accident Coverage Bill - July 2025 | 2,681.34 | 07/09/2025 |
| 07/09/2025 | 105503 | CLIC | CLIC FIDUACIARY LIABILITY INSURANCE POLICY #82111782 | 2,150.00 | 07/09/2025 |
| 07/09/2025 | 105504 | CORPAY MASTERCARD | Fuel Service /Card fees 06/16-06/30/2025 | 99.20 | 07/09/2025 |
| 07/09/2025 | 105505 | DYER, ALLISON | Leadership Workshop July 22-24, 2025 | 10,550.00 | 07/09/2025 |
| 07/09/2025 | 105506 | EDUCATIONAL BENEFIT | July 2025 Final Invoice for EBC - Medical Premium and Basic Life Premium | 359,493.09 | 07/09/2025 |
| 07/09/2025 | 105507 | EMBRACE EDUCATION | Embrace Annual Subscription Invoice #18443 | 85,659.37 | 07/09/2025 |
| 07/09/2025 | 105508 | EMERGENT LEARNING DI | Curriculum software 25-26 | 2,250.00 | 07/09/2025 |
| 07/09/2025 | 105509 | FRONTLINE TECHNOLOGI | Frontline Central Solution renewal 7/1/25 - 6/30/26 Absence and Substitute Management renewal 7/1/25-6/30/26 INVOICE INVUS217498 | 28,285.05 | 07/09/2025 |
| 07/09/2025 | 105510 | IASA | IASA 25-26 Membership for Kim Dryier | 2,115.77 | 07/09/2025 |
| 07/09/2025 | 105511 | IASB | IASB Affiliate Membership | 575.00 | 07/09/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| | | | Dues - Invoice # 461293 | | |
| 07/09/2025 | 105511 | IASB | IASB - BoardBook, PRESS and PRESS Policies Online annual subscription renewals - Invoice #462700 | 9,707.50 | 07/09/2025 |
| 07/09/2025 | 105512 | ISCORP | ISCorp Hosting for Skyward Annual Subscription Invoice #0747556 | 3,000.00 | 07/09/2025 |
| 07/09/2025 | 105513 | ISDLAF - SCHOOL EMPL | SCHOOL EMPLOYEES LOSS FUND | 117,656.00 | 07/09/2025 |
| 07/09/2025 | 105514 | KONICA MINOLTA PREMI | Konica Contract 07/12/2025-08/11/2025 Cust. 1055705311 Inv. 5034904997 | 2,320.06 | 07/09/2025 |
| 07/09/2025 | 105515 | NET56 | Net56 Managed Services (Managed IT Production Services, SIEM Licenses, Orion Licenses, DRRS) | 26,878.23 | 07/09/2025 |
| 07/09/2025 | 105515 | NET56 | Net56 USAC Agreement Internet Access (Communication Taxes, Internet Access with FaaS Main Building, WAN SE) | 10,150.58 | 07/09/2025 |
| 07/09/2025 | 105516 | PLAY WITH A PURPOSE | New Classrooms Winfield | 32,283.66 | 07/09/2025 |
| 07/09/2025 | 105517 | SCHOOLSTATUS LLC | Annual subscription renewal for Smore | 1,890.00 | 07/09/2025 |
| 07/09/2025 | 105517 | SCHOOLSTATUS LLC | SchoolStatus Website Annual Renewal Invoice #INV-SS-2095 | 2,836.00 | 07/09/2025 |
| 07/09/2025 | 105518 | SKYWARD ACCOUNTING D | Skyward Crystal Reports Maintenance Renewal Invoice #0000239075 | 149.00 | 07/09/2025 |
| 07/09/2025 | 105518 | SKYWARD ACCOUNTING D | Skyward Annual License FY26 Invoice #0000236884 | 11,657.00 | 07/09/2025 |
| 07/09/2025 | 105519 | VISTA LEARNING, NFP | Evaluwise 3 year license renewal from 7/1/26-6/30/29 Invoice # VL125-1066 | 21,986.25 | 07/09/2025 |

Totals for checks 1,665,727.19

## F U N D S U M M A R Y

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
|---|---|---|---|---|---|
| 10 | EDUCATION FUND | 381,845.19 | 0.00 | 818,107.49 | 1,199,952.68 |
| 20 | OPER, BUILD, & MAINT FUND | 0.00 | 0.00 | 465,774.51 | 465,774.51 |
| *** Fund Summary Totals *** | | 381,845.19 | 0.00 | 1,283,882.00 | 1,665,727.19 |

********** End of report **********

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 07/09/2025 | 252600106 | KEENEYVILLE DISTRICT | Meals for SASED students May 2025 | 332.64 | 06/30/2025 |
| 07/09/2025 | 252600106 | KEENEYVILLE DISTRICT | Meals for SASE Students April 2025 | 348.30 | 06/30/2025 |
| 07/09/2025 | 252600107 | DUPAGE COUNTY SCHOOL | Meals for SASED students April 2025 | 1,712.56 | 06/30/2025 |
| 07/09/2025 | 252600107 | DUPAGE COUNTY SCHOOL | Meals for SASED students May 2025 | 1,541.25 | 06/30/2025 |
| 07/09/2025 | 252600107 | DUPAGE COUNTY SCHOOL | Meals for SASED Students March 2025 | 2,297.20 | 06/30/2025 |
| 07/09/2025 | 252600108 | SALT CREEK SCHOOL DI | Meals for SASED Students 06/01-06/02/2025 | 156.36 | 06/30/2025 |
| 07/09/2025 | 252600108 | SALT CREEK SCHOOL DI | Meals for SASED Students May 2025 | 2,252.88 | 06/30/2025 |
| 07/09/2025 | 252600108 | SALT CREEK SCHOOL DI | Meals for SASED students April 2025 | 1,923.12 | 06/30/2025 |
| 07/09/2025 | 252600109 | DOWNERS GROVE DISTRI | Meals for SASED Students May 2025 | 430.35 | 06/30/2025 |
| 07/09/2025 | 252600109 | DOWNERS GROVE DISTRI | Meals for SASED students April 2025 | 422.06 | 06/30/2025 |
| 07/09/2025 | 252600110 | MAERCKER DISTRICT #6 | Meals for SASED students April 2025 | 2,601.06 | 06/30/2025 |
| 07/09/2025 | 252600110 | MAERCKER DISTRICT #6 | Meals for SASED students May 2025 | 1,875.42 | 06/30/2025 |
| 07/09/2025 | 252600111 | CASS SCHOOL DISTRICT | Meals for SASED Students May 2025 | 462.06 | 06/30/2025 |
| 07/09/2025 | 252600111 | CASS SCHOOL DISTRICT | Meals for SASED students April 2025 | 380.52 | 06/30/2025 |
| 07/09/2025 | 252600112 | CENTER CASS DISTRICT | Meals for SASED Students May 2025 | 476.00 | 06/30/2025 |
| 07/09/2025 | 252600112 | CENTER CASS DISTRICT | Meals for SASED students April 2025 | 505.75 | 06/30/2025 |
| 07/09/2025 | 252600113 | 2955, LLC | JUNE AND JULY 2025 INCREASED RENT BASED ON NEW LEASE AGREEMENT APPROVED BY BOARD 6/11/25 | 9,451.34 | 06/30/2025 |
| 07/09/2025 | 252600114 | AHN, MAY | Mileage Reimbursement for May 2025 | 38.10 | 06/30/2025 |
| 07/09/2025 | 252600115 | AL WARREN OIL CO., I | Fuel delivery 05/22/2025 | 405.64 | 06/30/2025 |
| 07/09/2025 | 252600115 | AL WARREN OIL CO., I | Fuel delivery 01/31/2025 | 302.21 | 06/30/2025 |
| 07/09/2025 | 252600116 | ALDRICH, DANA | Mileage Reimbursement for May 2025 | 22.61 | 06/30/2025 |
| 07/09/2025 | 252600117 | ANDERSEN, VERONICA | Mileage Reimbursement for May 2025 | 155.12 | 06/30/2025 |
| 07/09/2025 | 252600118 | ARVANS, SUSAN | Mileage Reimbursement for April and May 2025 | 64.07 | 06/30/2025 |
| 07/09/2025 | 252600119 | BARAJAZ, DINA | Mileage Reimbursement for May 2025 | 58.58 | 06/30/2025 |
| 07/09/2025 | 252600120 | BECVAR, FRANK | Mileage Reimbursement for April and May 2025 | 25.27 | 06/30/2025 |
| 07/09/2025 | 252600121 | BELL, RACHEL | Mileage Reimbursement for May 2025 | 167.07 | 06/30/2025 |
| 07/09/2025 | 252600122 | BOCZKOWSKI, DEBRA | Mileage Reimbursement for May 2025 | 354.20 | 06/30/2025 |
| 07/09/2025 | 252600123 | BOOTSMA, KRISTY | Mileage Reimbursement for May 2025 | 79.73 | 06/30/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 07/09/2025 | 252600123 | BOOTSMA, KRISTY | Mileage Reimbursement for April 2025 | 59.99 | 06/30/2025 |
| 07/09/2025 | 252600124 | BURGER, JOAN | Milage Reimbursement for May 27 and 28, 2025 | 12.60 | 06/30/2025 |
| 07/09/2025 | 252600125 | BURNS, RICHARD | Milage Reimbursement for March 20-June 10 2025 | 61.60 | 06/30/2025 |
| 07/09/2025 | 252600126 | CHAPLIN, KRISTINE | Mileage Reimbursement for March 2025 | 225.19 | 06/30/2025 |
| 07/09/2025 | 252600127 | COHLA, STEPHANIE | Mileage Reimbursement for May 2025 | 81.13 | 06/30/2025 |
| 07/09/2025 | 252600128 | CORSELLO, KRISTINE | Milage Reimbursement for May 07-June 05, 2025 | 141.40 | 06/30/2025 |
| 07/09/2025 | 252600129 | CREAGAN, HELEN | Mileage Reimbursement for May 2025 | 107.31 | 06/30/2025 |
| 07/09/2025 | 252600130 | DORCHACK, MARIA | Mileage Reimbursement for May 2025 | 267.19 | 06/30/2025 |
| 07/09/2025 | 252600131 | FANUKA, CASEY | Mileage Reimbursement for June 23, 2025 | 28.94 | 06/30/2025 |
| 07/09/2025 | 252600131 | FANUKA, CASEY | Mileage Reimbursement for March - May 2025 | 195.91 | 06/30/2025 |
| 07/09/2025 | 252600131 | FANUKA, CASEY | Reimburse Audiology Conference 06/2025 | 1,712.40 | 06/30/2025 |
| 07/09/2025 | 252600133 | HEARTLAND ALLIANCE H | Invoice # 27028, Invoice Date: 04/30/2025 | 150.50 | 06/30/2025 |
| 07/09/2025 | 252600133 | HEARTLAND ALLIANCE H | Vision Program - Heartland Alliance Health Cross-Cultural Interpreting Services: Telephonic Call For Ramadan (Arabic speaking family) on 4/17/2025 Invoice #2708 / Account #2876 | 110.25 | 06/30/2025 |
| 07/09/2025 | 252600133 | HEARTLAND ALLIANCE H | CCIS Telephonic Services Invoice #27082 Dated 04/30/2025 | 82.25 | 06/30/2025 |
| 07/09/2025 | 252600133 | HEARTLAND ALLIANCE H | CCIS INVOICE # 26077 | 240.00 | 06/30/2025 |
| 07/09/2025 | 252600133 | HEARTLAND ALLIANCE H | CCIS INVOICE # 25280 Translating Services: Willowbrook High School | 261.46 | 06/30/2025 |
| 07/09/2025 | 252600133 | HEARTLAND ALLIANCE H | CCIS Interpreting Services | 150.00 | 06/30/2025 |
| 07/09/2025 | 252600133 | HEARTLAND ALLIANCE H | CCIS Interpreting Services | 140.00 | 06/30/2025 |
| 07/09/2025 | 252600133 | HEARTLAND ALLIANCE H | CCIS Interpreting Services | 183.15 | 06/30/2025 |
| 07/09/2025 | 252600133 | HEARTLAND ALLIANCE H | Project Search Interpreting Service 05/24/2025 | 118.60 | 06/30/2025 |
| 07/09/2025 | 252600133 | HEARTLAND ALLIANCE H | Interpreter Services 05/01 and 05/07 2025 Stars/SMNP programs | 39.60 | 06/30/2025 |
| 07/09/2025 | 252600133 | HEARTLAND ALLIANCE H | Invoice #27120, Invoice Date: 05/31/2025 - Audiology & DHH Program Interpreting Services | 560.00 | 06/30/2025 |
| 07/09/2025 | 252600133 | HEARTLAND ALLIANCE H | CCIS Invoice #27133 Dated 5/31/2025 | 268.32 | 06/30/2025 |
| 07/09/2025 | 252600133 | HEARTLAND ALLIANCE H | CCIS Telephonic Services Invoice 27203 Dated 5/31/2025 | 31.50 | 06/30/2025 |
| 07/09/2025 | 252600133 | HEARTLAND ALLIANCE H | CCIS Telephonic Interpreting Services | 5.25 | 06/30/2025 |
| 07/09/2025 | 252600134 | HOMAN, JULIA | Mileage Reimbursement for May | 234.99 | 06/30/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| | | | 2025 | | |
| 07/09/2025 | 252600135 | JERRARD, CHERISE | Reimburse expenses NCOMA Conference 04/24-04/25/2025 | 442.22 | 06/30/2025 |
| 07/09/2025 | 252600136 | LESSENTIEN, BRIDGET | Mileage Reimbursement for May 2025 | 105.77 | 06/30/2025 |
| 07/09/2025 | 252600137 | LOHRENZ, ASHLEY | Mileage Reimbursement for May 2025 | 258.69 | 06/30/2025 |
| 07/09/2025 | 252600137 | LOHRENZ, ASHLEY | Mileage Reimbursement for June 2025 | 31.64 | 06/30/2025 |
| 07/09/2025 | 252600138 | MEDEARIS, CHRISTOPHE | Mileage Reimbursement for April and May 2025 | 204.61 | 06/30/2025 |
| 07/09/2025 | 252600138 | MEDEARIS, CHRISTOPHE | Milage Reimbursement for April and May 2025 | 41.65 | 06/30/2025 |
| 07/09/2025 | 252600139 | MUELLER, KIMBERLY | Mileage Reimbursement for April and May 2025 | 123.69 | 06/30/2025 |
| 07/09/2025 | 252600139 | MUELLER, KIMBERLY | Mileage Reimbursement for May 2025 | 182.77 | 06/30/2025 |
| 07/09/2025 | 252600139 | MUELLER, KIMBERLY | Milage Reimbursement for March- May 2025 | 36.40 | 06/30/2025 |
| 07/09/2025 | 252600140 | MURRAY, MEGHAN | Mileage Reimbursement for March-May 2025 | 100.80 | 06/30/2025 |
| 07/09/2025 | 252600141 | NARDI, TRACEY | Reimburse expenses NCOMA Conference 04/24-04/25/2025 | 396.37 | 06/30/2025 |
| 07/09/2025 | 252600142 | NOWAK, SUSAN | Mileage Reimbursement for May 2025 | 142.80 | 06/30/2025 |
| 07/09/2025 | 252600143 | NUNZIATO, NICOLE | Mileage Reimbursement for April 2025 | 183.88 | 06/30/2025 |
| 07/09/2025 | 252600143 | NUNZIATO, NICOLE | Mileage Reimbursement for May 2025 | 218.10 | 06/30/2025 |
| 07/09/2025 | 252600144 | OTTO, VICKI | Mileage Reimbursement for April + May 2025 | 24.22 | 06/30/2025 |
| 07/09/2025 | 252600144 | OTTO, VICKI | Milage Reimbursement for March 28- May 30 2025 | 34.23 | 06/30/2025 |
| 07/09/2025 | 252600145 | PELLICANO, DARCEY | Mileage Reimbursement for March - May 2025 | 112.21 | 06/30/2025 |
| 07/09/2025 | 252600146 | PETERSON, COLLEEN | Mileage Reimbursement for May 2025 | 84.35 | 06/30/2025 |
| 07/09/2025 | 252600147 | PRESERVATION SERVICE | PRESERVATION SERVICES PROJECT #24135 | 123,750.00 | 06/30/2025 |
| 07/09/2025 | 252600148 | PRZANOWSKI, ASHLEY | Reimbursement Request-A Przanowski Classroom sensory toys & fidgets | 41.80 | 06/30/2025 |
| 07/09/2025 | 252600148 | PRZANOWSKI, ASHLEY | Reimbursement Request-A Przanowski Materials & Consumables | 49.18 | 06/30/2025 |
| 07/09/2025 | 252600148 | PRZANOWSKI, ASHLEY | Milage Reimbursement for May 2025 | 35.00 | 06/30/2025 |
| 07/09/2025 | 252600149 | REDDY, CARLY | Vision Program - CARLY REDDY - ATHS O&M Addison Trail High School Student Transportation Metra Train and Pace Bus 2/27 - 5/1/2025 $32.50 | 32.50 | 06/30/2025 |
| 07/09/2025 | 252600150 | ROBERTS, RUTH | Mileage Reimbursement for May 2025 | 150.78 | 06/30/2025 |
| 07/09/2025 | 252600150 | ROBERTS, RUTH | Milage Reimbursement for June 2025 | 44.03 | 06/30/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 07/09/2025 | 252600151 | ROSS, KATHLEEN | Mileage Reimbursement for May 2025 | 83.79 | 06/30/2025 |
| 07/09/2025 | 252600152 | STAMATELOPOULOS, KEL | Mileage Reimbursement for May 2025 | 100.80 | 06/30/2025 |
| 07/09/2025 | 252600153 | STORNELLO, KAREN | Mileage Reimbursement for March-May 2025 | 77.56 | 06/30/2025 |
| 07/09/2025 | 252600154 | TATHAM, SARA | Milage Reimbursement for May 2025 | 172.70 | 06/30/2025 |
| 07/09/2025 | 252600155 | TSCHETTER, CYNTHIA | Mileage Reimbursement for May 2025 | 23.58 | 06/30/2025 |
| 07/09/2025 | 252600156 | URBAN, JESSICA | Mileage Reimbursement for May 2025 | 59.15 | 06/30/2025 |
| 07/09/2025 | 252600156 | URBAN, JESSICA | Mileage Reimbursement for April 2025 | 54.74 | 06/30/2025 |
| 07/09/2025 | 252600157 | WALPER, WILLIAM | Reimburse School Bus Refresher Course | 10.00 | 06/30/2025 |
| 07/09/2025 | 252600158 | WARD, KRISTEN | Mielage Reimbursement for 04/8-06/5 2025 | 86.10 | 06/30/2025 |
| 07/09/2025 | 252600159 | WAWCZAK, ELIZABETH | Mileage Reimbursement for Feb 13-Mar 10 2025 | 99.36 | 06/30/2025 |
| 07/09/2025 | 252600159 | WAWCZAK, ELIZABETH | Mileage Reimbursement for Mar 10 - May 22 2025 | 378.92 | 06/30/2025 |
| 07/09/2025 | 252600160 | ZENDOL CARR, JENNIFE | Milage Reimbursement for April and May 2025 | 63.00 | 06/30/2025 |
| 07/09/2025 | 252600161 | 2955, LLC | 2900 OGDEN AVENUE RENT SCHEDULE BASED ON NEW LEASE AGREEMENT APPROVED 6/11/25 | 55,000.00 | 07/09/2025 |
| 07/09/2025 | 252600162 | DRYIER, KIMBERLY | FY26 MILEAGE ALLOTMENT-July 2025 | 400.00 | 07/09/2025 |
| 07/09/2025 | 252600163 | RELIANCE STANDARD LI | Reliance July Invoice | 4,104.95 | 07/09/2025 |
| 07/09/2025 | 252600164 | VANDERWOUDE, ELIZABE | FY26 MILEAGE ALLOTMENT | 400.00 | 07/09/2025 |
| 07/09/2025 | 252600165 | WISNIEWSKI, RACHEL | FY26 MILEAGE ALLOTMENT | 400.00 | 07/09/2025 |
| | | | Totals for checks | 222,653.34 | |

## F U N D  S U M M A R Y

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
|---|---|---|---|---|---|
| 10 | EDUCATION FUND | 4,104.95 | 0.00 | 94,798.39 | 98,903.34 |
| 20 | OPER, BUILD, & MAINT FUND | 0.00 | 0.00 | 123,750.00 | 123,750.00 |
| *** Fund Summary Totals *** | | 4,104.95 | 0.00 | 218,548.39 | 222,653.34 |

********** End of report **********

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | Nursing Services for 6/23/25 through 6/26/25 | 2,905.50 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | School Aide and Behavior Tech Services for 6/23/25 through 6/26/25 | 8,417.50 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | School Aide and Behavior Tech Services for 6/17/25 and 6/18/25 | 4,285.00 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | Nursing Services for 6/17/25 and 6/18/25 | 2,067.00 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | Behavior Tech Services for 5/27/25 & 5/28/25 and 6/17/25 and 6/18/25 | 1,747.35 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | Behavior TechServices for 6/17/25 and 6/18/25 | 630.00 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | Behavior Tech and School Aide Services for 6/17/25 and 6/18/25 | 2,627.00 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | Behavior Tech and School Aide Services for 6/30/25 | 2,587.50 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | Behavior Tech services for 5/12/25 through 5/16/25 | 8,362.35 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | Behavior Tech Services for 6/23/25 through 6/26/25 | 1,638.90 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | Behavior Tech Services for 6/23/25 through 6/26/25 | 3,262.50 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | Behavior Tech and School Aide Services for 6/23/25 through 6/26/25 | 6,445.60 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | School Aide and Behavior Tech Services for 6/30/25 | 1,710.00 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | Nursing Services for 6/30/25 | 702.00 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | Behavior Tech services for 6/30/25 | 607.50 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | Behavior Tech services for 6/30/25 | 408.15 | 06/30/2025 |
| 08/07/2025 | 105535 | AMERGIS HEALTHCARE S | Nursing Services for 5/27/25 and 5/28/25 | 858.00 | 06/30/2025 |
| 08/07/2025 | 105536 | AYA HEALTHCARE INC. | Social Worker Services for 4/14/25 through 5/23/25 | 9,265.00 | 06/30/2025 |
| 08/07/2025 | 105538 | BLAZERWORKS, LLC | Paraprofessional Services for 5/27/25 through 5/30/25 | 9,005.47 | 06/30/2025 |
| 08/07/2025 | 105538 | BLAZERWORKS, LLC | Special Education Teacher and Paraprofessional Services for 6/17/25 and 6/18/25 | 7,032.47 | 06/30/2025 |
| 08/07/2025 | 105538 | BLAZERWORKS, LLC | Paraprofessional Services for 6/17/25 and 6/18/25 | 559.20 | 06/30/2025 |
| 08/07/2025 | 105538 | BLAZERWORKS, LLC | Paraprofessional Services for 6/17/25 and 6/18/25 | 574.00 | 06/30/2025 |
| 08/07/2025 | 105538 | BLAZERWORKS, LLC | Paraprofessional Service for 7/1/25 and 7/2/25 | 7,625.00 | 06/30/2025 |
| 08/07/2025 | 105538 | BLAZERWORKS, LLC | Special Education Teacher and Paraprofessional Services for 6/23/25 through 6/26/25 | 11,292.30 | 06/30/2025 |
| 08/07/2025 | 105538 | BLAZERWORKS, LLC | Paraprofessional Services for 6/30/25 through 7/2/25 | 2,084.16 | 06/30/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 08/07/2025 | 105538 | BLAZERWORKS, LLC | Paraprofessional Services for 6/17/25 and 6/18/25 | 324.00 | 06/30/2025 |
| 08/07/2025 | 105538 | BLAZERWORKS, LLC | Paraprofessional Services for 6/23/25 and 6/26/25 | 1,258.00 | 06/30/2025 |
| 08/07/2025 | 105538 | BLAZERWORKS, LLC | Paraprofessional Services for 6/23/25 through 6/26/25 | 751.53 | 06/30/2025 |
| 08/07/2025 | 105538 | BLAZERWORKS, LLC | Paraprofessional Services for 6/17/25 and 6/18/25 | 861.00 | 06/30/2025 |
| 08/07/2025 | 105538 | BLAZERWORKS, LLC | Paraprofessional and Nursing Services for 5/27/25 and 5/28/25 | 2,152.52 | 06/30/2025 |
| 08/07/2025 | 105538 | BLAZERWORKS, LLC | Paraprofessional Services for 6/23/25 through 6/26/25 | 1,608.00 | 06/30/2025 |
| 08/07/2025 | 105538 | BLAZERWORKS, LLC | Prof. contract services 0/07-07/10/25 | 553.50 | 06/30/2025 |
| 08/07/2025 | 105539 | DUPAGE COUNTY PUBLIC | SE Alt water usage 03/28-05/28/2025 | 166.83 | 06/30/2025 |
| 08/07/2025 | 105540 | EDU HEALTHCARE, LLC | Paraprofessional Services for 6/30/25 through 7/2/25 | 607.50 | 06/30/2025 |
| 08/07/2025 | 105540 | EDU HEALTHCARE, LLC | Paraprofessional Services for 6/23/25 through 6/26/25 | 810.00 | 06/30/2025 |
| 08/07/2025 | 105541 | ENGIE RESOURCES LLC | SE Alt energy services 05/30/25-06/30/2025 | 3,616.23 | 06/30/2025 |
| 08/07/2025 | 105542 | ENGLER CALLAWAY BAAS | General School Law Services June 2025 | 583.00 | 06/30/2025 |
| 08/07/2025 | 105543 | ILLINOIS STATE POLIC | Fingerprinting June, 2025 Invoice Number -20250607078 | 513.00 | 06/30/2025 |
| 08/07/2025 | 105544 | INTERIM SCHOOL BUSIN | "Contract Services Business Office M Dyrek June 2025 | 8,400.00 | 06/30/2025 |
| 08/07/2025 | 105545 | NEXTERA ENERGY SERVI | SE Atl Energy Services June 01-30 2025 | 43.23 | 06/30/2025 |
| 08/07/2025 | 105546 | NICOR GAS | SE Alt. energy services 06/01/2025-06/30/2025 | 278.29 | 06/30/2025 |
| 08/07/2025 | 105547 | PLAY WITH A PURPOSE | Special Project: Classroom Configuration | 9,053.88 | 06/30/2025 |
| 08/07/2025 | 105548 | SIGN LANGUAGE INTERP | INVOICE # 5107 FINGERPRINT APPT DHH | 91.43 | 06/30/2025 |
| 08/07/2025 | 105549 | SONOVA USA INC. | Phonak Open PO for Summer Repair Itin | 2,178.99 | 06/30/2025 |
| 08/07/2025 | 105550 | TEAM SELECT HOME CAR | Nursing Services for 6/24/25, 6/26/25 and 6/30/25 | 1,062.00 | 06/30/2025 |
| 08/07/2025 | 105551 | VERIZON WIRELESS | Verizon Smartphones and Flip Phones May-June Invoices 116412340 and 6116401747 | 492.82 | 06/30/2025 |
| 08/07/2025 | 105552 | ALLIED BENEFIT SYSTE | Allied FSA Invoice August 2025 - Auto deducted on 8/15/25 | 322.00 | 08/07/2025 |
| 08/07/2025 | 105553 | AMBER MECHANICAL CON | Amber Mechanical-SE Mini-split | 950.00 | 08/07/2025 |
| 08/07/2025 | 105555 | AMERGIS HEALTHCARE S | Behavior Tech and School Aide Services for 7/7/25 through 7/10 /25 | 3,555.00 | 08/07/2025 |
| 08/07/2025 | 105555 | AMERGIS HEALTHCARE S | Nursing Services for 7/7/25 through 7/10 /25 | 2,983.50 | 08/07/2025 |
| 08/07/2025 | 105555 | AMERGIS HEALTHCARE S | Behavior Tech Services for 7/7/25 through 7/10 /25 | 1,402.65 | 08/07/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 08/07/2025 | 105555 | AMERGIS HEALTHCARE S | School Aide and Behavior Tech Services for 7/1/25 and 7/2/25 | 3,510.00 | 08/07/2025 |
| 08/07/2025 | 105555 | AMERGIS HEALTHCARE S | School Aide and Behavior Tech Services for 7/1/25 and 7/2/25 | 3,825.00 | 08/07/2025 |
| 08/07/2025 | 105555 | AMERGIS HEALTHCARE S | Nursing Services for 7/1/25 and 7/2/25 | 1,521.00 | 08/07/2025 |
| 08/07/2025 | 105555 | AMERGIS HEALTHCARE S | Behavior Tech Services for 7/1/25 and 7/2/25 | 1,620.00 | 08/07/2025 |
| 08/07/2025 | 105555 | AMERGIS HEALTHCARE S | Behavior Tech Services for 7/1/25 and 7/2/25 | 810.00 | 08/07/2025 |
| 08/07/2025 | 105555 | AMERGIS HEALTHCARE S | Behavior Tech and School Aide Services for 7/7/25 through 7/10 /25 | 7,920.00 | 08/07/2025 |
| 08/07/2025 | 105555 | AMERGIS HEALTHCARE S | Behavior Tech and School Aide Services for 7/7/25 through 7/10 /25 | 6,795.00 | 08/07/2025 |
| 08/07/2025 | 105556 | AWARDING YOU | Opening Day Staff Years of Service Recognition awards - Awarding You (National Engravers) | 1,331.00 | 08/07/2025 |
| 08/07/2025 | 105557 | BLAZERWORKS, LLC | Paraprofessional and Nursing Services for 6/30/25 through 7/2/25 | 813.50 | 08/07/2025 |
| 08/07/2025 | 105557 | BLAZERWORKS, LLC | Paraprofessional Services for 7/7/25 through 7/10 /25 | 1,940.16 | 08/07/2025 |
| 08/07/2025 | 105557 | BLAZERWORKS, LLC | Paraprofessional Services for 7/7/25 through 7/10 /25 | 8,634.00 | 08/07/2025 |
| 08/07/2025 | 105558 | BUSINESSOLVER.COM, I | Invoice for Businessolver July Service Fees - Invoice 133666 | 162.00 | 08/07/2025 |
| 08/07/2025 | 105559 | CARANGI & ASSOCIATES | CARANGI ASSOCIATES ACTUARIAL CONSULTING SERVICES FY25 | 3,750.00 | 08/07/2025 |
| 08/07/2025 | 105560 | COAL CREEK SOFTWARE | Verifent Annual Subscription Invoice # A-202516 | 1,200.00 | 08/07/2025 |
| 08/07/2025 | 105561 | EDU HEALTHCARE, LLC | Paraprofessional Services for 7/7/25 through 7/10 /25 | 810.00 | 08/07/2025 |
| 08/07/2025 | 105561 | EDU HEALTHCARE, LLC | Paraprofessional Services for 7/14/25 through 7/17/25 | 810.00 | 08/07/2025 |
| 08/07/2025 | 105562 | FUN AND FUNCTION | New Classrooms Winfield | 21,192.56 | 08/07/2025 |
| 08/07/2025 | 105563 | HERTZ FURNITURE | New Classrooms Winfield | 3,988.26 | 08/07/2025 |
| 08/07/2025 | 105564 | IASA | SB 7 Performance Rankings File Tool Annual license FY26 | 300.00 | 08/07/2025 |
| 08/07/2025 | 105565 | IMAGINATION PRINT & | Imagination Print & Design - Staff T-Shirts for Opening Day 25-26 Invoice #52648 | 5,367.00 | 08/07/2025 |
| 08/07/2025 | 105566 | INCIDENT IQ, LLC | Incident IQ Platform with iiQ Ticketing core product, Subscription | 5,200.00 | 08/07/2025 |
| 08/07/2025 | 105567 | KONICA MINOLTA PREMI | Konica Minolta Contract 450-0068168-000 Coverage 7/26/2025-8/25/2025 Invoice 5035106491 | 1,032.16 | 08/07/2025 |
| 08/07/2025 | 105568 | LAKESHORE LEARNING | New Classrooms Winfield | 3,171.70 | 08/07/2025 |
| 08/07/2025 | 105568 | LAKESHORE LEARNING | New Classrooms Winfield | 517.47 | 08/07/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 08/07/2025 | 105569 | ORKIN EXTERMINATING | Pest control SE Alt July 2025 | 113.00 | 08/07/2025 |
| 08/07/2025 | 105570 | RENAISSANCE | 2025-2026 | 5,473.97 | 08/07/2025 |
| 08/07/2025 | 105571 | SCHOOL OUTFITTERS | NEW Winfield Classrooms | 3,503.70 | 08/07/2025 |
| 08/07/2025 | 105572 | WORTHINGTON DIRECT | New Classrooms Winfield | 26,338.75 | 08/07/2025 |
| 08/07/2025 | 105573 | XPRESSMYSELF.COM LLC | Asset Tags for tech devices<br>Order #MAT-296690 | 472.65 | 08/07/2025 |
| | | | Totals for checks | 263,441.23 | |

F U N D S U M M A R Y

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
|---|---|---|---|---|---|
| 10 | EDUCATION FUND | 322.00 | 0.00 | 263,119.23 | 263,441.23 |
| *** Fund Summary Totals *** | | 322.00 | 0.00 | 263,119.23 | 263,441.23 |

********** End of report **********

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 08/07/2025 | 252600167 | DORCHACK, MARIA | Milage Reimbursement for June 2025 | 65.66 | 06/30/2025 |
| 08/07/2025 | 252600168 | HEARTLAND ALLIANCE H | HEARTLAND INVOICE #27325 | 22.75 | 06/30/2025 |
| 08/07/2025 | 252600169 | LOONEY, KATHERINE | Reimbursement Request-K. Looney Therapy Consumables-End of Year food, supplies & decor Cooking / Science | 115.96 | 06/30/2025 |
| 08/07/2025 | 252600170 | 2955, LLC | 2900 OGDEN AVENUE RENT SCHEDULE BASED ON NEW LEASE AGREEMENT APPROVED 6/11/25-Sept. 2025 | 55,000.00 | 08/07/2025 |
| 08/07/2025 | 252600170 | 2955, LLC | 2024 Taxes balance | 21,910.47 | 08/07/2025 |
| 08/07/2025 | 252600171 | DORCHACK, MARIA | Milage Reimbursement for July 2025 | 21.49 | 08/07/2025 |
| 08/07/2025 | 252600172 | DRYIER, KIMBERLY | FY26 MILEAGE ALLOTMENT-Aug 2025 | 400.00 | 08/07/2025 |
| 08/07/2025 | 252600173 | LONG, MARTHA | Milage Reimbursement June/July 2025 | 112.00 | 08/07/2025 |
| 08/07/2025 | 252600174 | VANDERWOUDE, ELIZABE | FY26 MILEAGE ALLOTMENT | 400.00 | 08/07/2025 |
| 08/07/2025 | 252600175 | WISNIEWSKI, RACHEL | FY26 MILEAGE ALLOTMENT Aug 2025 | 400.00 | 08/07/2025 |
| | | | Totals for checks | 78,448.33 | |

**F U N D  S U M M A R Y**

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
|---|---|---|---|---|---|
| 10 | EDUCATION FUND | 0.00 | 0.00 | 78,448.33 | 78,448.33 |
| *** Fund Summary Totals *** | | 0.00 | 0.00 | 78,448.33 | 78,448.33 |

********** End of report **********

# BILLS PAYABLE LIST – GRANTS

| | |
|---|---|
| **July 2025** | **$ 66,596.43** |
| **August 2025** | **$ 0** |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 07/09/2025 | 105434 | COMMUNITY SCHOOL DIS | Wheaton North DRS STEP Outcome Reimbursement for Vocational Purchases (per 06/03/25 request) | 39,070.61 | 06/30/2025 |
| 07/09/2025 | 105434 | COMMUNITY SCHOOL DIS | Wheaton South DRS STEP Outcome Reimbursement for Vocational Purchases (per 06/03/25 request) | 3,477.56 | 06/30/2025 |
| 07/09/2025 | 105434 | COMMUNITY SCHOOL DIS | Wheaton North DRS STEP Outcome Reimbursement for Vocational Purchases (per 06/03/25 request) | 1,178.52 | 06/30/2025 |
| 07/09/2025 | 105435 | INTERPRENET, INC. | Invoice for services | 3,700.80 | 06/30/2025 |
| 07/09/2025 | 105436 | ODP BUSINESS SOLUTIO | supplies for Amy Bain | 363.79 | 06/30/2025 |
| 07/09/2025 | 105436 | ODP BUSINESS SOLUTIO | supplies for Amy Bain | 11.99 | 06/30/2025 |
| 07/09/2025 | 105436 | ODP BUSINESS SOLUTIO | supplies for Amy Bain | 90.53 | 06/30/2025 |
| 07/09/2025 | 105436 | ODP BUSINESS SOLUTIO | supplies for Ann Kremer | 23.88 | 06/30/2025 |
| 07/09/2025 | 105436 | ODP BUSINESS SOLUTIO | supplies for Ann Kremer | 30.22 | 06/30/2025 |
| 07/09/2025 | 105436 | ODP BUSINESS SOLUTIO | Supplies for Talin Tokat | 245.52 | 06/30/2025 |
| 07/09/2025 | 105436 | ODP BUSINESS SOLUTIO | Supplies for Emily Ropars | 26.92 | 06/30/2025 |
| 07/09/2025 | 105437 | SIMPLE MACHINES MARK | SIMPLE MACHINE INVOICE #6758 FOR FEBRUARY 28 SOLID WP SUBSCRIPTION | 105.19 | 06/30/2025 |
| | | | Totals for checks | 48,325.53 | |

F U N D S U M M A R Y

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
|---|---|---|---|---|---|
| 10 | EDUCATION FUND | 0.00 | 0.00 | 48,325.53 | 48,325.53 |
| *** Fund Summary Totals *** | | 0.00 | 0.00 | 48,325.53 | 48,325.53 |

********** End of report **********

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 07/09/2025 | 252600101 | ACCOUNTABILITY SOLUT | Contract for services | 15,115.00 | 06/30/2025 |
| 07/09/2025 | 252600102 | BAIN, AMY | May 2025 Travel for Amy Bain | 266.66 | 06/30/2025 |
| 07/09/2025 | 252600102 | BAIN, AMY | AMY BAIN JUNE 2025 TRAVEL REIMBURSEMENT | 400.02 | 06/30/2025 |
| 07/09/2025 | 252600103 | KREMER, ANN | May 2025 Travel for Ann Kremer | 445.10 | 06/30/2025 |
| 07/09/2025 | 252600103 | KREMER, ANN | NC Conference Travel Reimbursement for Ann Kremer | 373.56 | 06/30/2025 |
| 07/09/2025 | 252600103 | KREMER, ANN | ANN KREMER JUNE 2025 TRAVEL REIMBURSEMENT | 574.05 | 06/30/2025 |
| 07/09/2025 | 252600104 | ROPARS, EMILY | May 2025 Travel for Emily Ropars | 37.54 | 06/30/2025 |
| 07/09/2025 | 252600104 | ROPARS, EMILY | EMILY ROPARS JUNE 2025 REIMBURSEMENT | 37.63 | 06/30/2025 |
| 07/09/2025 | 252600105 | TOKAT, TALIN | May 2025 Travel for Talin Tokat | 532.56 | 06/30/2025 |
| 07/09/2025 | 252600105 | TOKAT, TALIN | TALIN TOKAT JUNE 2025 TRAVEL REIMBURSEMENT | 488.78 | 06/30/2025 |
| | | | Totals for checks | 18,270.90 | |

## FUND SUMMARY

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
|---|---|---|---|---|---|
| 10 | EDUCATION FUND | 0.00 | 0.00 | 18,270.90 | 18,270.90 |
| *** Fund Summary Totals *** | | 0.00 | 0.00 | 18,270.90 | 18,270.90 |

********** End of report **********

# INTERIM CHECKS

| | |
|---|---|
| **June 2025** | **$ 50,683.29** |
| **July 2025** | **$ 115,778.03** |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 06/11/2025 | 105429 | BMO | Ulines supplies | 440.13 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Libib subscription | 72.00 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Courtyard-Lodging for conference/2 people 04/24-04/25 | 813.60 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Paypal May 2025 | 30.00 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Qbs | 700.00 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | conference lodging | 291.54 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Skyward Users Group yearly reg. | 350.00 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supreme Supply-Calendar book for Payroll | 20.59 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Pods Storage Bin-May 2025 | 289.00 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Iron Mountain Shredding Services May 2025 | 1,439.47 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | WCI Groot Refuse Service May 2025 | 1,442.12 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Rich Laren Day costs-Costco, pizza, Fedex | 1,276.62 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Reg Office of Ed-registration | 200.00 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies for Classroom Team Projects and Training | 332.70 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Vision Program - KRISTINE CORSELLO Instructional Materials AMAZON 4/7/2025 | 23.39 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Vision Program - GABRIELLA VARGAS Instructional Materials AMAZON 4/11/2025 | 120.00 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Vision Program - PATRICIA VANDERCAR - Instructional Albright AMAZON 4/16/2025 | 39.98 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Vision Program - EMILIA ARIANO Supplies ATHS AMAZON 4/23/2025 | 67.99 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Vision Program - EMILIA ARIANO Supplies ATHS AMAZON 4/24/2025 Vision Program - KATHY CAIN Instructional Materials Salt Creek AMAZON 4/24/2025 | 61.98 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Vision Program - REGINA FERNANDEZ Instructional Supplies Swartz AMAZON 4/30/2025 | 37.98 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Vision Program - NICOLE SEYLER Itinerant Instructional Supplies AMAZON 5/1/2025 | 109.27 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Vision Program - ELIZABETH WAWCZAK Itinerant Instructional Supplies AMAZON 5/1/2025 | 117.37 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | DHH Program AP Card Purchase - Nextgen Furniture - Student Desks (Purchase made with AP card on 4/28/25) | 2,678.00 | 06/11/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 06/11/2025 | 105429 | BMO | North - Alyssa Hamblin - (Kinetic Sand, Fake Worms, Markers expo, sensory bin filler, Sensory bin) | 95.86 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | North Elementary - Julia Nowicki and Alyssa Hamblin (Window Cover, bin organizer, binder, expo, Magic erasers) | 147.60 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Brittany Alexander - ECC - (Dry Erase Expo Markers, Brown Paper Bags for Crafts, Lined Flip Chart Paper, Playdoh, Stickers) | 114.87 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | ECC and North - Brittany Alexander and Alyssa Hamblin - (Double AA and Triple AAA Batteries, Sandwich size Storage Bags, Gallon size Storage Bags, dry eraser) | 52.71 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | FSA GAONA | 55.26 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Community/Graduation/Dombrow | 99.04 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | PBIS(BOLIN) | 134.38 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | OT Donut Cushion Student Support | 11.82 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | E. Raponi- Instructional Supplies | 374.05 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Barnes, Classroom Storage | 84.73 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | K. Downs Instructional PO | 446.96 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | SMNP General Supplies Restock | 439.68 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Name Stamp | 13.84 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | MISC ITEMS-MAERCKER JC | 179.59 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | MISC SLP ITEMS-AP | 37.85 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Classroom supplies-Holmes SG | 237.81 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Misc Classroom Supplies-Waterbury KR | 33.28 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Misc. Class items-Holmes JH | 356.33 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Misc Class items-Hillcrest JG | 34.69 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Misc. Class items-Kingsley-LL | 221.13 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | CLASSROOM SUPPLIES & SNACKS-WINFIELD KI | 372.72 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Misc. classroom items-Winfield LW | 293.92 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | MISC Items-SW CT | 51.92 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | High School Graduation Supplies | 86.94 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | General Program Instructional Materials Shared | 1,024.18 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Oak Brook Park District Pool Permit- Swimming Day | 250.00 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Instructional Materials- Zacharski & Baker | 693.09 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Instructional Materials- J. Duncan | 304.82 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | General Supplies | 140.78 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Instructional Materials | 296.30 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | OT/PT Office Supplies | 42.03 | 06/11/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 06/11/2025 | 105429 | BMO | ECC Student Supply - Black M1 Mono | 23.21 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | AT Supplies - Supplies for Classroom Team Projects and Training | 1,607.90 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | AT Supplies for Classroom Team Projects and Training | 39.99 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies for Classroom Team Projects and Training | 449.76 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies for Classroom Team Projects and Training | 281.83 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies for Classroom Team Projects and Training | 253.76 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies for Classroom Team Projects and Training | 159.67 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies for Classroom Team Projects and Training | 171.61 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies - Supplies for Classroom Team Projects and Training | 471.23 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies for Classroom Team Projects and Training | 592.88 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies for Classroom Team Projects and Training | 1,053.46 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies for Classroom Team Projects and Training | 254.25 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies for Classroom Team Projects | 379.96 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies for Classroom Team Projects and Training | 211.94 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Online registration for the following School Psychologist, Dorota Celinska, to attend the 2025 ISPA 46th Annual Conference scheduled 7.16.2025 thru 7.19.2025 in Coimbra, Portugal. This PO covers the online registration fee ONLY to attend this conference. The Attendance is for Professional Development for: Dorota Celinska. | 558.87 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies for Classroom Team Projects and Training | 283.53 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies for Classroom Team Projects and Training | 1,188.11 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Supplies for Classroom Team Projects and Training | 2,946.00 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Firstcomm Phone Bill March Inv. 127762547 and 127780450 | 1,532.48 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Amazon order for Barcode Scanner and Flash Drives | 177.09 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Amazon order for charging station locks and ID printer film | 160.25 | 06/11/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 06/11/2025 | 105429 | BMO | Walk and Roll Event - April 27, 2025 | 24.01 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Walk and Roll Event - April 27, 2025 | 213.88 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Cuomo supplies | 29.67 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Amazon order | 56.05 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Amazon - Dare to Lead books for Dr. Dryier | 219.45 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | PPE, SE Custodial Supplies | 471.96 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Misc Classroom Items-Holmes AB | 197.75 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Vision Program - EMILIA ARIANO Supplies ATHS AMAZON 4/24/2025 Vision Program - KATHY CAIN Instructional Materials Salt Creek AMAZON 4/24/2025 | 73.25 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | K. CURBY P CARD 05/20/2025 | 292.98 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | K. CURBY P CARD 05/20/2025 | 219.15 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | S Ciuomo Pcard Transportation 05.20.25 | 1,338.75 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | P-Card OT/PT | 298.60 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | P Card - Julie Grohn 05.203.25 | 410.00 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | P-Card charges for Ann Kremer 05.20.25 | 3,342.54 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | P-Card Statement 5/20/2025 B. Lessentien | 168.37 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Technology Pcard Blue Dog Ink 05.20.25 | 1,390.53 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | P-card reconciliation for Senga Lowe May 2025 | 3,774.44 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | P-Card Statement 05/20/2025 Amy McKee | 283.99 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Miller P Card Statement 5/20/2025 | 47.95 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Vander Woude P-card Statement 5/20/25 | 131.98 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | BMO CC May 2025 | 2,450.05 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | BMO Statement: 05/20/2025, DHH Program | 141.93 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Vision Program - AMY GEBRE Instructional / Meetings & Registra / Community May 2025 | 809.43 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Vision Program - CHERISE JERRARD P-CARD Meetings & Registration - May 2025 4/23/2025 | 9.00 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Building Pcard purchases statement date 05.20.25 | 3,335.81 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Vision Program - TRACEY NARDI PCard O&M Conference, Instructional & Student Travel April - May 2025 5/30/2025 | 102.79 | 06/11/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 06/11/2025 | 105429 | BMO | Vision Program - KIRSTIN PEAHL PCard O&M Instruction Student Travel - May 2025 5/29/2025 | 174.95 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | BMO Monthly Credit Card for Purchases made by Darcie Vance on her P-Card for April 2025 | 131.90 | 06/11/2025 |
| 06/11/2025 | 105429 | BMO | Vision Program - CARLY REDDY PCard - O&M Student Instructional / Transportation ATHS March - May 2025 5/29/2025 | 62.44 | 06/11/2025 |
| | | | Totals for checks | 50,683.29 | |

## F U N D  S U M M A R Y

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
|---|---|---|---|---|---|
| 10 | EDUCATION FUND | 0.00 | 0.00 | 50,683.29 | 50,683.29 |
| *** Fund Summary Totals *** | | 0.00 | 0.00 | 50,683.29 | 50,683.29 |

********** End of report **********

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 07/11/2025 | 105525 | BMO | Supplies for Classroom Team Projects and Training | 1,519.99 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | CLASSROOM SUPPLIES & SNACKS-WINFIELD KI | 7.61 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | SMNP General Supplies Restock | 40.06 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Kelly Story, North Elementary, School Supplies (chart paper, dry erase markers, whiteboard cleaner, sharpies) DHH Teacher - Divider -- book for tara | 853.78 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Kelly Story, North Elementary School, Class Supplies (markers, glue, astrobrights paper, teachers/student folders, crayons) | 188.85 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | (Cassidy Van Cleve, North Elementary - Brads) (Alyssa Hamblin, North Elementary School, glue) (Deborah Wetherill, DHH North Elementary, AA batteries) (Deborah Wetherill, DHH North Elementary, AAA batteries) (Tara Corral, SAC, book) | 93.43 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | ESY - DWC DHH / VI 6/23 - 7/17/2025 Instructional Supplies AMAZON 6.13.2025 | 106.37 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | ESY - DWC DHH / VI 6/23 - 7/17/2025 Instructional Supplies AMAZON 6.10.2025 | 71.04 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Red Light Photo violoation | 103.50 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | spray bottles | 146.22 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Itin Supplies - Headphones & Cases | 951.89 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Amazon Items - Onboarding Supplies Badge Holders and Badge cards Item : Mata1-USA Extra-Thick Vertical ID Name Badge Holder (Clear, 2.25x3.5 Inch, 250 Pack), Plastic Nametag Card Holders with Zipper (250 Count) Item: IDCS PVC Card Premium IDCS, Graphic Quality, Size CR80, 30mil for Evolis, Zebra, HID, Fargo, Datacard, Pack of 500, Standard Plastic Credit Card Holders (Pack of 500) | 89.92 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Pitney Bowes Lease Quarterly Payment Invoice #3107217384 | 995.46 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Illinois Prinicpal Assoc. Admin Acad A Shelby | 224.00 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Consumables SE Alt | 337.48 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Naperville water bills SE ALt. 03/28-04/26 and | 656.54 | 06/30/2025 |

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| | | | 04/27-05/28 2025 | | |
| 07/11/2025 | 105525 | BMO | Paypal-microbusiness | 30.00 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | ESY Consumbales/Supplies | 3,948.89 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | CPI Return-SIS | 118.97 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Essential Guide to Occumpational Fieldwork Education | 113.31 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | UFLI Foundations Teachers Manual | 1,505.00 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Admin Academy June 9 C. Smith | 214.00 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | PODS lease May and June 2025 | 578.00 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Waste Service SE. Alt 06/01-06/30/2025 | 1,579.26 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Iron Mountain Shredding period 04/23-05/27/2025 | 1,068.31 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Refund-Cancelled Registration | -200.00 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Office/Kitchen Supplies SAC | 800.00 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Ashley Lohrenz - Books | 49.47 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | T Corral pcard 06.20.25 | 544.20 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | S Cuomo Pcard 06.20.25 | 125.00 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | BMO P-Card K-Curby: 06/20/2025 | 72.63 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | BMO P-CARD- K. CURBY 06/20/2025 2/2 | 117.15 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Vision Program - AMY GEBRE - Pcard Instructional Supplies ALDI 5/21/2025 | 7.96 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | S Genin Pcard 06.20.25 | 96.00 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | J Grohn pcard 06.20.25 | 19.00 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | A Kremer Early Choices pcard 06.20.25 | 354.68 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | P-Card Statement 06/20/2025 B. Lessentein | 167.29 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | BMO - June Statement | 58.96 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | P-Card reconciliation for Senga Lowe June 2025 | 560.45 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | BMO P-Card B&G June 20 2025 | 3,046.42 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Miller P Card Statement 6/20/2025 | 207.08 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | Vision Program - KIRSTIN PEAHL PCard Student Transportation Park Chicago Mobile 6/16/2025 | 20.00 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | BMO Monthly Credit Card for Purchases made by Darcie Vance on her P-Card for May 2025 | 76.00 | 06/30/2025 |
| 07/11/2025 | 105525 | BMO | BMO card June 2025 | 714.71 | 06/30/2025 |
| | | | Totals for checks | 22,378.88 | |

**F U N D  S U M M A R Y**

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
|---|---|---|---|---|---|
| 10 | EDUCATION FUND | 0.00 | 0.00 | 22,378.88 | 22,378.88 |
| *** Fund Summary Totals *** | | 0.00 | 0.00 | 22,378.88 | 22,378.88 |

********** End of report **********

| CHECK DATE | CHECK NUMBER | VENDOR | INVOICE DESCRIPTION | AMOUNT | POST DATE |
|---|---|---|---|---|---|
| 07/28/2025 | 105528 | CLIC | LIABILITY INSURANCE | 75,362.00 | 07/28/2025 |
| 07/28/2025 | 105529 | CORPAY MASTERCARD | Fuel Card/Services July 1-15, 2025 | 15.00 | 07/28/2025 |
| 07/28/2025 | 105530 | METLIFE | August Metlife Dental and Vision Invoice for 8/1/25-8/31/25. Due 8/1/2025 | 18,022.15 | 07/28/2025 |
| | | | Totals for checks | 93,399.15 | |

F U N D S U M M A R Y

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
|---|---|---|---|---|---|
| 10 | EDUCATION FUND | 18,022.15 | 0.00 | 75,377.00 | 93,399.15 |
| *** Fund Summary Totals *** | | 18,022.15 | 0.00 | 75,377.00 | 93,399.15 |

********** End of report **********

**VOIDED CHECKS**

| | |
|---|---|
| **June 2025** | **$ 0** |
| **July 2025** | **$ 0** |

School Association for Special Education in DuPage
Teaching ♦ Leading ♦ Believing

**Dr. Kim Dryier**
*Executive Director*

**CONSENT AGENDA ACTION ITEM**

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To: SASED Board of Directors
From: Kim Dryier, Executive Director
Date: August 6, 2025
Re: Accept the Second Reading of Policies from PRESS Issue 118 and adopt as presented

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DRAFT UPDATES
2:260 - Uniform Grievance Procedure
4:15 - Identity Protection
4:80 - Accounting and Audits
5:10 - Equal Employment Opportunity and Minority Recruitment
5 :20 - Workplace Harassment Prohibited
5:60 - Expenses
5:100 - Staff Development Program
6:150 - Home and Hospital Instruction
6:235 -Access to Electronic Networks
7:10 - Equal Educational Opportunities
7:20 - Harassment of Students Prohibited
7 :60 - Residence
7:70 - Attendance and Truancy
7: 180 - Prevention of and Response to Bullying, Intimidation, and Harassment
7:185 - Teen Dating Violence Prohibited
7:190 - Student Behavior
7:200 - Suspension Procedures
7:210 - Expulsion Procedures
7:250 - Student Support Services
7:255 - Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence
7:270 - Administering Medicines to Students
7 :310 - Restrictions on Publications; Elementary Schools
7:315 - Restrictions on Publications; High Schools
7:340 - Student Records
NEW
2:270 - Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited
7:255 - Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence
REWRITTEN
2:265 -Title IX Grievance Procedures

Recommended Action: SASED Administration requests that the Board of Directors accept the second reading of the above policies included as part of IASB PRESS Issue 118, and adopt as presented. These policies have been reviewed by the Policy Committee, and were brought to the Board for a first reading in June.

# POLICY MANUAL REVISIONS
## April 24, 2025 PRESS - Issue 118
## 1st Reading - June 11, 2025
## *Board Policies*

**DRAFT UPDATES**

2:260 - Uniform Grievance Procedure
4:15 - Identity Protection
4:80 - Accounting and Audits
5:10 - Equal Employment Opportunity and Minority Recruitment
5:20 - Workplace Harassment Prohibited
5:60 - Expenses
5:100 - Staff Development Program
6:150 - Home and Hospital Instruction
6:235 - Access to Electronic Networks
7:10 - Equal Educational Opportunities
7:20 - Harassment of Students Prohibited
7:60 - Residence
7:70 - Attendance and Truancy
7:180 - Prevention of and Response to Bullying, Intimidation, and Harassment
7:185 - Teen Dating Violence Prohibited
7:190 - Student Behavior
7:200 - Suspension Procedures
7:210 - Expulsion Procedures
7:250 - Student Support Services
7:255 - Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence
7:270 - Administering Medicines to Students
7:310 - Restrictions on Publications; Elementary Schools
7:315 - Restrictions on Publications; High Schools
7:340 - Student Records

**NEW**

2:270 - Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited
7:255 - Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence

**REWRITTEN**

2:265 - Title IX Grievance Procedures

*Document Status: District Use Only*

# GOVERNANCE

## 2:260 Uniform Grievance Procedure

A student, parent/guardian, employee, or community member should notify any SASED Complaint Manager if he or she believes that the Board of Directors, 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 has a complaint regarding any one of the following:

1. Title II of the Americans with Disabilities Act, 42 U.S.C. §12101 *et seq.*
2. Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., excluding Title IX complaints governed by Board policy 2:265, *Title IX Grievance Procedure*[PRESSPlus1]
3. Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §791 *et seq.*
4. Discrimination and/or harassment on the basis of race, color, or national origin prohibited by the Illinois Human Rights Act, 775 ILCS 5/; Title VI of the Civil Rights Act of 1964, 42 U.S.C. §2000d et seq.; and/or Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq. (see Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*)[PRESSPlus2]
5. Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq. (see also number 4, above, for discrimination and/or harassment on the basis of race, color, or national origin)
6. Sexual harassment prohibited by the State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a); Illinois Human Rights Act, 775 ILCS 5/; and Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.* (Title IX sexual harassment complaints are addressed under policy 2:265, *Title IX Grievance Procedure*)
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 prohibited by the Illinois Genetic Information Privacy Act, 410 ILCS 513/; and Titles I and II of the Genetic Information Nondiscrimination Act, 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 parent(s)/guardian(s)); 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 SASED 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 SASED's Administrative Center 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 SASED 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 or designee shall process and review the complaint under 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 sex discrimination that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), the Title IX Coordinator or designee shall process and review the complaint under Board policy 2:265, *Title IX Grievance Procedure*.

For any complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, 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 Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint according to that policy, in addition to any response required by this policy, and shall consider whether an investigation under Board policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, should be initiated.

Investigation Process

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. The complaint and identity of the Complainant will not be disclosed except: (1) as required by law, this policy, or any collective bargaining agreement, (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, this policy, 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 after the date the complaint was filed, the Complaint Manager shall file a written report of his or her findings with the Executive Director. The Complaint Manager may request an extension of time from the Executive Director.

The Executive Director will keep the Board informed of all complaints.

If a complaint contains allegations involving the Executive Director 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 Executive Director shall provide his or her written decision to the Complainant and the accused 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 Executive Director'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 after an appeal of the Executive Director's decision, the Board shall affirm, reverse, or amend the Executive Director's decision or direct the Executive Director to gather additional information. Within five school business days after the Board's decision, the Executive Director shall inform the Complainant and the accused of the Board's action.

For complaints containing allegations involving the Executive Director or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall provide its written decision to the Complainant and the accused, as well as to the Complaint Manager.

This policy shall not be construed to create an independent right to a hearing before the Executive Director or Board. The failure to strictly follow the timelines in this grievance procedure shall not prejudice any party.

Appointing a Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers PRESSPlus3

The Executive Director shall appoint a Nondiscrimination Coordinator to manage SASED'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 SASED's~~Executive Director shall appoint a Title IX Coordinator to coordinate SASED's efforts to comply with Title IX. PRESSPlus4

The Executive Director shall appoint at least one Complaint Manager to administer this policy. If possible, the Executive Director will appoint two Complaint Managers, each of a different ~~each~~ gender. SASED's Nondiscrimination Coordinator may be appointed as one of the Complaint Managers.

The Executive Director shall insert into this policy and keep current the names, office addresses, email addresses, and telephone numbers of the Nondiscrimination Coordinator, Title IX Coordinator, and the Complaint Managers.

**Nondiscrimination Coordinator:**

~~Julie Grohn~~ Julia Wheaton

Name

2900 Ogden Ave. Lisle, IL 60532

Address

~~jgrohn~~ jwheaton@sased.org

Email

630-~~778-4500~~ 955-8107

Telephone

**Complaint Managers:**

| | |
|---|---|
| ~~Assistant Director of Business CSBO~~ Dan Lawler | ~~Assistant Director of~~ ~~Programs and Services~~ Elizabeth Vander Woude |
| Name | Name |
| 2900 Ogden Ave. Lisle, IL 60532 | 2900 Ogden Ave. Lisle, IL 60532 |
| Address | Address |
| ~~executivedirector~~ dlawler@sased.org | ~~executivedirector~~ evanderwoude@sased.org |
| Email | Email |
| 630-~~778-4500~~ 955-8098 | 630-~~778-4500~~ 955-8102 |
| Telephone | Telephone |

LEGAL REF.:

8 U.S.C. §1324a *et seq.*, Immigration Reform and Control Act.

20 U.S.C. §1232g, Family Education Rights Privacy Act.

20 U.S.C. §1400, The Individuals with Disabilities Education Act.

20 U.S.C. §1681 *et seq.*, Title IX of the Education Amendments; 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. §791 *et seq.*, Rehabilitation Act of 1973.

29 U.S.C. §2612, Family and Medical Leave Act.

42 U.S.C. §2000d *et seq.*, Title VI of the Civil Rights Act of 1964.

42 U.S.C. §2000e *et seq.*, Title VII of the Civil Rights Act of 1964.

42 U.S.C. §2000ff *et seq.*, Genetic Information Nondiscrimination Act.

42 U.S.C. §11431 *et seq.*, McKinney-Vento Homeless Assistance Act.

42 U.S.C. §12101 *et seq.*, Americans With Disabilities Act; 28 C.F.R. Part 35.

105 ILCS 5/2-3.8, 5/3-10, 5/10-20, 5/10-20.5, 5/10-20.7a, 5/10-20.60, 5/10-20.69, 5/10-20.75, 5/10-22.5, 5/22-19, 5/22-95 (final citation pending), 5/24-4, 5/27-1, 5/27-23.7, and 45/1-15.

5 ILCS 415/10(a)(2), Government Severance Pay Act.

5 ILCS 430/70-5(a), State Officials and Employees Ethics Act.

410 ILCS 513/, Ill. Genetic Information Privacy Act.

740 ILCS 174/, Whistleblower Act.

740 ILCS 175/, Ill. False Claims Act.

775 ILCS 5/, Ill. Human Rights Act.

820 ILCS 70/, Employee Credit Privacy Act.

820 ILCS 112/, Equal Pay Act of 2003.

820 ILCS 180/, Victims' Economic Security and Safety Act; 56 Ill.Admin.Code Part 280.

23 Ill.Admin.Code §§1.240, 200.40, 226.50, and 226.570.

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 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), 7:185 (Teen Dating Violence Prohibited), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

## PRESSPlus Comments

PRESSPlus 1. Updated throughout in response to *State of Tennessee v. Cardona*, striking down the 2024 Title IX sex discrimination regulations and restoring the 2020 Title IX regulations. **Issue 118, April 2025**

PRESSPlus 2. 105 ILCS 5/22-95(b)(1)(B), added by P.A. 103-472, requires a school district to have an internal process for filing a complaint regarding a violation of its policy (or policies) prohibiting discrimination and harassment on the basis of race, color, national origin, and retaliation. Consult the Board Attorney regarding this law's application to entities other than school districts.

Sample policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, utilizes this policy as an internal complaint process. See also sample administrative procedure 2:270-AP, *Prevention and Response Program for Complaints of Discrimination and Harassment Based on Race, Color, and National Origin*, available at PRESS Online by logging in at www.iasb.com, which includes additional procedures to be followed when responding to complaints of discrimination and harassment on the basis of race, color, and national origin. **Issue 118, April 2025**

PRESSPlus 3. While the names and contact information are required by law to be listed, they are not part of the adopted policy and do not require board action. It is important for updated names and contact information to be inserted into this policy and regularly monitored.

Please click here to submit the name and contact information that will be applied to each of the following policies: 2:260, 2:265, 5:10, 5:20, 7:20, 7:180, and 7:255. Following the form's submission, IASB will add the Title IX Coordinator's name and contact information to this policy. **Issue 118, April 2025**

PRESSPlus 4. A district must prominently display its Title IX nondiscrimination policies (this policy 2:260, *Uniform Grievance Procedure*, and policy 2:265, *Title IX Grievance Procedure*) and contact information for its Title IX Coordinator on its website, if any, and in each handbook made available to students, applicants for employment, parents/guardians, employees, and collective bargaining units. 34 C.F.R. §106.8(a) and (b). Notifications must state that nondiscrimination extends to employment, and that inquiries about the application of Title IX and its regulations may be referred to the district's Title IX

coordinator, to the U.S. Dept. of Education's Assistant Secretary of Education, or both. 34 C.F.R. §106.8(b). See sample exhibit 2:250-E2, *Immediately Available District Public Records and Web-Posted Reports and Records*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

*Document Status: Draft Update*

## OPERATIONAL SERVICES

### 4:15 Identity Protection

The collection, storage, use, and disclosure of social security numbers by SASED shall be consistent with State and federal laws. The goals for managing SASED'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 SASED from unauthorized disclosure.

The Executive Director is responsible for ensuring that SASED 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 SASED 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 SASED employee shall collect, store, use, or disclose an individual's social security number unless specifically authorized by the Executive Director. An employee who has substantially breached the confidentiality of social security numbers may be subject to disciplinary action or sanctions up to and including dismissal in accordance with SASED policy and procedures. This policy shall not be interpreted as a guarantee of the confidentiality of social security numbers and/or other personal information. SASED 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 Executive Director ensures that SASED takes reasonable cybersecurity and other measures to

safeguard information including:[PRESSPlus1] (1) *protected personally identifiable information*, (2) other types of information that a federal ~~awarding~~ agency, pass-through ~~agency~~entity, or State awarding agency designates as sensitive, such as *personally identifiable information* (PII) and (3) information that SASED 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 Executive Director shall establish procedures for the identification, handling, storage, access, disposal and overall confidentiality of sensitive information. The Executive Director shall ensure that employees and contractors responsible for the administration of a federal or State award for SASED 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 SASED Public Records), 5:150 (Personnel Records), 7:340 (Student Records), 7:345 (Use of Educational Technologies; Student Data Privacy and Security)

Adopted: September 18, 2024

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**PRESSPlus Comments**

PRESSPlus 1. Updated in response to 2 C.F.R Part 200, amended by 89 Fed. Reg 30046, addressing the safeguarding of information under grant awards and updating the definitions for *personally identifiable information* and *protected personally identifiable information*.

*Personally Identifiable Information (*PII) means information that can be used to distinguish or trace an individual's identity, either alone or when combined with other personal or identifying information that is linked or linkable to a specific individual. Some PII is available in public sources such as telephone books and websites. This was previously defined as *public personally identifiable information* (Public PII), but 2024 revisions to 2 C.F.R. Part 200 have deleted Public PII as a definition. The definition of PII is not attached to any single category of information or technology. Instead, it requires a case-by-case assessment of the specific risk that an individual can be identified. Non-PII can become PII whenever additional information is made publicly available, in any medium and from any source, that could be used to identify an individual when combined with other available information. 2 C.F.R. §200.1.

*Protected personally identifiable information* (Protected PII) means PII, except for certain types of PII that must be disclosed by law. 2024 revisions to 2 C.F.R. Part 200 eliminated examples of Protected PII and instead only list examples of PII within the definition of Protected PII at 2 C.F.R. §200.1, which may indicate broadening of the definition of Protected PII. See 89 Fed. Reg. 79732. Before the 2024 revisions, examples of Protected PII contained in the regulation included, but were not limited to, social security number, passport number, credit card numbers, clearances, bank numbers, biometrics,

date and place of birth, mother's maiden name, criminal records, medical records, financial records, and educational transcripts. 2 C.F.R. §200.1. Consult the board attorney for guidance in this area. See sample administrative procedure 4:15-AP2, *Treatment of Personally Identifiable Information Under Grant Awards*, available at PRESS Online by logging in at www.iasb.com. Protected PII is similar to, but broader than, the definition of *personal information* under PIPA. **Issue 118, April 2025**

*Document Status: Draft Update*

# OPERATIONAL SERVICES

## 4:80 Accounting and Audits

SASED'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 of Directors. The Executive Director, in addition to other assigned financial responsibilities, shall report monthly on SASED'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 Executive Director shall arrange an audit of SASED's funds, accounts, statements, and other financial matters. The audit shall be performed by an independent certified public accountant designated by the Board of Directors and be conducted in conformance with prescribed standards and legal requirements. A complete and detailed written audit report shall be provided to each Board of Directors member and to the Executive Director. The Executive Director 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 Executive Director or designee shall annually prepare and submit the Annual Financial Report on a timely basis using the form adopted by the ISBE. The Executive Director shall review and discuss the Annual Financial Report with the Board before it is submitted.

Inventories

The Executive Director 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 SASED 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 Executive Director shall establish procedures for the management of property acquired by SASED under grant awards that comply with federal and State law.

Capitalization Threshold[PRESSPlus1]

To be considered a capital asset for financial reporting purposes, a capital item must be at or above a capitalization threshold of $1,000-$5,000,[PRESSPlus2] depending on the item, and have an estimated useful life greater than one year. To be considered a capital asset for insurance coverage purposes, a capital item must at or above a capitalization threshold of $1,000 and have an estimated useful life greater than one year. The following Capitalization Table should be used when developing the estimated useful life and calculating the depreciation expense for an item using the straight-line

depreciation method.

Capitalization Thresholds:

| | |
|---|---|
| Land and Land Improvements | 5,000 |
| Buildings and Building Improvement | 5,000 |
| Infrastructure and site Improvements | 50,000 |
| Equipment and Furnishings | 2,500 |
| Technology and Software | 1,000 |

Estimated Useful Lives:

- Buildings and Building Improvements (20-50 years)
  - HVAC and Boiler Systems 20-25 years
  - Roof and Gutter Systems 25-30 years
  - Electrical and Plumbing Systems 30-50 years
- Infrastructure and Site Improvements (20-50 years)
  - Parking Lots/Sidewalks/Curbs 20-25 years
  - Landscaping ad Trees 25-30 years
  - Sewer and Lighting 30-50 years
- Equipment and Furnishings (5-20 years)
  - Office Equipment 5-15 years
  - Cars/Trucks 7-10 years
  - Telephones 10-12 years
  - Library Books 10-15 years
  - Tables/Desks/Chairs 10-15 years
  - Fixtures 15-20 years
- Technology and Software (5-10 years)
  - Computers 4-5 years
  - Software 5-7years
  - Network Equipment 5-10 years
  - Technology Infrastructure 8-10 years

Disposition of SASED Property

The Executive Director or designee shall notify the Board of Directors, as necessary, of the following so that the Board may consider its disposition: (1) SASED 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 Executive Director or designee may unilaterally dispose of personal property of a diminutive value. The Executive Director shall establish procedures for the disposition and, when permitted by the terms and conditions of the award, the retention[PRESSPlus3] of property acquired by SASED under grant awards that comply with federal and State law.

Taxable Fringe Benefits

The Executive Director or designee shall: (1) require that all use of SASED property or equipment by employees is for SASED's convenience and best interests unless it is a Board of Directors-approved fringe benefit, and (2) ensure compliance with the Internal Revenue Service regulations regarding when to report an employee's personal use of SASED 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 Executive Director 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. Bank accounts for revolving funds are limited to a maximum balance of $1,000. 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 Executive Director or designee shall include checks written to reimburse revolving funds on the Board of Directors monthly listing of bills indicating the recipient and including an explanation.

Control Requirements for Checks

The Board of Directors must approve all bank accounts opened or established in SASED's or a District SASED's name or with SASED's Federal Employer Identification Number. All checks issued by SASED must be signed by either the Treasurer or Board of Directors Chairperson, except that checks from accounts containing student activity funds or fiduciary funds and revolving accounts may be signed by their respective account custodians.

Internal Controls

The Executive Director is primarily responsible for establishing and implementing a system of internal controls for safeguarding SASED's financial condition; the Board of Directors, 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 Executive Director or designee shall annually audit SASED's financial and business operations for compliance with established internal controls and provide the results to the Board of Directors. The Board of Directors 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 (Student Activity and Fiduciary Funds)

Adopted: September 18, 2024

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**PRESSPlus Comments**

PRESSPlus 1. This policy's content is unique to the district. Please consult the author and the **PRESS** sample, available by logging in at www.iasb.com, to determine necessary changes. **Issue 118, April 2025**

PRESSPlus 2. In response to 2 C.F.R. Part 200, amended by 89 Fed. Reg. 30046, a minimum threshold of $10,000, or a lesser amount established by the board, and useful life greater than one year complies with the definition of *equipment* under federal grant rules. **Issue 118, April 2025**

PRESSPlus 3. Updated in response to 2 C.F.R. Part 200, amended by 89 Fed. Reg. 30046. **Issue 118, April 2025**

*Document Status: District Use Only*

## General Personnel

### 5:10 Equal Employment Opportunity and Minority Recruitment

SASED 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; work authorization status; use of lawful products while not at work; being a victim of domestic violence, sexual violence, gender violence, or any other crime of 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; reproductive health decisions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; conviction record, unless authorized by law; family responsibilities; 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 under policy 2:260, *Uniform Grievance Procedure*, or in the case of denial of equal employment opportunities on the basis of race, color, or national origin, Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.PRESSPlus1 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 Executive Director shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating SASED's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Executive Director or a Complaint Manager under policy 2:260, *Uniform Grievance Procedure*. ~~The Nondiscrimination Coordinator also serves as SASED's Title IX Coordinator.~~

The Executive Director shall appoint a Title IX Coordinator to coordinate SASED's efforts to comply with Title IX. PRESSPlus2

The Executive Director shall insert into this policy the names, office addresses, email addresses, and telephone numbers of SASED's current Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers.

**Nondiscrimination Coordinator:**

~~Julie Grohn~~ Julia Wheaton

Name

2900 Ogden Ave. Lisle, IL 60532

Address

~~jgrohn~~ jwheaton@sased.org

Email

630-~~778-4500~~ 955-8107

Telephone

**Complaint Managers:**

~~Assistant Director of Business-CSBO~~ Dan Lawler

Name

2900 Ogden Ave. Lisle, IL 60532

Address

~~executivedirector~~ dlawler@sased.org

~~Assistant Director of Programsand Services~~ Elizabeth Vander Woude

Name

2900 Ogden Ave. Lisle, IL 60532

Address

~~executivedirector~~ evanderwoude@sased.org

| | |
|---|---|
| Email | Email |
| 630-~~778-4500~~ 955-8098 | 630-~~778-4500~~ 955-8102 |
| Telephone | Telephone |

The Executive Director shall also use reasonable measures to inform staff members and applicants that SASED is an equal opportunity employer, such as, by posting required notices and including this policy in the appropriate handbooks.

Minority Recruitment

SASED 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 SASED 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; 34 C.F.R. Part 106.

29 U.S.C. §206(d), Equal Pay Act.

29 U.S.C. §218d, Fair Labor Standards 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. §2000d *et seq.*, Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.

42 U.S.C. §2000e *et seq.*, Title VII of the Civil Rights Act of 1964; 29 C.F.R. Part 1601.

42 U.S.C. §2000ff *et seq.*, Genetic Information Nondiscrimination Act of 2008.

42 U.S.C. §2000gg *et seq.*, Pregnant Workers Fairness Act; 29 C.F.R. Part 1636.

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, 5/10-20.7a, 5/10-21.1, 5/10-22.4, 5/10-23.5, 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, 5/2-101, 5/2-102, 5/2-103, 5/2-103.1, 5/2-104(D) and 5/6-101, Ill. Human Rights Act.

775 ILCS 35/, 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), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 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), 5:184 (Leaves, Holidays, and Vacations), 5:200 (Terms and Conditions of Employment and Dismissal), 5:270 (Employment At-Will, Compensation, and Assignment), 5:300 (Schedules and Employment Year), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 8:70 (Accommodating Individuals with Disabilities)

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**PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/22-95, added by P.A. 103-472, requiring a school district's board to adopt a policy (or policies) that prohibits discrimination and harassment based on race, color, and national origin, as well as retaliation. Consult the Board Attorney regarding this law's application to entities other than school districts. **Issue 118, April 2025**

PRESSPlus 2. Please click here to submit the name and contact information that will be applied to each of the following policies: 2:260, 2:265, 5:10, 5:20, 7:20, 7:180, and 7:255. Following the form's submission, IASB will add the Title IX Coordinator's name and contact information to this policy. **Issue 118, April 2025**

*Document Status: District Use Only*

## General Personnel

### 5:20 Workplace Harassment Prohibited

SASED expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment. SASED 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, work authorization status, pregnancy, marital status, family responsibilities, reproductive health decisions, 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 policies 2:260, *Uniform Grievance Procedure;* 2:265, *Title IX Grievance Procedure;* 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited;*[PRESSPlus1] 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; and 7:185, *Teen Dating Violence Prohibited*.

SASED will take remedial and corrective action to address unlawful workplace harassment, including sexual harassment.

Sexual Harassment Prohibited

SASED 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. SASED provides annual sexual harassment prevention training in accordance with State law.

SASED 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 Report or Complaint

Employees and *nonemployees* (persons who are not otherwise employees and are directly performing services for SASED pursuant to a contract with SASED, 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 reports or 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 Program Administrator/Coordinator, the Nondiscrimination Coordinator, Title IX Coordinator, and/or a Complaint Manager.

An employee 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 claim according to that policy, in addition to any response required by this policy.

The Executive Director shall insert into this policy the names, office addresses, email addresses, and telephone numbers of SASED's current Nondiscrimination Coordinator, Title IX Coordinator, PRESSPlus2 and Complaint Managers. ~~The Nondiscrimination Coordinator also serves as the SASED's Title IX Coordinator.~~

**Nondiscrimination Coordinator:**

~~Julie Grohn~~ Julia Wheaton

Name

2900 Ogden Ave. Lisle, IL 60532

Address

~~jgrohn~~ jwheaton@sased.org

Email

630-~~778-4500~~ 955-8107

Telephone

## Complaint Managers:

~~Assistant Director of Business CSBO~~ Dan Lawler

Name

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Address

~~executivedirector~~ dlawler@sased.org

Email

630-~~778-4500~~ 955-8098

Telephone

~~Assistant Director of~~Programs ~~and Services~~ Elizabeth Vander Woude

Name

2900 Ogden Ave. Lisle, IL 60532

Address

~~executivedirector~~ evanderwoude@sased.org

Email

630-~~778-4500~~ 955-8102

Telephone

## Investigation Process

Any SASED employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator, Title IX Coordinator, or a Complaint Manager. Any employee 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 SASED's duty to investigate and maintain a workplace environment that is productive, respectful, and free of unlawful discrimination,

including harassment.

For any report or complaint alleging sexual-based[PRESSPlus3] harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), the ~~Nondiscrimination~~Title IX Coordinator or designee shall consider whether action under policy 2:265, *Title IX Grievance Procedure*, should be initiated.

For any report or complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall investigate under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited.*

For any other alleged workplace harassment that does not require action under policy 2:265, *Title IX Grievance Procedure*, or 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under policy 2:260, *Uniform Grievance Procedure*, and/or 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, should be initiated, regardless of whether a written report or complaint is filed.

Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel

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 reporting the suspected abuse, the complaint shall also be processed under policy 2:265, *Title IX Grievance Procedure*, or policy 2:260, *Uniform Grievance Procedure*.

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 SASED, e.g., vendor, parent/guardian, invitee, etc. Any person making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, which for an employee that may be 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 complaints or providing information about harassment is prohibited (see Board policies 2:260, *Uniform Grievance Procedure*, ~~and~~ 2:265, *Title IX Grievance Procedure*, and 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*), and depending upon the law governing the complaint, whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and/or the Ill. Human Rights Act (775 ILCS 5/).

An employee should report allegations of retaliation to his/her immediate supervisor, the Program Administrator, 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

SASED 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 Executive Director shall also use reasonable measures to inform staff members, applicants, and nonemployees of this policy, which shall include posting on SASED website and/or making this policy available in SASED's administrative office and including this policy in the appropriate handbooks.

LEGAL REF.:

42 U.S.C. §2000e *et seq.*, Title VII of the Civil Rights Act of 1964; 29 C.F.R. §1604.11.

20 U.S.C. §1681 *et seq.*, Title IX of the Education Amendments of 1972; 34 C.F.R. Part 106.

5 ILCS 430/70-5(a), State Officials and Employees Ethics 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, Ill. Human Rights Act.

56 Ill. Admin.Code Parts 2500, 2510, 5210, and 5220.

*Vance v. Ball State Univ.*, 570 U.S. 421 (2013)

*Crawford v. Metro. Gov't of Nashville & Davidson Cnty.*, 555 U.S. 271 (2009).

*Jackson v. Birmingham Bd. of Educ.*, 544 U.S. 167 (2005).

*Oncale v. Sundowner Offshore Servs.*, 523 U.S. 75 (1998).

*Burlington Indus. v. Ellerth*, 524 U.S. 742 (1998).

*Faragher v. City of Boca Raton*, 524 U.S. 775 (1998).

*Harris v. Forklift Systems*, 510 U.S. 17 (1993).

*Franklin v. Gwinnett Co. Public Schools*, 503 U.S. 60 (1992).

*Meritor Savings Bank v. Vinson*, 477 U.S. 57 (1986).

*Porter v. Erie Foods Int, Inc.*, 576 F.3d 629 (7th Cir. 2009).

*Williams v. Waste Mgmt.*, 361 F.3d 1021 (7th Cir. 2004).

*Sangamon Cnty. Sheriff's Dept. v. Ill. Human Rights Com'n*, 233 Ill.2d 125 (Ill. 2009).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4:60 (Purchases and Contracts), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:20 (Harassment of Students Prohibited), 8:30 (Visitors to and Conduct on School Property)

## PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/22-95, added by P.A. 103-472, requiring a school district's board to adopt a policy (or policies) that prohibits discrimination and harassment based on race, color, and national origin, as well as retaliation. Consult the Board Attorney regarding this law's application to entities other than school districts. **Issue 118, April 2025**

PRESSPlus 2. Please click here to submit the name and contact information that will be applied to each of the following policies: 2:260, 2:265, 5:10, 5:20, 7:20, 7:180, and 7:255. Following the form's submission, IASB will add the Title IX Coordinator's name and contact information to this policy. **Issue 118, April 2025**

PRESSPlus 3. Updated in response to *State of Tennessee v. Cardona*, striking down the 2024 Title IX sex discrimination regulations and restoring the 2020 Title IX regulations. **Issue 118, April 2025**

*Document Status: Draft Update*

## General Personnel

### 5:60 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. SASED 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 SASED'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 Executive Director 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 Executive Director or designee on SASED's standardized estimated expense approval form for employees. After spending expense advancements, employees must use SASED's standardized expense reimbursement form and submit to the Executive Director: (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 SASED. 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 Executive Director 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

SASED'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 SASED'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 SASED in advance.

Travel

The least expensive method of travel will be used, provided that no hardship will be caused to the employee. The Executive Director will have the authority to approve out-of-state travel. SASED staff are allowed out-of-state travel only with the approval of the SASED Executive Director who will ensure the travel is consistent with Board approved reimbursement rates and administrative guidelines. Staff will only attend out-of-state programs and activities which are not available in Illinois and attendance at which will directly benefit SASED. 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. Fees for the first checked bag will be reimbursed. Copies of airline tickets and baggage receipts 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, ride sharing services, or other local transportation costs.

Meals

Meals charged to SASED 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.

Additional Requirements for Travel Expenses Charged to Federal and State Grants

All grant-related travel expenses must be pre-approved by the Executive Director or designee.

Expenses for travel, including expenses for transportation, lodging, meals, and related items incurred by employees and charged to a federal grant or State grant governed by the Grant Accountability and Transparency Act (30 ILCS 708/) must also meet the following requirements:

1. The participation of the employee is necessary to the award, and the costs are specifically related to the award.
2. Expenses must be permissible under the terms and conditions of the award.
3. Expenses must be reasonable and consistent with this policy.
4. The Board does not reimburse actual expenses or pay a per diem allowance unless the employee is on official travel status for more than 12 hours. However, employees remain eligible for mileage reimbursement (minus regular commuting mileage/costs) and other transportation expenses if on travel status less than 12 hours.
5. Expenses may be charged based on an actual cost basis or on a per diem basis in lieu of actual costs incurred; however, only one method may be applied per trip.
6. Commercial airfare costs in excess of the least expensive coach or economy class are prohibited except when such accommodations would: (1) require circuitous routing; (2) require travel during unreasonable hours; (3) excessively prolong travel; (4) result in additional costs that would offset transportation savings; or (5) offer accommodations not reasonably adequate for the traveler's medical needs. Qualifying circumstances must be explained on the expense form, and Board approval of the additional expense is required.
7. Per diem rates and actual reimbursement amounts for mileage, meals, and lodging may not exceed the rates established by the Governor's Travel Control Board or federal travel regulations, whichever is less. These limits do not apply when: (1) an employee stays in the lowest-priced room available at or near a hotel where a conference or seminar is located or in accommodations arranged by the conference/seminar organization, or (2) lodging at or below the established rate is unavailable. In those cases, the employee will be reimbursed for actual lodging expenses with prior approval, but in no case will the reimbursement exceed 300% of the applicable maximum per diem rate. If a conference fee includes a meal, the meal or per diem allowance will be reduced by the actual value of the meal or the applicable meal allowance, whichever is less.
8. Employees must use the least expensive compact car available when using a rental car for travel, unless an exception is approved. The Board does not reimburse employees for collision damage waiver or theft insurance.
9. The Board will reimburse travel expenses not chargeable to an award from other SASED funds consistent with this policy.

LEGAL REF.:

2 C.F.R. §200.4754.PRESSPlus1

30 ILCS 708/130, Grant Accountability and Transparency Act.

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: August 16, 2023~~

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**PRESSPlus Comments**

PRESSPlus 1. The Legal References are updated. **Issue 118, April 2025**

# *Document Status: Draft Update*

## General Personnel

## 5:100 Staff Development Program

The Executive Director or designee shall implement a staff development program. The goal of the 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.

Abused and Neglected Child Reporting Act (ANCRA) and *Erin's Law* Training

The staff development program shall include the Abused and Neglected Child Reporting Act (ANCRA) mandated reporter training and training on the awareness and prevention of child sexual abuse and grooming behaviors (*Erin's Law*) as follows (see Board policies 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*, and 5:90, *Abused and Neglected Child Reporting*):

1. 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.
2. By January 31 of every year, all school personnel must complete evidence-informed training on preventing, reporting, and responding to child sexual abuse, grooming behaviors (including *sexual misconduct* as defined in *Faith's Law*), and boundary violations.

In-Service Training Requirements

The staff development program shall provide, at a minimum, within six months of employment and renewed at least once every five years thereafter (unless required more frequently by other State or federal law), the in-service training of all District staff who work with pupils on:

1. Health conditions of students, including but not limited to training on:
    a. Anaphylactic reactions and management, conducted by a person with expertise on anaphylactic reactions and management;
    b. Management of asthma, prevention of asthma symptoms, and emergency response in the school setting;
    c. The basics of seizure recognition and first aid and emergency protocols, consistent with best practice guidelines issued by the Centers for Disease Control and Prevention;
    d. The basics of diabetes care, how to identify when a diabetic student needs immediate or emergency medical attention, and whom to contact in case of emergency;
    e. Current best practices regarding identification and treatment of attention deficit hyperactivity disorder; and
    f. How to respond to an incident involving life-threatening bleeding, including use of a school's trauma bleeding control kit, if applicable.
2. Social-emotional learning. Training may include providing education to all school personnel about the content of the Illinois Social and Emotional Learning Standards, how they apply to everyday school interactions, and examples of how social emotional learning can be integrated into instructional practices across all grades and subjects.

3. Developing cultural competency, including but not limited to understanding and reducing implicit bias, including *implicit racial bias* as defined in 105 ILCS 5/10-20.61 (implicit bias training).
4. Identifying warning signs of mental illness, trauma, and suicidal behavior in youth, along with appropriate intervention and referral techniques, including resources and guidelines as outlined in 105 ILCS 5/2-3.166 (*Ann Marie's Law*) and the definitions of *trauma*, *trauma-responsive learning environments*, and *whole child* as set forth in 105 ILCS 5/3-11.
5. Domestic and sexual violence and the needs of expectant and parenting youth, conducted by persons with expertise in domestic and sexual violence and the needs of expectant and parenting youth. Training shall include, but is not limited to:
    a. Communicating with and listening to youth victims of domestic or sexual violence and expectant and parenting youth;
    b. Connecting youth victims of domestic or sexual violence and expectant and parenting youth to appropriate in-school services and other agencies, programs, and services as needed;
    c. Implementing SASED's policies and procedures regarding such youth, including confidentiality; and
    d. Procedures for responding to incidents of teen dating violence that take place at school, on school grounds, at school-sponsored activities, or in vehicles used for school-provided transportation as outlined in 105 ILCS 110/3.10 (see Board policy 7:185, *Teen Dating Violence Prohibited*).
6. Protections and accommodations for students, including but not limited to training on:
    a. The federal Americans with Disabilities Act as it pertains to the school environment; and
    b. Homelessness.
7. Educator ethics and responding to child sexual abuse and grooming behavior (see Board policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*); including but not limited to training on:
    a. Teacher-student conduct;
    b. School employee-student conduct; and
    c. Evidence-informed training on preventing, recognizing, reporting, and responding to child sexual abuse and grooming as outlined in 105 ILCS 5/10-23.13 (*Erin's Law*).
8. Effective instruction in violence prevention and conflict resolution, conducted in accordance with the requirements of 105 ILCS 5/27-23.4 (violence prevention and conflict resolution education).

Additional Training Requirements

In addition, the staff development program shall include each of the following:

1. Ongoing professional development for ~~teachers, administrators,~~ all school personnel and school resource officers~~, and staff regarding~~ on the requirements of 105 ILCS 5/10-22.6 and 5/10-20.14, the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, trauma-responsive learning environments as defined in 105 ILCS 5/3-11(b), PRESSPlus1 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.
2. 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.

3. 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 8-19-14 must be certified before their position's start date.
4. 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.
5. For school personnel who work with hazardous or toxic materials on a regular basis, training on the safe handling and use of such materials.
6. For delegated care aides performing services in connection with a student's seizure action plan, training in accordance with 105 ILCS 150/, the Seizure Smart School Act.
7. For delegated care aides performing services in connection with a student's diabetes care plan, training in accordance with 105 ILCS 145/, the Care of Students with Diabetes Act.
8. For all SASED staff, annual sexual harassment prevention training.
9. Title IX requirements for training in accordance with 34 C.F.R. ~~§~~Part 106~~.8(d)~~ (see Board policy 2:265, *Title IX Grievance Procedure*).
10. Training for all SASED employees on the prevention of discrimination and harassment based on race, color, and national origin in school as part of new employee training and at least once every two years.
11. Training for at least one designated employee at each school about the Prioritization of Urgency of Need for Services (PUNS) database and steps required to register students for it.
12. Training in accordance with 105 ILCS 5/26A for at least one staff member in each school designated as a resource for students who are parents, expectant parents, or victims of domestic or sexual violence, and for any employees whose duties include the resolution of complaints of violations of 105 ILCS 5/26A (see Board policy 7:255, *Students who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*). PRESSPlus2

The Executive Director 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.:

20 U.S.C. §1681 *et seq.*, Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.

42 U.S.C. §1758b, Pub. L. 111-296, Healthy, Hunger-Free Kids Act of 2010; 7 C.F.R. Parts 210 and 235.

105 ILCS 5/2-3.62, 5/2-3.166, 5/3-11, 5/10-20.17a, 5/10-20.61, 5/10-22.6(c-5), 5/10-22.39, 5/10-23.12, 5/10-23.13, 5/22-80(h), 5/22-95, ~~and~~ 5/24-5, and 5/26A.

105 ILCS 25/1.15, Interscholastic Athletic Organization Act.

105 ILCS 145/25, Care of Students with Diabetes 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 and 5/5A-103, Ill. Human Rights Act.

23 Ill.Admin.Code §§ 22.20, 226.800, and Part 525.

77 Ill.Admin.Code §527.800.

CROSS REF.: 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 4:160 (Environmental Quality of Buildings and Grounds), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional 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), 7:250 (Student Support Services), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:270 (Administering Medicines to Students), 7:285 (Anaphylaxis Prevention, Response, and Management Program), 7:290 (Suicide and Depression Awareness and Prevention), 7:305 (Student Athlete Concussions and Head Injuries)

Adopted: September 18, 2024

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**PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/10-22.6(c-5), amended by P.A. 103-896. **Issue 118, April 2025**

PRESSPlus 2. Updated in response to 105 ILCS 5/26A-25 and 26A-35, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25, which requires each designated Article 26A Resource Person to either (1) be trained to understand, provide information and referrals, and address issues pertaining to youth who are parents, expectant parents, or victims of domestic or sexual violence, including training in the subjects set forth in 105 ILCS 5/26A-35(b)(i), or (2) have participated in an in-service training program under 105 ILCS 5/10-22.39(d) that includes training on the rights of minors to consent to counseling services and psychotherapy under the Mental Health and Developmental Disabilities Code within 12 months prior to designation. However, 105 ILCS 5/10-22.39(d) was deleted by P.A. 103-542 and its training contents are in 105 ILCS 5/10-22.39(b-25). Consult the Board Attorney regarding this law's application to entities other than school districts.

105 ILCS 5/26A-25(b)(1), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25, requires employees whose duties include resolution of Article 26A complaints to initially complete at least eight hours of

training on issues related to domestic and sexual violence and how to conduct the district's complaint resolution procedure, and to complete six hours of training annually thereafter. Such training must be conducted by individual(s) with expertise in domestic or sexual violence in youth and expertise in developmentally appropriate communications with elementary and secondary students regarding topics of a sexual, violent, or sensitive nature. See sample administrative procedures 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, and 7:255-AP2, *Complaint Resolution Procedure for Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*.

See pp. 28-30 of the June 2024 report of the second ESS Task Force for existing training requirements that may be suitable to fulfill Article 26A training requirements, at: www.isbe.net/Documents_ESSTaskForce/Final-Report-ESS-Report-June-2024.pdf. **Issue 118, April 2025**

*Document Status: Draft Update*

# INSTRUCTION

## 6:150 Home and Hospital Instruction

A student who is absent from a SASED program, 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 Ill. 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 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. The student's home district shall assume responsibility for the student's educational services after notification has been given by SASED.

The home district of a student who is unable to attend a SASED program because of pregnancy or pregnancy-related conditions, the fulfillment of parenting obligations related to the health of the child, or health and safety concerns arising from domestic or sexual violence as defined in 105 ILCS 5/26A, is responsible to provide home instruction, correspondence courses, or other courses of instruction under the following circumstances:PRESSPlus1

1. ~~(1) b~~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) f~~
2. For up to three months after the child's birth or a miscarriage.PRESSPlus2
3. When a student must care for his or her ill child if:
   a. The child's physician, physician assistant, or advanced practice registered nurse informs the District, in writing, that the child has a serious health conditionPRESSPlus3 that would require the student to be absent from school for two or more consecutive weeks; and
   b. The student or the student's parent/guardian informs SASED, in writing, that the student needs to care for the child during this period.
4. The student must treat physical or mental health complications or address safety concerns arising from domestic or sexual violence when a health care provider or an employee of the student's domestic or sexual violence organization, as defined in 105 ILCS 5/26A, informs SASED, in writing, that the care is needed by the student and will cause the student's absence from school for two or more consecutive weeks.

SASED may reassess home instruction provided to a student under No. 3 or No. 4 every two months to determine the student's continuing need for home instruction.

Periodic conferences will be held between appropriate SASED personnel, district 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 Opportunitiesy), 7:250 (Student Support Services), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:280 (Communicable and Chronic Infectious Disease)

Adopted: September 18, 2024

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**PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/10-22.6a, amended by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. **Issue 118, April 2025**

PRESSPlus 2. Number 2 does not require a written statement from a physician, physician assistant, or advanced practice registered nurse. See policy 7:255, *Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*. **Issue 118, April 2025**

PRESSPlus 3. *Serious health condition* means an illness, injury, impairment, or physical or mental health condition that involves inpatient care in a hospital, hospice, or residential medical care facility or continuing treatment by a health care provider that is not controlled by medication alone. **Issue 118, April 2025**

# *Document Status: Draft Update*

## INSTRUCTION

## 6:235 Access to Electronic Networks

Electronic networks are a part of SASED/member districts' instructional program and serve to promote educational excellence by facilitating resource sharing, innovation, and communication.

The term *electronic networks* includes all of SASED and its member districts' technology resources, including, but not limited to:

1. SASED and its member districts' local-area and wide-area networks, including wireless networks (Wi-Fi), Cooperative/member district-issued Wi-Fi hotspots, and any Cooperative/member district servers or other networking infrastructure;
2. Access to the Internet or other online resources via the SASED member districts' networks or to any District-issued online account from any computer or device, regardless of location;
3. SASED member district-owned or SASED member district-issued computers, laptops, tablets, phones, or similar devices.

The Executive Director shall develop an implementation plan for this policy and appoint system administrator(s).

SASED/member 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, SASED/member districts will not be responsible for any unauthorized charges or fees resulting from access to the Internet.

Curriculum

The use of SASED/member districts' electronic networks shall: (1) be consistent with the curriculum adopted by SASED/member districts 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-media 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 Executive Director's implementation plan, use the Internet throughout the curriculum.

SASED/member districts' electronic network is part of the curriculum and is not a public forum for general use.

Acceptable Use

All use of the SASED/member districts' 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 SASED/member districts' electronic network or SASED/member districts' computers. General rules for behavior and communications

apply when using electronic networks. SASED/member districts' administrative procedure, *Acceptable Use of the Cooperative'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 SASED/member 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 Executive Director or designee. The Executive Director or designee shall enforce the use of such filtering devices for a bona fide research or other lawful purpose, provided the person received prior permission from the Executive Director or system administrator. The Executive Director 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.

Use of Artificial Intelligence (AI)-Enabled Tools[PRESSPlus1]

The Board recognizes that AI-enabled tools are important to enhance student learning, educator effectiveness, and school operations. The use of AI-enabled tools in SASED shall be implemented in a safe, ethical, and equitable manner and in accordance with Board policies 1:30, *SASED Philosophy*, and 7:345, *Use of Educational Technologies*.

To implement the use of AI-enabled tools in SASED, the Executive Director or designee shall:

1. Develop a Association-wide AI Plan that addresses SASED's approach to the integration of AI;
2. Based on the Association-wide AI Plan, establish AI Responsible Use Guidelines to address the responsible use of AI in the Association by students and staff;
3. Ensure that AI-enabled tools comply with State and federal law;
4. Ensure that staff receive training and students receive instruction on the use of AI, as appropriate; and
5. Review the Association's AI Plan and AI Responsible Use Guidelines on an annual basis and update them as needed.

Authorization for Electronic Network Access

Each staff member must sign SASED and the host member districts' *Authorization for Access to the District's Electronic Networks* as a condition for using SASED/member districts' electronic network. Each student and his or her parent(s)/guardian(s) must sign the *Authorization* before being granted unsupervised use.

Confidentiality

All users of SASED/member districts' 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.

Violations

The failure of any student or staff member to follow the terms of the SASED or host district 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.:

20 U.S.C. §7131, Elementary and Secondary Education Act.

47 U.S.C. §254(h) and (l), Children's Internet Protection Act.

47 C.F.R. Part 54, Subpart F, Universal Service Support for Schools and Libraries.

115 ILCS 5/14(c-5), Ill. Educational Labor Relations Act.

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), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:310 (Restrictions on Publications; Elementary Schools) , 7:315 (Restrictions on Publications; High Schools), 7:345 (Use of Educational Technologies; Student Data Privacy and Security)

~~ADOPTED: August 16, 2023~~

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**PRESSPlus Comments**

PRESSPlus 1. Optional. Artificial intelligence is a rapidly evolving and complex technology that implicates many unsettled legal and ethical issues. This content contains an item on which collective bargaining may be required. Any policy that impacts upon wages, hours, and terms and conditions of employment is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right.

A Statewide Generative AI and Natural Language Processing Taskforce issued a report to the General Assembly in December 2024 (https://doit.illinois.gov/content/dam/soi/en/web/doit/meetings/ai-taskforce/reports/2024-gen-ai-task-force-report.pdf) that recommended the Ill. State Board of Education provide guidance on the use of AI in schools, best practices, and educator training. The U.S. Dept. of Education released a toolkit to assist education leaders with the safe, ethical, and equitable integration of AI within education systems, available at: http://downloads.microscribepub.com/il/press/federal_resources/FINAL-ED-OET-EdLeaders-AI-Toolkit-10.29.24_20250221.pdf. Note: This resource may no longer be available on a federal government website but is being maintained at PRESS Online to provide consistent subscriber access.

Adopting policy language that addresses AI provides (a) a way for boards to monitor how this technology is being used in the district, and (b) an opportunity for the board and the superintendent to examine all current policies, collective bargaining agreements, and administrative procedures on this

subject. Before adoption of this subhead, the board may want to have a conversation with the superintendent to determine how local conditions, resources, and current practices will support the full implementation of a policy that addresses AI and its goals. The use of AI will be most effective when the policy reflects local conditions and circumstances. Consult the Board Attorney about these issues. See sample administrative procedure 6:235-AP3, *Development of Artificial Intelligence (AI) Plan and AI Responsible Use Guidelines*, available at PRESS Online by logging in at www.iasb.com, for a suggested framework for developing an AI plan and guidelines. **Issue 118, April 2025**

# *Document Status: Draft Update*

## STUDENTS

## 7:10 Equal Educational Opportunities

Equal educational and extracurricular opportunities shall be available for all students without regard to color, race, national origin, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, military status, unfavorable military discharge, reproductive health decisions, or actual or potential marital or parental status, including pregnancy. Further, SASED 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. Any student may file a discrimination complaint by using Board policy 2:260, *Uniform Grievance Procedure*, or in the case of discrimination on the basis of race, color, or national origin, Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.PRESSPlus1

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).

Any student may file a sexual harassment~~discrimination~~PRESSPlus2 complaint by using Board policy 2:265, *Title IX Grievance Procedure*.

Administrative Implementation

The Executive Director shall appoint a Nondiscrimination Coordinator~~, who also serves as SASED's~~ and a Title IX Coordinator. The Executive Director and Program Administrator/Coordinator shall use reasonable measures to inform staff members and students of this policy and related grievance procedures.

LEGAL REF.:

20 U.S.C. §1681 *et seq.*, Title IX of the Education Amendments of 1972; 34 C.F.R. Part 106.

29 U.S.C. §791 *et seq.*, Rehabilitation Act of 1973; 34 C.F.R. Part 104.

42 U.S.C. §2000d, Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.

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, 5/10-20.63, 5/10-22.5, 5/26A, 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), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 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), 7:185 (Teen Dating Violence Prohibited), 7:250 (Student Support Services), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:330 (Student Use of Buildings - Equal Access), 7:340 (Student Records)

Adopted: November 20, 2024

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**PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/22-95, added by P.A. 103-472, requiring a school district's board to adopt a policy (or policies) that prohibits discrimination and harassment based on race, color, and national origin, as well as retaliation. Consult the Board Attorney regarding this law's application to entities other than school districts. **Issue 118, April 2025**

PRESSPlus 2. Updated in response to *State of Tennessee v. Cardona*, striking down the 2024 Title IX sex discrimination regulations and restoring the 2020 Title IX regulations. **Issue 118, April 2025**

*Document Status: District Use Only*

# STUDENTS

## 7:20 Harassment of Students Prohibited

No person, including a SASED employee, 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; physical appearance; socioeconomic status; academic status; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. SASED 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

SASED shall provide an educational 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. See policies 2:265, *Title IX Grievance Procedure*, and 2:260, *Uniform Grievance Procedure*.

Making a Report or Complaint

Students are encouraged to promptly report claims or incidents of bullying, intimidation, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Program Administrator/Coordinator, a Complaint Manager, or any employee with whom the student is comfortable

speaking. ~~A student may choose to report to an employee of the student's same gender.~~ PRESSPlus1

Reports under this policy will be considered a report under Board policy 2:260, *Uniform Grievance Procedure*, and/or Board policy 2:265, *Title IX Grievance Procedure.* The Nondiscrimination Coordinator, Title IX Coordinator, PRESSPlus2 and/or Complaint Manager or designee shall process and review the report according to the appropriate grievance procedure. The Executive Director shall insert into this policy the names, office addresses, email addresses, and telephone numbers of SASED's current Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers. ~~The Nondiscrimination Coordinator also serves as SASED's Title IX Coordinator.~~

## Nondiscrimination Coordinator:

~~Julie Grohn~~ Julia Wheaton

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## Complaint Managers:

~~Assistant Director of Business CSBO~~

Name

Dan Lawler

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~~Assistant Director of~~~~Programs and Services~~ Elizabeth Vander Woude

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Email

| | |
|---|---|
| _____ | 630-~~778-4500~~ 955-8102 _____ |
| Telephone | Telephone |

The Executive Director 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 SASED's student handbook(s), on SASED'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

Any SASED employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator, Title IX Coordinator, or a Complaint Manager. Any employee 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 SASED's duty to investigate and maintain an educational environment that is productive, respectful, and free of unlawful discrimination, including harassment.

For any report or complaint alleging sexual-~~based~~[PRESSPlus3] harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), the ~~Nondiscrimination~~Title IX Coordinator or designee shall consider whether action under policy 2:265, *Title IX Grievance Procedure,* should be initiated.

For any report or complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall investigate under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited.*[PRESSPlus4]

For any other alleged student harassment that does not require action under policy 2:265, *Title IX Grievance Procedure,* or 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited,* the

Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under policies 2:260, *Uniform Grievance Procedure*, and/or 7:190, *Student Behavior*, should be initiated, regardless of whether a written report or complaint is filed.

Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel

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 reporting the suspected abuse, the complaint shall also be processed under policy 2:265, *Title IX Grievance Procedure*, or policy 2:260, *Uniform Grievance Procedure*.

Enforcement

Any SASED 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 third party who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to SASED, e.g., vendor, parent/guardian, invitee, etc. Any SASED 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.

Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited (see policies 2:260, *Uniform Grievance Procedure*, and 2:265, *Title IX Grievance Procedure*, and 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*).

Students should report allegations of retaliation to the Program

Administrator/Coordinator, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

LEGAL REF.:

20 U.S.C. §1681 *et seq.*, Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.

29 U.S.C. §791 *et seq.*, Rehabilitation Act of 1973; 34 C.F.R. Part 104.

42 U.S.C. §2000d, Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.

105 ILCS 5/10-20.12, 5/10-22.5, 5/10-23.13, 5/26A, 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), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 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), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence)

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**PRESSPlus Comments**

PRESSPlus 1. This sentence is stricken because the preceding sentence already states that students are encouraged to report to any employee with

whom the student is comfortable speaking. **Issue 118, April 2025**

PRESSPlus 2. Please click here to submit the name and contact information that will be applied to each of the following policies: 2:260, 2:265, 5:10, 5:20, 7:20, 7:180, and 7:255. Following the form's submission, IASB will add the Title IX Coordinator's name and contact information to this policy. **Issue 118, April 2025**

PRESSPlus 3. Updated in response to *State of Tennessee v. Cardona*, striking down the 2024 Title IX sex discrimination regulations and restoring the 2020 Title IX regulations. **Issue 118, April 2025**

PRESSPlus 4. Updated in response to 105 ILCS 5/22-95, added by P.A. 103-472, requiring a school district's board to adopt a policy (or policies) that prohibits discrimination and harassment based on race, color, and national origin, as well as retaliation. Consult the Board Attorney regarding this law's application to entities other than school districts. **Issue 118, April 2025**

# *Document Status: Draft Update*

## STUDENTS

## 7:60 Residence

Member Districts

Students who are residents of member districts may participate in the programs available through SASED.

Residence of Students with Disabilities

The residence of a child with a disability is determined in accordance with 105 ILCS 5/14-1.11, 5.14-1.11a, and 5/14-1.11b.

Non-Member Districts

Students who are residents of non-member districts may participate in the programs available through SASED providing eligibility requirements are met and space is available. The sending district shall pay SASED tuitions and charges in an amount determined by the Board of Directors calculated through the use of appropriate ISBE procedures for the program in which the student is included. Transportation shall be the responsibility of the district of residence.

LEGAL REF.:

McKinney Homeless Assistance Act, 42 U.S.C. § 11431 *et seq.*

30 ILCS 220/11.

105 ILCS 5/10-20.12a, 5/10-20.12b, 5/10-22.5, 5/10-22.5a, 5/14-1.11, 5/14-1.11a, ~~and~~ 5/14-1.11b, and 5/26A. PRESSPlus1

105 ILCS 5/10-20.12a, 5/10-20.12b, and 5/10-22.5.

105 ILCS 45/1-5 45/ and 70/.

23 Ill. Admin.Code § 1.240(e).

*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 Cooperative 83*, 686 N.E.2d 650 (Ill.App.1, 1997).

*Kraut v. Rachford*, 366 N.E.2d 497 (Ill.App.1st Dist. 1977).

CROSS REF.: 6:140 (Education of Homeless Children), 7:50 (Eligibility for Services), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:70 (Attendance and Truancy)

Adopted: December 13, 2023

**PRESSPlus Comments**

PRESSPlus 1. Required by 105 ILCS 5/26A-35, added by P.A. 102-466, a/k/a ESS Law, eff. 7-1-25. Consult the Board Attorney regarding this law's application to entities other than school districts. **ISsue 118, April 2025**

*Document Status: Draft Update*

# STUDENTS

## 7:70 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 kindergarten 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 of religious reasons, including to observe a religious holiday, for religious instruction, or because his or her religion forbids secular activity on a particular day(s) or time of 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 (including mental or behavioral health of the student), attendance at a verified medical or therapeutic appointment (including a victim services provider),[PRESSPlus1] observance of a religious holiday, death in the immediate family, attendance at a civic event, family emergency, other situations beyond the control of the student as determined by the Board, voting pursuant to policy 7:90, *Release During School Hours* (10 ILCS 5/7-42 and 5/17-15), other circumstances that cause reasonable concern to the parent/guardian for the student's mental, emotional, or physical health or safety, or other reason as approved by the Executive Director or designee. For students who are parents, expectant parents, or victims of domestic or sexual violence, valid cause for absence also includes the fulfillment of a parenting responsibility and addressing circumstances resulting from domestic or sexual violence.[PRESSPlus2] Students absent for a valid cause may make up missed homework and classwork assignments in a reasonable timeframe.

Absenteeism and Truancy Program

The Executive Director or designee shall manage an absenteeism and truancy program in accordance with the School Code and 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 Executive Director or designee is authorized to determine when the student's absence is justified.
2. A protocol for excusing a student in grades 6 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 telephone, within two hours after the first class, the parents/guardians of students in grade 8 or below who are absent without prior parent/guardian notification.
5. A process to identify and track students who are truants, chronic or habitual truants, or truant minors as defined in 105 ILCS 5/26-2a.
6. 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.
7. 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~~and information about available community ~~agency~~ services relevant to such students' needs. See Board policy 6:110, *Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program.*
8. A process for the collection and review of chronic absence data and to:

    a. Determine what systems of support and resources are needed to engage chronically absent students and their families, and
    b. Encourage the habit of daily attendance and promote success.

9. Reasonable efforts to provide ongoing professional development to ~~teachers, administrators~~all school personnel, Board members, and school resource officers~~, and staff~~PRESSPlus3 on the appropriate and available supportive services for the promotion of student attendance and engagement.
10. 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.
11. A protocol for cooperating with non-SASED 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.
12. 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.
13. 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 Executive Director believes qualifies.
14. A process for a 17-year-old resident to participate in SASED's various programs and resources for truants. The student must provide documentation of his/her dropout status for the previous six 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, *School Admissions and Student Transfers To and From Non-SASED Schools.*
15. 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.

~~Monitoring~~Updating

Pursuant to State law and Board policy 2:240, *Board Policy Development*, the Board updates this policy at least once every two years. The Executive Director or designee shall assist the Board with its update.

LEGAL REF.:

105 ILCS 5/22-92 and 5/26-1 through 5/26-3, 5/26-5 through 5/26-16, ~~and~~ 5/26-18, and 5/26A.

705 ILCS 405/3-33.5, Juvenile Court Act of 1987.

23 Ill.Admin.Code §§1.242 and Part 207.

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 (Eligibility for Services), 7:60 (Residence), 7:80 (Release Time for Religious Instruction/Observance), 7:90 (Release During School Hours), 7:190 (Student Behavior), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:340 (Student Records)

Adopted: December 13, 2023

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**PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/26-2a, amended by P.A. 102-466, a/k/a *Ensuring Success in School (ESS) Law*, eff. 7-1-25. Consult the Board Attorney regarding this law's application to entities other than school districts. **Issue 118, April 2025**

PRESSPlus 2. 105 ILCS 5/26-2a, amended by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. *Fulfillment of a parenting responsibility* includes, but is not limited to, arranging and providing child care, caring for a sick child, attending prenatal or other medical appointments for the expectant student, and attending medical appointments for a child. *Circumstances resulting from domestic or sexual violence* includes, but is not limited to, experiencing domestic or sexual violence, recovering from physical or psychological injuries, seeking medical attention, seeking services from a domestic or sexual violence organization as defined in 105 ILCS 5/26A-10, seeking psychological or other counseling, participating in safety planning, temporarily or permanently relocating, seeking legal assistance or remedies, or taking any other action to increase the safety or health of the student or to protect the student from future domestic or sexual violence. Before an absence of three or more consecutive days that is related to domestic or sexual violence, a district may require a student to verify his or her claim of domestic or sexual violence under 105 ILCS 5/26A-45. See policy 7:255, *Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, and sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 3. Updated in response to 105 ILCS 5/10-22.6(c-5), amended by P.A. 103-896. **Issue 118, April 2025**

*Document Status: Draft Update*

## STUDENTS

### 7:180 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 SASED goals.

Bullying on the basis of actual or perceived race, color, religion, sex, national origin, ancestry, physical appearance, socioeconomic status, academic status, pregnancy, parenting status, homelessness, age, marital status, physical or mental disability, military status, sexual orientation, gender-related identity or expression, unfavorable discharge from military service, order of protection status, 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 non-school-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by SASED or the 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 non-school-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.

*Bullying* may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.

*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, (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, and (vii) increase student accountability if the incident of bullying is based on religion, race, ethnicity, or any other category that is identified in the Ill. Human Rights Act.

*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 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 Executive Director or designee shall develop and maintain a bullying prevention and response plan that advances SASED'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.

1. SASED uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of SASED. However, nothing in SASED'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, Title IX Coordinator, PRESSPlus1 Program Administrator/Coordinator, 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 SASED'S named officials or any staff member. SASED 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; however, this shall not be construed to permit formal disciplinary action solely on the basis of an anonymous report.

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4. Consistent with federal and State laws and rules governing student privacy rights, the parents/guardians of all students involved in an alleged incident of bullying will be notified of such, along with threats, suggestions, or instances of self-harm determined to be the result of bullying, within 24 hours after the school's administration is made aware of the student's involvement in the incident. As appropriate, the school's administration shall also discuss the availability of social work services, counseling, school psychological services, other interventions, and restorative measures. The school shall make diligent efforts to notify a parent or legal guardian, utilizing all contact information the school has available or that can be

5. The Executive Director 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 Executive Director or designee shall investigate whether a reported incident of bullying is within the permissible scope of SASED's jurisdiction and shall require that SASED provide the victim with information regarding services that are available within SASED and community, such as counseling, support services, and other programs.

6. The Executive Director 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**. Any person's act of reprisal or retaliation will be subject to disciplinary action, up to and including discharge with regard to employees, or suspension and/or expulsion with regard to students.
8. A student will not be punished for reporting bullying or supplying information, even if SASED's investigation concludes that no bullying occurred. However, a person who is found to have falsely accused another of bullying, as a means of retaliation, as a means of bullying, or provided false information will be treated as either: (a) *bullying*, (b) student discipline

up to and including suspension and/or expulsion, and/or (c) both (a) and (b) for purposes of determining any consequences or other appropriate remedial actions.

9. SASED's bullying prevention and response plan is based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Executive Director or designee shall post this policy on SASED's publicly accessible 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. Pursuant to State law and policy 2:240, *Board Policy Development*, the Board monitors this policy every two years by conducting a review and re-evaluation of this policy to make any necessary and appropriate revisions. The Executive Director or designee shall assist the Board with its re-evaluation and assessment of this policy's outcomes and effectiveness. Updates to this policy will reflect any necessary and appropriate revisions. 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 SASED already collects for other purposes. Acceptable documentation to satisfy the re-evaluated policy submission include one of the following:

    1) An updated version of the policy with the amendment/modification date included in the reference portion of the policy;

    2) If no revisions are deemed necessary, a copy of board minutes indicating that the policy was re-evaluated and no changes were deemed to be necessary; or

    3) A signed statement from the Board Chairperson indicating that the Board re-evaluated the policy and no changes to it were necessary.

The Executive Director or designee must post the information developed as a result of the policy re-evaluation on SASED'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. Reviews and re-evaluations in years they are due must be submitted to ISBE by September 30.

12. The Executive Director 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. 2:265, *Title* IX *Grievance Procedure*. Any person may use this policy to complain about sexual harassment ~~discrimination~~[PRESSPlus2] in violation of Title IX of the Education Amendments of 1972.
    c. 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. Any person may use this policy to complain about discrimination or harassment on the basis of race, color, or national origin in violation of Title VI of the Civil Rights Act of 1964 and/or the Illinois Human Rights Act.[PRESSPlus3]
    d. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
    e. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into SASED's educational program as required by State law.
    f. 6:235, *Access to Electronic Networks*. This policy states that the use of SASED's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
    g. 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).
    h. 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.
    i. 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.
    j. 7:310, *Restrictions on Publications; Elementary Schools,* and 7:315, *Restrictions on Publications; High Schools*. These policies prohibit

students from and provide 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.:

105 ILCS 5/10-20.14, 5/10-22.6(b-20), 5/24-24, and 5/27-23.7.

405 ILCS 49/, Children's Mental Health Act.

775 ILCS 5/1-103, Ill. Human Rights Act.

23 Ill.Admin.Code §§1.240 1.280, and 1.295.

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), PRESSPlus4 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 (Anaphylaxis Prevention, Response, and Management Program), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools)

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**PRESSPlus Comments**

PRESSPlus 1. Please click here to submit the name and contact information that will be applied to each of the following policies: 2:260, 2:265, 5:10, 5:20, 7:20, 7:180, and 7:255. Following the form's submission, IASB will add the Title IX Coordinator's name and contact information to this policy. **Issue 118, April 2025**

PRESSPlus 2. Updated in response to *State of Tennessee v. Cardona*, striking down the 2024 Title IX sex discrimination regulations and restoring the 2020 Title IX regulations. **Issue 118, April 2025**

PRESSPlus 3. Consult the Board Attorney regarding this policy's application to entities other than school districts. **Issue 118, April 2025**

PRESSPlus 4. Consult the Board Attorney regarding this policy's application to entities other than school districts. **Issue 118, April 2025**

*Document Status: Draft Update*

**STUDENTS**

## 7:185 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 Executive Director 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. 2:260, *Uniform Grievance Procedure*. This policy provides a method for any student, parent/guardian, employee, or community member to file a complaint if he or she believes that the Board, its employees, or its agents have violated his or her rights under the State or federal Constitution, State or federal statute, Board policy, or various enumerated bases.

    b. 2:265, *Title IX Grievance Procedure*. This policy prohibits a SASED employee, agent, or student from engaging in sexual ~~discrimination, including sex-based~~ harassment,PRESSPlus1 in violation of Title IX of the Education Amendments of 1972. Prohibited conduct includes but is not limited to sexual assault, dating violence, domestic violence, and stalking.

    c. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person, including a SASED employee, agent, or student, 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).

    d. 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 SASED's established procedures for the prevention, identification, investigation, and response to bullying and school violence.

    b. The Nondiscrimination Coordinator, Program Administrator/Coordinator, or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*.

3. Incorporates age-appropriate instruction in grades 7 through 12, in accordance with SASED's

comprehensive health education program in Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into SASED'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, Program Administrator/Coordinator, 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), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 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: September 18, 2024

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**PRESSPlus Comments**

PRESSPlus 1. Updated in response to *State of Tennessee v. Cardona*, striking down the 2024 Title IX sex discrimination regulations and restoring the 2020 Title IX regulations. **Issue 118, April 2025**

# *Document Status: Draft Update*

## STUDENTS

## 7:190 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

SASED/member district administrations are authorized to discipline students enrolled in SASED programs 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, or selling:
    a. Any illegal drug, 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 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 authorized medical use of cannabis 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 not containing an illegal drug or controlled substance, but one: (a) that a student believes to be, or represents to be, an illegal drug or controlled substance; 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 or controlled substance.

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.
5. Using or possessing an electronic paging device.
6. 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.~~ PRESSPlus1 Unless otherwise banned under this policy or by the Program Administrator, all electronic devices must be kept powered -off or silenced 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) or Section 504 plan; (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.
7. *Sexting*, which, for purposes of this policy, is the act of creating, sending, sharing, viewing, receiving, or possessing sexually explicit messages, images, or videos electronically, regardless of whether they are authentic or computer-generated, through the use of a computer, electronic communication device, or cellular phone. Sexting also includes creating, sending, sharing, viewing, receiving, or possessing *indecent visual depictions, non-consensual dissemination of private sexual images*, and *non-consensual dissemination of sexually*

*explicit digitized depictions*, as defined in State law. PRESSPlus2

8. Using or possessing a laser pointer unless under a staff member's direct supervision and in the context of instruction.
9. Disobeying rules of student conduct or directives from staff members or school officials. Examples of disobeying staff directives include refusing a SASED/member district staff member's request to stop, present school identification, or submit to a search.
10. Engaging in academic dishonesty, including cheating, intentionally plagiarizing, using a writing service and/or generative artificial intelligence technology in place of original work unless specifically authorized by staff, wrongfully giving or receiving help during an academic examination, and wrongfully obtaining test copies or scores.
11. 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 school computer network, or other comparable conduct.
12. 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.
13. Teen dating violence, as described in Board policy 7:185, Teen Dating Violence Prohibited, is prohibited.
14. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
15. Entering school property or a school facility without proper authorization.
16. 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.
17. Being absent without a recognized excuse; State law and Board policy regarding truancy control will be used with chronic and habitual truants.
18. 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.
19. Being involved in gangs or gang-related activities, including displaying gang symbols or paraphernalia.
20. Violating any criminal law, including but not limited to, assault, battery, arson, theft, gambling, eavesdropping, and hazing.
21. 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.
22. Operating an unmanned aircraft system (UAS) or drone for any purpose on school grounds or at any school event unless granted permission by the Executive Director or designee.
23. Engaging in any activity, on or off campus, that violates the disciplinary rules or policies of a

SASED member district, or 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; (b) endanger the health or safety of students, staff, or school property; or bears a nexus with school or school-related activities.

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 events.

Efforts, including the use of positive interventions and supports, and progressive discipline, 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 Executive Director, Program Administrator 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 authority of SASED or a member district 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

SASED administration 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. Administration 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 parents/guardians.
2. Disciplinary conference.
3. Withholding of privileges.
4. Temporary removal from the classroom.
5. Return of property or restitution for lost or damaged property
6. In-school suspension for a period not to exceed 5 school days. Program Administrator 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 Program Administrator or designee.
8. Community service with local public and nonprofit agencies that enhances community efforts to meet human, educational, environmental, or public safety needs. SASED/member district will not provide transportation. 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 from the bus, in accordance with Board policy 7:220, Bus Conduct and 7;230 Misconduct by Students with Disabilities.

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 two calendar years, provided that the appropriate procedures regarding the discipline of students with disabilities are followed. 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 SASED 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 in all circumstances. *Corporal punishment* is defined as a discipline method in which a person deliberately inflicts pain upon a student in response to the student's unacceptable behavior or inappropriate language, with an aim to halt an offense, prevent its recurrence, or set an example for others.PRESSPlus3 It includes 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 permitted by 105 ILCS 5/10-20.33~~needed to maintain safety for students, staff, or other persons, or for the purpose of self-defense or defense of property~~.

Isolated Time Out, Time Out, and Physical Restraint

Isolated time out, time out, and physical restraint may only be used when a student's behavior presents an imminent danger of serious physical harm to the student or others, less restrictive and intrusive measures have been tried and proven ineffective in stopping the imminent danger of serious physical harm, there I no known medical contraindication to its use on the student, and the school staff member or members applying the intervention have been trained in its safe application, in accordance with 105 ILCS 5/10-20.33, State Board of Education rules (23 Ill. Admin. Code Section 1.285), and SASED procedures.

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 may be expelled, subject to the *Individuals with Disabilities Education Act*, as amended, the *Illinois School Code*, and *Section 504 of the Rehabilitation Act of 1973*, and their respective rules and regulations, 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 2012 (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 1 or 2 above may be modified by the Superintendent of the student's district of residence, and the Superintendent's determination may be modified by the Board of the student's district of residence on a case-by-case basis. The Superintendent of the student's district of residence 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 SASED Board of Directors or the Board of the district hosting a SASED program, 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 Executive Director 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 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 SASED staff member shall immediately notify the office of the Program Administrator 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 or is subject to a battery. *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.

Upon receiving a report of (1), above, the Building Principal or designee shall immediately notify local law enforcement. In addition, upon receiving a report on any of the above (1)-(3), the Building Principal or designee shall notify the Executive Director or designee and any involved student's parent/guardian.

Upon receiving a report on any of the above (1)-(3), the Executive Director or designee shall immediately notify local law enforcement. The Executive Director or designee shall also report these incidents ~~involving battery against staff members to the Ill. State Board of Education~~ISBE through its web-based School Incident Reporting System as they occur during the year and no later than ~~August 1~~July 31PRESSPlus4 for the preceding school year.

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 of SASED and the member district in which the student resides. All disciplinary actions so imposed shall be consistent with and subject to applicable federal and State laws and regulations related to the discipline of students with disabilities, and consistent with such students' IEPs.

Teachers, other ~~certificated~~ licensed educational employees, and any other persons (whether or not a licensed employee) providing a related service for or with respect to a student, may only use reasonable force as permitted by 105 ILCS 5/10-20.33 PRESSPlus5 ~~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 Executive Director or Program Administrator or the appropriate administrator from the student's district of residence are 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 10 consecutive school days, provided the appropriate procedures are followed. SASED in collaboration with the district of residence may suspend a student from riding the bus in excess of 10 school days for safety reasons.

Program Guides and Student Handbook

The Executive Director or designee, may request input from the Parent Advisory Council, shall prepare disciplinary rules implementing SASED's disciplinary policies. These disciplinary rules shall be presented annually to the Board for its review and approval.

A program guide and/or student handbook, including SASED's disciplinary policies and rules, shall be distributed to the students' parents/guardians within 15 days of the beginning of the school year or upon a student's enrollment.

Incorporated
by Reference: 7:190-AP4, Use of Isolated Time Out, Time Out, and Physical Restraint.

LEGAL REF.:

20 U.S.C. §7971, Pro-Children Act of 2004.

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, 5/22-100, 5/24-24, 5/26-12, 5/27-23.7, 5/31-3.

105 ILCS 110/3.10, Critical Health Problems and Comprehensive Health Education Act.

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, 1.285.

CROSS REF.: 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 (Preventing Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:200 (Suspension 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 and Written or Electronic Material), 7:315 (Restrictions on Publications; High Schools), 8:30 (Visitors to

and Conduct on SASED Property)

Adopted: December 13, 2023

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**PRESSPlus Comments**

PRESSPlus 1. This text is moved to #7, below. **Issue 118, April 2025**

PRESSPlus 2. This definition of sexting is adapted from Merriam-Webster's definition at www.merriam-webster.com/dictionary/sexting, and it incorporates offenses under State law that address the dissemination of explicit images. A district may wish to use another definition or create its own with the board attorney. See sample administrative procedure 7:190-AP6, *Guidelines for Investigating Sexting Allegations*, available at PRESS Online by logging in at www.iasb.com, for definitions of the italicized terms in this paragraph and their accompanying citations. See also sample administrative procedure 7:190-AP5, *Student Handbook - Electronic Devices*. **Issue 118, April 2025**

PRESSPlus 3. Updated in response to 105 ILCS 5/22-100, added by P.A. 103-806. **Issue 118, April 2025**

PRESSPlus 4. Updated in response to 105 ILCS 5/10-27.1A and and 10-27.1B, amended by P.A.s 103-609 (first to pass both houses) and 103-780 (second to pass both houses and controlling). **Issue 118, April 2025**

PRESSPlus 5. Updated in response to 105 ILCS 5/24-24, amended by P.A. 103-806. **Issue 118, April 2025**

*Document Status: Draft Update*

**STUDENTS**

## 7:200 Suspension Procedures

With respect to disciplinary action concerning children with disabilities, the Executive Director shall develop procedures that conform to the requirements of 34 CFR 300.530 through 300.536, as well as Section 10-22.6 of the *Illinois School Code* [105 ILCS 5/10-22.6], as amended. In addition, upon the occurrence of any act that may subject the student either to expulsion from school or suspension resulting in more than ten (10) cumulative days of suspension during any one school year, a meeting of the IEP Team shall be convened to review the student's behavioral intervention plan or, if a behavioral intervention plan has not yet been developed, to develop one.[PRESSPlus1]

LEGAL REF.:

*Goss v. Lopez*, 419 U.S. 565 (1975).

105 ILCS 5/10-20.14, 5/10-22.6.

23 Ill.Admin.Code §1.280.

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities)

Adopted: November 20, 2024

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**PRESSPlus Comments**

PRESSPlus 1. This policy's content is unique to the association. Please consult the author and the **PRESS** sample, available by logging in at www.iasb.com, to determine necessary changes. **Issue 118, April 2025**

*Document Status: Draft Update*

# STUDENTS

## 7:210 Expulsion Procedures

The final authority for expulsion of a student programmed educationally within SASED lies with the Board of Education of the student's district of residence. The policy provided within the district of residence for expulsion of students will be followed, including the due process procedures and compliance with the provisions of IDEA. No student with a disability shall be expelled if the student's particular act of gross disobedience or misconduct is a manifestation of his or her disability. A student with a disability whose gross disobedience or misconduct is not a manifestation of his/her disability may be expelled pursuant to the expulsion procedures, in accordance with the district of residence, provided that the student shall continue to receive educational services as provided in his or her Individual Education Plan (IEP) during the period of expulsion.PRESSPlus1

LEGAL REF.:

*Goss v. Lopez*, 419 U.S. 565 (1975).

105 ILCS 5/10-20.14, 5/10-22.6.

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities), 7:190 (Student Discipline), 7:200 (Suspension Procedures), 7:230 (Misconduct by Students with Disabilities)

~~ADOPTED: August 16, 2023~~

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**PRESSPlus Comments**

PRESSPlus 1. This policy's content is unique to the association. Please consult the author and the **PRESS** sample, available by logging in at www.iasb.com, to determine necessary changes. **Issue 118, April 2025**

*Document Status: Draft Update*

# STUDENTS

## 7:250 Student Support Services

The following student support services may be provided by SASED as authorized by the resident school district:

1. Health services supervised by a qualified school nurse. The Executive Director 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 s~~School counseling services. The Executive Director or designee shall annually inform all school personnel and students 12 years of age and older, in writing, of the availability of counseling without parent/guardian consent under 405 ILCS 5/3-550. PRESSPlus1

The Executive Director or designee shall develop protocols for responding to students with social, emotional, or mental health needs that impact learning ability. SASED, however, assumes no liability for preventing, identifying, or treating such needs.

*Erin's Law*Counseling Options, Assistance, and Intervention

The Executive Director or designee will ensure that each school building's Student Support Committee identifies counseling options for students who are affected by sexual abuse and grooming behaviors, along with SASED and community-based options for victims of sexual abuse and grooming behaviors to obtain assistance and intervention. Community-based options must include a Children's Advocacy Center and sexual assault crisis center(s) that serve SASED, if any.

Article 26A Domestic or Sexual Violence and Parenting Resource Personnel PRESSPlus2

The Executive Director or designee will ensure that at least one staff member in each school building is designated as a resource person (Article 26A Resource Person) for students who are parents, expectant parents, or victims of domestic or sexual violence and offers those services required by 105 ILCS 5/26A. See Board policy 7:255, *Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*. The Article 26A Resource Person may be a member of the building's Student Support Committee.

The Executive Director shall ensure that ~~T~~this policy ~~shall be~~is implemented in a manner consistent with State and federal laws, including the Individuals with Disabilities Education Act, 42 U.S.C. §12101 et seq., and that it is respectful of student privacy, including that student records are maintained and their confidentiality protected in accordance with Board policy and SASED procedures. PRESSPlus3

LEGAL REF.:

105 ILCS 5/10-23.13(b), 5/10-20.59, ~~and~~ 5/21B-25(G), and 5/26A.

405 ILCS 5/, Mental Health and Developmental Disabilities Code.

405 ILCS 49/, Children's Mental Health Act.

740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.

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), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:280 (Communicable and Chronic Infectious Disease), 7:340 (Student Records)

~~ADOPTED: August 16, 2023~~

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**PRESSPlus Comments**

PRESSPlus 1. 105 ILCS 5/26A-40(h), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. Consult the Board Attorney regarding this law's application to entities other than school districts. **Issue 118, April 2025**

PRESSPlus 2. Required by 105 ILCS 5/26A-35, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. Consult the Board Attorney regarding this law's application to entities other than school districts. See policy 7:255, *Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, and sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 3. This policy text is based on recommendations of the second ESS Task Force. See pp. 13-14 of the June 2024 ESS Task Force final report, at: www.isbe.net/Documents_ESSTaskForce/Final-Report-ESS-Report-June-2024.pdf. **Issue 118, April 2025**

*Document Status: Draft Update*

**STUDENTS**

## 7:270 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/program dispense the medication to the child and otherwise follow SASED's procedures on dispensing medication.

Students may receive prescription and non-prescription medication at school only when the student's parent/guardian has submitted the completed "Authorization for Administration of Medication Form". 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 prescribed medication, except for Diastat, which is to be administered by an RN or LPN.

The Program Administrator 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 an epinephrine auto-injector (EpiPen®) and/or medication prescribed for asthma for immediate use at the student's discretion, provided the student's parent/guardian has completed and signed a "School Medication Authorization Form (SMA)."

The Executive Director 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 a signed SMA form. A qualifying plan means: Asthma Action Plan, Individual Health Care Action Plan, allergy emergency action plan, or plan pursuant to Section 504 of Federal Rehabilitation Act of 1973 or a plan pursuant to the federal Individuals with Disabilities Education Act. A student may also possess the supplies and equipment necessary to monitor and treat diabetes in accordance with the student's diabetes care plan and/or the supplies, equipment, and medication necessary to treat epilepsy in accordance with the student's seizure action plan.PRESSPlus1

SASED 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 epinephrine injectors, asthma medication or medicines under a qualifying plan, or the storage of any medication by school personnel. A student's parent/guardian must indemnify and hold harmless SASED 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 or medicines under a qualifying plan, or

the storage of any medication by school personnel.

SASED Supply of Undesignated Epinephrine Auto-Injectors

The Executive Director or designee shall implement Section 22-30(f) of the School Code and maintain a supply of undesignated epinephrine auto-injectors for use in the Alternative School program at Southeast School in the name of SASED and provide or administer them as necessary according to State law. Undesignated epinephrine auto-injector means an epinephrine auto-injector prescribed in the name of SASED or one of its schools. The school/program nurse or trained personnel, as defined in State law, may administer an undesignated epinephrine auto-injector to a person when they, in good faith, believe a person is having an anaphylactic reaction. Each Program Administrator and/or his corresponding school nurse shall maintain a list of the names of trained personnel who have received a Statement of Certificate pursuant to State Law.

SASED Supply of Undesignated Opioid Antagonists

The Executive Director or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated opioid antagonists 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 SASED or one of its schools or obtained by the District without a prescription. School/program 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.

SASED Supply of Undesignated Glucagon

The Executive Director or designee shall implement 105 ILCS 145/27 and maintain a supply of undesignated glucagon in the name of SASED in accordance with manufacturer's instructions.

When a student's prescribed glucagon is not available or has expired, a school/program 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 SASED;

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 SASED-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 SASED, 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. SASED may not deny a student attendance at a school solely because he or she requires administration of the product during school hours.

Void Policy

**SASED's Supply of Undesignated Asthma Medication** section of the policy is void whenever the Executive Director or designee is, for whatever reason, unable to: (1) obtain for SASED a prescription for undesignated asthma medication from a physician or advanced practice nurse licensed to practice medicine in all its branches, or (2) fill SASED's prescription for undesignated school asthma medication.

**SASED's Supply of Undesignated Epinephrine Injectors** section of the policy is void whenever the Executive Director or designee is, for whatever reason, unable to: (1) obtain for SASED a prescription for undesignated epinephrine injectors from a physician or advanced practice nurse licensed to practice medicine in all its branches, or (2) fill SASED's prescription for undesignated school epinephrine injectors.

**SASED's Supply of Undesignated Opioid Antagonists** section of the policy is void whenever the Executive Director or designee is unable to obtain a supply of opioid antagonists due to a shortage, in which case the Cooperative shall make reasonable efforts to maintain a supply.

**SASEED's Supply of Undesignated Glucagon** section of the policy is void whenever the Executive Director or designee is, for whatever reason, unable to: (1) obtain for SASED a prescription for glucagon from a qualifying prescriber, or (2) fill SASED's prescription for undesignated school glucagon.

The **Administration of Medical Cannabis** section of the policy is void and SASED reserves the right not to implement it if SASED is in danger of losing federal funding.

Administration of Undesignated Medication

Upon any administration of an undesignated medication permitted by State law, the Executive Director 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 SASED 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.

105 ILCS 150/, Seizure Smart School Act.

410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act

720 ILCS 550/, Cannabis Control Act.

23 Ill.Admin.Code §1.540.

CROSS REF.: 7:285 (Anaphylaxis Prevention, Response, and Management Program)

Adopted: December 13, 2023

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**PRESSPlus Comments**

PRESSPlus 1. 105 ILCS 145/30; 105 ILCS 150/30. This is not a new requirement, but it is added to make clear in policy that self-carry may also be authorized for diabetes/seizure management. **Issue 118, April 2025**

*Document Status: Draft Update*

# STUDENTS

## 7:310 Restrictions on Publications; Elementary Schools

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 SASED'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, digital files flash memory, etc.), or combinations of these whether off-line (e.g., a printed book, digital files, 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., text 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 SASED.

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 Governing Board policy 7:190, *Student Behavior.* PRESSPlus1 and/or 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 to school operations, or (2) interferes with the rights of other students or staff members.

Bullying and Cyberbullying

The Executive Director 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.

*Hazelwood v. Kuhlmeier*, 484 U.S. 260 (1988).

*Tinker v. Des Moines Indep. Cmty. Sch. Dist.*, 393 U.S. 503 (1969).

*Hedges v. Wauconda Cmty. Unit Sch. Dist. No. 118*, 9 F.3d 1295 (7th Cir. 1993).

CROSS REF.: 6:235 (Access to Electronic Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:315 (Restrictions on Publications; High Schools), 8:25 (Advertising and Distributing Materials in Schools Provided by Non-School Related Entities)

~~ADOPTED: August 16, 2023~~

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**PRESSPlus Comments**

PRESSPlus 1. Updated in response to the addition of a definition of *sexting* in 7:190, *Student Behavior.* **Issue 118, April 2025**

*Document Status: Draft Update*

# STUDENTS

## 7:315 Restrictions on Publications; High Schools

Definitions

*Libel* means the willful or negligent publication of provably false and unprivileged statements of fact that do demonstrable harm to a living person's reputation.

*Obscene* means lewd; impure; indecent; calculated to shock the moral sense of humans by a disregard of chastity or modesty. Objectionable or offensive to accepted standards of decency.

*School official* means a Program Administrator 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.

*Slander* means the speaking of false statements of fact that seriously harm a living person's reputation.

*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 SASED 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 Board policies, and student journalists are responsible for determining the news, opinion, feature, and advertising content of those publications, productions, and websites.

Student journalists must:

1. Make decisions based upon news value and guided by the Code of Ethics provided by the Society of Professional Journalists, National Scholastic Press Association, Journalism Education Association, or other relevant group;
2. Produce media based upon professional standards of accuracy, objectivity, and fairness;
3. Review material to improve sentence structure, grammar, spelling, and punctuation;
4. Check and verify all facts and verify the accuracy of all quotations;
5. In the use of personal opinions, editorial statements, and/or letters to the editor, provide opportunity and space for the expression of differing opinions within the same media to align with SASED's media literacy curriculum mandate in 105 ILCS 5/27-20.08; and
6. Include an author's name with any personal opinions and editorial statements, if appropriate.

Student journalists may not create, produce, or distribute 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 SASED's policies; or
    c. Materially and substantially disrupt the orderly operation of the school.

SASED will not engage in prior restraint of material prepared by student journalists for school-sponsored media, unless the material fits into one of the four prohibited categories listed above, in which case the Executive Director or designee and/or student media adviser may review, edit, and delete such media material before publication or distribution of the 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 SASED 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, digital files, flash memory, etc.), or combinations of these whether off-line (e.g., a printed book, digital files, 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., text 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 SASED.

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, 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 Governing Board policy 7:190, *Student Behavior*, PRESSPlus1 and/or 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. Encourages or 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 Executive Director 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 5/27-20.08 and 5/27-23.7.

105 ILCS 80/, Speech Rights of Student Journalists Act.

*Tinker v. Des Moines Indep. Cmty. Sch. Dist.*, 393 U.S. 503 (1969).

*Hazelwood v. Kuhlmeier*, 484 U.S. 260 (1988).

*Morse v. Frederick*, 551 U.S. 393 (2007).

*Hedges v. Wauconda Cmty. Unit Sch. Dist. No. 118*, 9 F.3d 1295 (7th Cir. 1993).

CROSS REF.:1:30 (SASED 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), 7:190 (Student Behavior), 7:310 (Restrictions on Publication; Elementary Schools), 8:25 (Advertising and Distributing Materials in Schools Provided by Non-School Related Entities)

~~ADOPTED: August 16, 2023~~

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**PRESSPlus Comments**

PRESSPlus 1. Updated in response to the addition of a definition of *sexting* in 7:190, *Student Behavior.* **Issue 118, April 2025**

*Document Status: Draft Update*

# STUDENTS

## 7:340 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 18 years who has been arrested or taken into custody.

State and federal law grants students, parents/guardians, and when applicable, the Ill. Dept. of Children and Family Services' Office of Education and Transition Services, certain rights, including the right to inspect, copy, and/or 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. SASED may release directory information as permitted by law, but a parent/guardian shall have the right to opt-out of the release of directory information regarding his or her child. SASED will comply with State or federal law with regard to release of a student's school records, including, where applicable, without notice to, or the consent of, the student's parent/guardian or eligible student. Upon request, SASED discloses school student records without parent consent to the official records custodian of another school in which a student has enrolled or intends to enroll, as well as to any other person as specifically required or permitted by State or federal law.

The Executive Director 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 Executive Director 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, SASED 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, SASED 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.

SASED 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 SASED, or (2) SASED 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 Executive Director or designee.

The Executive Director 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; 34 C.F.R. Part 99.

50 ILCS 205/7, Local Records Act.

105 ILCS 5/10-20.12b, 5/10-20.40, ~~and~~ 5/14-1.01 et seq., and 5/26A-30. PRESSPlus1

105 ILCS 10/, Ill. School Student Records Act.

105 ILCS 85/, Student Online Personal Protection 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), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:345 (Use of Educational Technologies; Student Data Privacy and Security)

~~ADOPTED: August 16, 2023~~

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**PRESSPlus Comments**

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/26A-30, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. Consult the Board Attorney regarding this law's application to entities other than school districts. **Issue 118, April 2025**

# PRESS UPDATE 118 - NEW

# *Document Status: Draft Update - New*

## 2:270 Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited

***New/Unpublished Section***

Discrimination and harassment on the basis of race, color, or national origin[PRESSPlus1] negatively affect a student's ability to learn and an employee's ability to work. Providing an educational and workplace environment free from such discrimination and harassment is an important District goal. The District does not discriminate on the basis of actual or perceived race, color, or national origin in any of its education programs or activities, and it complies with federal and State non-discrimination laws.

Examples of Prohibited Conduct[PRESSPlus2]

Examples of conduct that may constitute discrimination on the basis of race, color, or national origin include: disciplining students more harshly and frequently because of their race, color, or national origin; denying students access to high-rigor academic courses, extracurricular activities, or other educational opportunities based on their race, color, or national origin; denying language services or other educational opportunities to English learners; and assigning students special education services based on a student's race, color, or national origin.

Harassment is a form of prohibited discrimination. Examples of conduct that may constitute harassment on the basis of race, color, or national origin include: the use of racial, ethnic or ancestral slurs or stereotypes; taunts; name-calling; offensive or derogatory remarks about a person's actual or perceived race, color, or national origin; the display of racially-offensive symbols; racially-motivated physical threats and attacks; or other hateful conduct.

Making a Report or Complaint; Investigation Process[PRESSPlus3]

Individuals are encouraged to promptly report claims or incidences of discrimination or harassment based on race, color, or national origin to the Nondiscrimination Coordinator, a Complaint Manager, or any employee with whom the student is comfortable speaking. Reports under this policy will be processed under Board policy 2:260, *Uniform Grievance Procedure*.

Any District employee who receives a report or complaint of discrimination or harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. Any employee who fails to promptly comply may be disciplined, up to and including discharge.

Reports and complaints of discrimination or 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.

This policy does not impair or otherwise diminish the existing rights of unionized employees to request an exclusive bargaining representative to be present during any investigatory interviews, nor does this policy diminish any rights available under an applicable collective bargaining agreement, including, but not limited to, a grievance procedure.

Federal and State Agencies

If the District fails to take necessary corrective action to stop harassment based on race, color, or national origin, further relief may be available through the Ill. Dept. of Human Rights (IDHR) or the U.S. Dept. of Education's Office for Civil Rights.PRESSPlus4 To contact IDHR, go to: https://dhr.illinois.gov/about-us/contact-idhr.html or call (312) 814-6200 (Chicago) or (217) 785-5100 (Springfield).

Prevention and Response Program

The Superintendent or designee shall establish a prevention and response program to respond to complaints of discrimination based on race, color, and national origin, including harassment, and retaliation. The program shall include procedures for responding to complaints which:PRESSPlus5

1. Reduce or remove, to the extent practicable, barriers to reporting discrimination, harassment, and retaliation;
2. Permit any person who reports or is the victim of an incident of alleged discrimination, harassment, or retaliation to be accompanied when making a report by a support individual of the person's choice who complies with the District's policies and rules;
3. Permit anonymous reporting, except that an anonymous report may not be the sole basis of any disciplinary action;
4. Offer remedial interventions or take such disciplinary action as may be appropriate on a case-by-case basis;
5. Offer, but do not require or unduly influence, a person who reports or is the victim of an incident of harassment or retaliation the option to resolve allegations directly with the accused; and
6. Protects a person who reports or is the victim of an incident of harassment or retaliation from suffering adverse consequences as a result of a report of, investigation of, or a response to the incident.

Policy Posting and Distribution

This policy shall be posted on the District's website.PRESSPlus6 The Superintendent shall annually inform staff members of this policy by posting it in a prominent and accessible location such as the District website, employee handbook, staff intranet site,PRESSPlus7 and/or in other areas where policies and rules of conduct are made available to staff. The Superintendent shall annually inform students and their parents/guardians of this policy by posting it on the District's websitePRESSPlus8 and including an age-appropriate summary of the policy in the student handbook(s).PRESSPlus9

Enforcement

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to remedial action and/or 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 remedial action and/or disciplinary action, including but not limited to, suspension and expulsion consistent with Board policy 7:190, *Student Behavior*.

Any third party who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to remedial and/or disciplinary action.

Retaliation Prohibited

Retaliation against any person for bringing complaints, participating in the complaint process, or otherwise providing information about discrimination or harassment based on race, color, or national origin is prohibited (see Board policy 2:260, *Uniform Grievance Procedure*).

Individuals should report allegations of retaliation to the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

LEGAL REF.:

42 U.S.C. §2000d, Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.

42 U.S.C. §2000e et seq., Title VII of the Civil Rights Act of 1964; 29 C.F.R. Part 1601.

105 ILCS 5/22-95 (final citation pending).

775 ILCS 5/1-101 et seq., Illinois Human Rights Act.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities)

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**PRESSPlus Comments**

PRESSPlus 1. This policy is created in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, the Racism-Free Schools Law (RFSL). The law requires school districts to have a written policy (or policies) in place that prohibit discrimination and harassment based on race, color, and national origin, as well as retaliation. Consult the Board Attorney regarding this law's application to entities other than school districts.

Like other non-discrimination and harassment policies in the PRM, this new policy utilizes the existing complaint process in sample policy 2:260, *Uniform Grievance Procedure*.

The policy must contain the following: (1) descriptions of various forms of discrimination and harassment based on race, color, and national origin, including examples; (2) the district's internal process for filing a complaint regarding a violation of the policy; (3) an overview of the district's prevention and response program that includes procedures for responding to complaints of discrimination and harassment based on race, color, and national origin and retaliation; (4) potential remedies for a violation of the policy; (5) a prohibition on retaliation for making a complaint or participating in the complaint process; (6) the legal recourse available to the Ill. Dept. of Human Rights (IDHR) and federal agencies if a district fails to take corrective action; and (7) directions on how to contact IDHR.

For more information, see the PRESS Issue 114 Update Memo and the footnotes of sample policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 2. Required by 105 ILCS 5/22-95(b)(1)(A), added by P.A. 103-472. The examples of

discrimination and harassment under this subhead are based on definitions provided by the U.S. Dept. of Education's Office for Civil Rights, see www2.ed.gov/about/offices/list/ocr/frontpage/faq/race-origin.html#racehar1 and www2.ed.gov/about/offices/list/ocr/docs/ocr-factsheet-shared-ancestry-202301.pdf, and the U.S. Equal Opportunity Employment Commission, see www.eeoc.gov/racecolor-discrimination. **Issue 118, April 2025**

PRESSPlus 3. Required by 105 ILCS 5/22-95(b)(1)(B), added by P.A. 103-472. **Issue 118, April 2025**

PRESSPlus 4. Required by 105 ILCS 5/22-95(b)(1)(F). **Issue 118, April 2025**

PRESSPlus 5. Items 1-6 must be addressed in a district's procedures for responding to complaints of discrimination and harassment based on race, color, and national origin. See sample administrative procedure 2:270-AP, *Prevention and Response Program for Complaints of Discrimination and Harassment Based on Race, Color, and National Origin*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 6. 105 ILCS 5/22-95(b)(3) (final citation pending), added by P.A. 103-472, requires districts to post this policy in their website if one exists. If the district does not maintain a website, strike this sentence, and use the Save Status "Adopted with Additional District Edits." **Issue 118, April 2025**

PRESSPlus 7. 105 ILCS 5/22-95(b)(2), added by P.A. 103-472, requires this policy to be "posted in a prominent and accessible location and distributed in such a manner as to ensure notice of the policy to all employees." A district website or staff intranet site qualifies as a prominent and accessible location. If a district does not maintain a website and/or staff intranet, delete ~~District website~~ and/or ~~staff intranet site~~ from this sentence, as applicable, and use the Save Status "Adopted with Additional District Edits." **Issue 118, April 2025**

PRESSPlus 8. If the district does not maintain a website, delete ~~posting it on the District's website and~~ from the sentence, and use the Save Status "Adopted with Additional District Edits." **Issue 118, April 2025**

PRESSPlus 9. 105 ILCS 5/22-95(b)(3), added by P.A. 103-472, requires districts to publish the policy in student handbook(s). The law also requires a district to annually distribute a "summary of the policy in accessible, age-appropriate language" to students and parents/guardians. The summary may, but does not have to be, included in a student handbook to satisfy the annual distribution requirement. For ease of administration, this sample policy refers to inclusion in the student handbook(s). Districts may find it cumbersome to include both the policy and an age-appropriate summary of the same policy in a handbook. Consult the board attorney for guidance if the district would like to include a hyperlink to the policy, rather than the full text of the policy in the handbook. The Ill. Principals Association maintains a handbook service that coordinates with PRESS material, Online Model Student Handbook (MSH), at: www.ilprincipals.org/msh. **Issue 118, April 2025**

*Document Status: Draft Update - New*

## 7:255 Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence

***New/Unpublished Section***

Domestic and sexual violence affect a student's ability to learn. Students who are parents or expectant parents have unique needs. Providing support services that enable students who are parents, expectant parents,[PRESSPlus1] or victims of domestic or sexual violence (Article 26A Students) to succeed in school are important District goals and required by 105 ILCS 5/26A (Article 26A).[PRESSPlus2]

The Superintendent or designee shall develop and implement a program for supporting Article 26A Students that:

1. Distributes this policy and procedures for requesting supportive services or filing a complaint to all students at the beginning of each school year.[PRESSPlus3]
2. Ensures at least one staff member in each school building is designated as a resource person for Article 26A Students (Article 26A Resource Person) and receives training in accordance with 105 ILCS 5/26A-35. All SASED Social Workers and BMS will serve as the designated resource person.[PRESSPlus4]
3. Notifies all District employees and agents that, upon learning or suspecting that a student is a parent, expectant parent, or victim of domestic or sexual violence, they must refer the student to a designated Article 26A Resource Person.[PRESSPlus5]
4. Ensures any employees whose duties include the resolution of Article 26A complaints receive training in accordance with 105 ILCS 5/26A-25(b)(1).
5. Requires verification of a student's claim of Article 26A status relating to domestic or sexual violence in accordance with 105 ILCS 5/26A-45.[PRESSPlus6]
6. Provides Article 26A Students with in-school support services, information about non-school-based support services, and the ability to make up work missed due to circumstances related to the student's Article 26A status in accordance with 105 ILCS 5/26A-40.[PRESSPlus7]
7. Ensures the prompt and equitable resolution of all Article 26A complaints

through a complaint resolution procedure that fully complies with 105 ILCS 5/26A-25.PRESSPlus8

8. Ensures that all information concerning an Article 26A Student's status and related experiences, or information concerning a student who is a named perpetrator of domestic or sexual violence, provided to or otherwise obtained by the District or its employees or agents pursuant to 105 ILCS 5/26A is retained in a confidential temporary file in accordance with 105 ILCS 10/2(f).PRESSPlus9 Confidentiality procedures will:PRESSPlus10
   a. Provide that such information may not be disclosed to any other individual outside of the District, including any other employee, except if such disclosure is: (1) permitted by the Ill. School Student Records Act (105 ILCS 10/), the federal Family Educational Rights and Privacy Act (20 U.S.C. §1232g), or other applicable State or federal laws; or (2) requested or consented to, in writing, by the Article 26A Student or their parent/guardian if it is safe to obtain written consent from the parent/guardian; and
   b. Comply with the requirements of 105 ILCS 5/26A-30.
9. Ensures that in the event an Article 26A Student or their parent/guardian reports an incident of alleged domestic or sexual violence, the District's procedures comply with 105 ILCS 5/26A-20(c).PRESSPlus11
10. Complies with State and federal law and aligns with Board policies.PRESSPlus12

Requesting Support Services

An Article 26A Student and/or their parent/guardian may request support services under this policy by contacting the building-level Article 26A Resource Person, whose name and contact information will be annually distributed to employees, students, and parents/guardians by each Building Principal.

Filing a Complaint

An Article 26A Student and/or their parent/guardian may file a complaint under this policy with the Nondiscrimination Coordinator, Title IX Coordinator, Building Principal, Assistant Building Principal, Dean of Students,PRESSPlus13 a Complaint Manager, or any employee with whom the person is comfortable speaking.PRESSPlus14

The Superintendent shall insert into this policy and keep current the names, office addresses, email addresses, and telephone numbers of the District's

current Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers.PRESSPlus15

**Nondiscrimination Coordinator:**

Name Julia Wheaton

Address 2900 Ogden Avenue, Lisle, IL 60532

Email jwheaton@sased.org

Telephone 630-955-8107

**Title IX Coordinator:**

Name Julia Wheaton

Address 2900 Ogden Avenue, Lisle, IL 60532

Email jwheaton@sased.org

Telephone 630-955-8107

**Complaint Managers:**

Name Dan Lawler

Address 2900 Ogden Avenue, Lisle, IL 60532

Email dlawler@sased.org

Telephone 630-955-8098

Name Elizabeth Vander Woude

Address 2900 Ogden Avenue, Lisle, IL 60532

Email evanderwoude@sased.org

Telephone 630-955-8102

## Complaint Resolution Procedure

When a complaint is filed, the Nondiscrimination Coordinator and/or Complaint Manager or designee shall process and review it according to administrative procedure 7:255-AP2, *Complaint Resolution Procedure for Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence.*

## Enforcement

Any District employee who is determined, at the conclusion of the complaint resolution procedure, to have violated Article 26A will be subject to disciplinary action up to and including discharge. Any third party who is determined, at the conclusion of the complaint resolution procedure, to have violated Article 26A will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent/guardian, invitee, etc.

This policy does not increase or diminish the ability of the District or the parties to exercise any other rights under existing law.

## Policy ReviewPRESSPlus16

At least once every two years, pursuant to 105 ILCS 5/26A-20 and Board policy 2:240, *Board Policy Development*, the Board reviews and makes any necessary updates to this policy and to any other policies that may act as a barrier to their immediate enrollment and re-enrollment, attendance, graduation, and success in school of any student who is a parent, expectant parent, or victim of domestic or sexual violence. The Superintendent or designee shall assist the Board with its review and any updates.

Retaliation Prohibited[PRESSPlus17]

Retaliation against an Article 26A Student or their parent/guardian for exercising or attempting to exercise their rights under Article 26A is prohibited. Individuals should report allegations of retaliation to the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

A student, employee, or other person authorized by the District to provide aid, benefit, or service under the District's education program or activity who retaliates against others for reporting or complaining of violations of this policy or for participating in any manner under this policy will be subject to disciplinary action, up to and including discharge, with regard to employees, or suspension or expulsion, with regard to students.

LEGAL REF.:

105 ILCS 5/26A.

105 ILCS 10/, Ill. School Student Records Act.

405 ILCS 5/, Mental Health and Developmental Disabilities Code.

405 ILCS 49/, Children's Mental Health Act.

740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.

23 Ill.Admin.Code §1.240 and Part 200.

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), 6:120 (Education of Children with Disabilities), 6:150 (Home and Hospital Instruction), 7:10 (Equal Educational Opportunities), 7:60 (Residence), 7:70 (Attendance and Truancy), 7:250 (Student Support Services), 7:340 (Student Records)

**PRESSPlus Comments**

PRESSPlus 1. An *expectant parent* is a student who (i) is pregnant and (ii) has not yet received a diploma for completion of a secondary education as defined in 105 ILCS 5/22-22. **Issue 118, April 2025**

PRESSPlus 2. This policy is created in response to 105 ILCS 5/26A, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25, requiring school districts to ensure they have policies, procedures, and resources in place to ensure that Article 26A Students are provided with support services necessary to enable them to meet State educational standards and successfully attain a school diploma. Consult the Board Attorney regarding this law's application to entities other than school districts.

105 ILCS 5/2-3.147, added by P.A. 95-558 and repealed by P.A. 99-30, created the first Ensuring Success in School (ESS) Task Force. Supervised by the Ill. State Board of Education (ISBE), it developed policies, procedures, and protocols for school boards to adopt to address the education and related needs of students who are parents, expectant parents, or victims of domestic or sexual violence; the goal was to encourage these students to stay in school, stay safe while in school, and successfully complete their education. The June 2010 report of the first ESS Task Force is available here: www.isbe.net/Documents/ess-task-force-final-report0610.pdf.

105 ILCS 5/26A-15, added by P.A. 102-466 (a/k/a *ESS Law*) and scheduled to be repealed on 12-1-25, created a second ESS Task Force supervised by ISBE, also focused on the education and related needs of students who are parents, expectant parents, or victims of domestic or sexual violence. The second ESS Task Force was to: (1) draft and publish model policies and intergovernmental agreements for inter-district transfers, (2) draft and publish model complaint resolution procedures, and (3) identify current mandatory and new staff trainings needed.

**Issue 118, April 2025**

PRESSPlus 3. 105 ILCS 5/26A-20(d), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. **Issue 118, April 2025**

PRESSPlus 4. See footnote 25 in sample policy 5:100, *Staff Development*

*Program*, and sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online by logging in at www.iasb.com, for further information about training requirements. **Issue 118, April 2025**

PRESSPlus 5. 105 ILCS 5/26A-40(e), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. *Agents* is not defined and who is considered an agent for the district is fact-specific; consult the board attorney for guidance. **Issue 118, April 2025**

PRESSPlus 6. 105 ILCS 5/26A-45, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. See detailed verification requirements and restrictions in sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 7. 105 ILCS 5/26A-40, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. Providing accommodations to ensure equal educational opportunities for students who are parents and expectant parents is also required by federal regulations implementing Title IX of the Education Amendments of 1972 (Title IX) (20 U.S.C. §1681 et seq.) and ISBE sex equity regulations. 34 C.F.R. §106.40 and 49 C.F.R. §25.445; 23 Ill.Admin.Code §200.50. See policy 7:10, *Equal Educational Opportunities*, and sample administrative procedure 7:10-AP2, *Accommodating Breastfeeding Students*, available at PRESS Online by logging in at www.iasb.com. Reasonable accommodations for breastfeeding students are also required by 105 ILCS 5/10-20.60. **Issue 118, April 2025**

PRESSPlus 8. 105 ILCS 5/26A-25 and 5/26A-20(c), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25, list the basic requirements for a complaint resolution procedure. Live hearings are not required but may be offered as part of the complaint resolution procedure. **Consult the board attorney if the board wants the district to use a live hearing in its complaint resolution procedure.** For an Article 26A complaint resolution procedure, see sample administrative procedure 7:255-AP2, *Complaint Resolution Procedure for Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*. See also sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of*

*Domestic or Sexual Violence*. Sample administrative procedures are available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 9. 105 ILCS 5/26A-45(a), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. The ESS Law amended the definition of *student temporary record* in the Ill. School Student Records Act (ISSRA) (105 ILCS 10/) to include information concerning a student's status and related experiences as a parent, expectant parent, or victim of domestic or sexual violence as defined in 105 ILCS 5/26A. **Issue 118, April 2025**

PRESSPlus 10. Required by 105 ILCS 5/26A-30, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25.

The policy text is based on recommendations of the second ESS Task Force. See p. 14 of the June 2024 ESS Task Force final report, at: www.isbe.net/Documents_ESSTaskForce/Final-Report-ESS-Report-June-2024.pdf. The phrase "including any other employee" comes directly from 105 ILCS 5/26A-30(a) and is confusing because it is unclear whose employee is being referenced. The Ill. School Student Records Act (ISSRA) permits student records to be disclosed to any district employees with a "current demonstrable educational or administrative interest" in a student if disclosure is "in furtherance of such interest." 105 ILCS 10/6(a)(2). **Consult the board attorney for guidance. Issue 118, April 2025**

PRESSPlus 11. 105 ILCS 5/26A-20(c)(1)-(6), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25, states elements that must be in a district's "policy on the procedures" that a student or their parent/guardian may follow if he or she chooses to report an incident of alleged domestic or sexual violence. Having a "policy on the procedures" is a misnomer because the board does not adopt procedures but rather, through policy, directs the superintendent to establish procedures to implement policy. Only the required element at 105 ILCS 5/26A-20(c)(6), to establish a complaint resolution procedure, appears in this policy's text because the remaining elements are not board work and therefore inappropriate to include in board policy. Instead, required elements from 105 ILCS 5/26A-20(c)(1)-(5) appear in sample administrative procedure 7:255-AP2, *Complaint Resolution Procedure for Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 12. See sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online by logging in at www.iasb.com, for a list of board policies implicated by the ESS Law and that may interact with this policy. **Issue 118, April 2025**

PRESSPlus 13. If the district does not an employ an Assistant Building Principal and/or Dean of Students, strike the title(s) that do not apply, and use the Save Status "Adopted with Additional District Edits." **Issue 118, April 2025**

PRESSPlus 14. By including "any employee" in this list, this policy contains an item on which collective bargaining may be required. Any policy that impacts upon wages, hours, and terms and conditions of employment is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. **Issue 118, April 2025**

PRESSPlus 15. While the names and contact information are required by law to be listed, they are not part of the adopted policy and do not require board action. It is important for updated names and contact information to be inserted into this policy and regularly monitored.

Please click here to submit the name and contact information that will be applied to each of the following policies: 2:260, 2:265, 5:10, 5:20, 7:20, 7:180, and 7:255. **Issue 118, April 2025**

PRESSPlus 16. 105 ILCS 5/26A-20(a), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. This provision also requires districts to review and revise any procedures that act as a barrier to Article 26A Students. Since procedure review and revision is administrator work and not board work, this requirement is addressed in sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 17. 105 ILCS 5/26A-50, added by P.A. 102-466, a/k/a *ESS Law*,

eff. 7-1-25. **Issue 118, April 2025**

# PRESS UPDATE 118 - REWRITTEN

*Document Status: Draft Update - Rewritten*

## GOVERNANCE

## 2:265 Title IX Grievance Procedure

Sexual harassment affects a student's ability to learn and an employee's ability to work. Providing an educational and workplace environment free from sexual harassment is an important District goal. The District does not discriminate on the basis of sex in any of its education programs or activities, and it complies with Title IX of the Education Amendments of 1972 (Title IX)[PRESSPlus1] and its implementing regulations (34 C.F.R. Part 106) concerning everyone in the District's education programs and activities, including applicants for employment, students, parents/guardians, employees, and third parties.

Title IX Sexual Harassment Prohibited

Sexual harassment as defined in Title IX (Title IX Sexual Harassment) is prohibited. Any person, including a District employee or agent, or student, engages in Title IX Sexual Harassment when that person engages in conduct on the basis of an individual's sex that satisfies one or more of the following:

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's educational program or activity; or
3. *Sexual assault* as defined in 20 U.S.C. §1092(f)(6)(A)(v), *dating violence* as defined in 34 U.S.C. §12291(a)(11), *domestic violence* as defined in 34 U.S.C. §12291(a)(12), or *stalking* as defined in 34 U.S.C. §12291(a)(36).

Examples of sexual harassment include, but are not limited to, touching, rape, sexual battery, sexual abuse, sexual coercion, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

Definitions from 34 C.F.R. §106.30

*Complainant* means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

*Education program or activity* includes locations, events, or circumstances where the District has substantial control over both the *Respondent* and the context in which alleged sexual harassment occurs.

*Formal Title IX Sexual Harassment Complaint* means a document filed by a *Complainant* or signed by the Title IX Coordinator alleging sexual harassment against a *Respondent* and requesting that the District investigate the allegation.

*Respondent* means an individual who has been reported to be the perpetrator of the conduct that could constitute sexual harassment.

*Supportive measures* mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the *Complainant* or the *Respondent* before or after the filing of a Formal Title IX Sexual Harassment Complaint or where no Formal Title IX Sexual Harassment Complaint has been filed.

Title IX Sexual Harassment Prevention and Response

The Superintendent or designee will ensure that the District prevents and responds to allegations of Title IX Sexual Harassment as follows:

1. Ensures that the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*, incorporates (a) age-appropriate sexual abuse and assault awareness and prevention programs in grades pre-K through 12, and (b) age-appropriate education about the warning signs, recognition, dangers, and prevention of teen dating violence in grades 7-12. 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*.
2. Incorporates education and training for school staff as recommended by the Superintendent, Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students,[PRESSPlus2] or a Complaint Manager.
3. Notifies applicants for employment,[PRESSPlus3] students, parents/guardians, employees, and collective bargaining units of this policy and contact information for the Title IX Coordinator by, at a minimum, prominently

displaying them on the District's website, if any, and in each handbook made available to such persons.

Making a Report

A person who wishes to make a report under this Title IX grievance procedure may make a report to the Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students,PRESSPlus4 a Complaint Manager, or any employee with whom the person is comfortable speaking.

School employees shall respond to incidents of sexual harassment by promptly making or forwarding the report to the Title IX Coordinator. An employee who fails to promptly make or forward a report may be disciplined, up to and including discharge.

The Superintendent shall insert into this policy and keep current the name, office address, email address, and telephone number of the Title IX Coordinator.PRESSPlus5

**Title IX Coordinator:**

Name Julia Wheaton

Address 2900 Ogden Avenue, Lisle, IL 60532

Email jwheaton@sased.org

Telephone 630-955-8107

Processing and Reviewing a Report

Upon receipt of a report made under this Title IX grievance procedure, the Title IX Coordinator and/or designee will promptly contact the Complainant to: (1) discuss the availability of supportive measures, (2) consider the *Complainant's* wishes with respect to *supportive measures*, (3) inform the Complainant of the availability of supportive measures with or without the filing of a Formal Title IX Sexual Harassment Complaint, and (4) explain to the Complainant the process for filing a Formal Title IX Sexual Harassment Complaint.

Further, the Title IX Coordinator will analyze the report to identify and determine whether there is another or an additional appropriate method(s) for processing and reviewing it. For any report received, the Title IX Coordinator shall review Board policies 2:260, *Uniform Grievance Procedure*; 5:20, *Workplace*

*Harassment Prohibited*; 5:90, *Abused and Neglected Child Reporting*; 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*; 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; 7:185, *Teen Dating Violence Prohibited*; and 7:190, *Student Behavior*, to determine if the allegations in the report require further action.

Reports of alleged sexual harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational program or activity that is productive, respectful, and free of sexual harassment.

Formal Title IX Sexual Harassment Complaint Grievance Process

When a Formal Title IX Sexual Harassment Complaint is filed, the Title IX Coordinator will investigate it or appoint a qualified person to undertake the investigation.

The Superintendent or designee shall implement procedures to ensure that all Formal Title IX Sexual Harassment Complaints are processed and reviewed according to a Title IX grievance process that fully complies with 34 C.F.R. §106.45. The District's grievance process shall, at a minimum:

1. Treat *Complainants* and *Respondents* equitably by providing remedies to a *Complainant* where the *Respondent* is determined to be responsible for sexual harassment, and by following a grievance process that complies with 34 C.F.R. §106.45 before the imposition of any disciplinary sanctions or other actions against a *Respondent*.

2. Require an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations may not be based on a person's status as a *Complainant, Respondent,* or witness.
3. Require that any individual designated by the District as a Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate an informal resolution process:
    a. Not have a conflict of interest or bias for or against complainants or respondents generally or an individual *Complainant* or *Respondent*.
    b. Receive training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and grievance process (including hearings, appeals, and

informal resolution processes, as applicable), and how to serve impartially.

4. Require that any individual designated by the District as an investigator receiving training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
5. Require that any individual designated by the District as a decision-maker receive training[PRESSPlus6] on issues of relevance of questions and evidence, including when questions and evidence about the *Complainant's* sexual predisposition or prior sexual behavior are not relevant.
6. Include a presumption that the *Respondent* is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
7. Include reasonably prompt timeframes for conclusion of the grievance process.
8. Describe the range of possible disciplinary sanctions and remedies the District may implement following any determination of responsibility.
9. Base all decisions upon the *preponderance of evidence* standard.[PRESSPlus7]
10. Include the procedures and permissible bases for the *Complainant* and *Respondent* to appeal.
11. Describe the range of *supportive measures* available to *Complainants* and *Respondents*.
12. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

Enforcement

Any District employee who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any third party who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any District student who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action, including, but not limited to, suspension and expulsion consistent with student behavior policies. Any person making a knowingly false accusation

regarding sexual harassment will likewise be subject to disciplinary action.

This policy does not increase or diminish the ability of the District or the parties to exercise any other rights under existing law.

Retaliation Prohibited

The District prohibits any form of retaliation against anyone who, in good faith, has made a report or complaint, assisted, or participated or refused to participate in any manner in a proceeding under this policy. Any person should report claims of retaliation using Board policy 2:260, *Uniform Grievance Procedure*.

Any person who retaliates against others for reporting or complaining of violations of this policy or for participating in any manner under this policy will 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.

Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).

Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 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), 7:190 (Student Behavior), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence)

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**PRESSPlus Comments**

PRESSPlus 1. Rewritten in response to *State of Tennessee v. Cardona*, striking down the 2024 Title IX sex discrimination regulations and restoring the

2020 Title IX regulations. See the sample policy 2:265's footnotes, available at PRESS Online by logging in at www.iasb.com, for more information. **Issue 118, April 2025**

PRESSPlus 2. If the district does not an employ an Assistant Building Principal and/or Dean of Students, strike the title(s) that do not apply, and use the Save Status "Adopted with Additional District Edits." **Issue 118, April 2025**

PRESSPlus 3. If your district is covered by Subpart C of Title IX, which "applies only to institutions of vocational education, professional education, graduate higher education, and public institutions of undergraduate higher education," amend this to state "applicants for admission or employment," and use the Save Status "Adopted with Additional District Edits." 34 C.F.R. §106.15(d). **Issue 118, April 2025**

PRESSPlus 4. If the district does not an employ an Assistant Building Principal and/or Dean of Students, strike the title(s) that do not apply, and use the Save Status "Adopted with Additional District Edits." **Issue 118, April 2025**

PRESSPlus 5. While the name and contact information is required by law to be listed, it is not part of the adopted policy and does not require board action. It is important for the updated name and contact information to be inserted into this policy and regularly monitored. A district's Nondiscrimination Coordinator often also serves as its Title IX Coordinator. If the district has more than one Title IX Coordinator, it should designate one of its Title IX Coordinators to retain ultimate oversight to ensure the district's consistent compliance with its responsibilities under Title IX and its implementing regulations. The Title IX Coordinator with ultimate oversight should be listed in this policy.

Please click here to submit the name and contact information that will be applied to each of the following policies: 2:260, 2:265, 5:10, 5:20, 7:20, 7:180, and 7:255. Following the form's submission, IASB will add the Title IX Coordinator's name and contact information to this policy. **Issue 118, April 2025**

PRESSPlus 6. While live hearings are only required for postsecondary institutions, elementary and secondary schools may choose to offer them as part of their grievance process. **Consult the board attorney** if the board wants

the district to use a live hearing in its grievance process.

If using a live hearing during the grievance process, amend #5 by inserting the following underscored text: "Require that any individual designated by the District as a decision-maker receive training on <u>any technology to be used at a live hearing and on</u> issues of relevance of questions and evidence, including when questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant." After inserting the underscored text, use the Save Status "Adopted with Additional District Edits." **Issue 118, April 2025**

PRESSPlus 7. 34 C.F.R. §106.45(b)(1)(vii) requires the Title IX sexual harassment grievance process to state the standard of proof it will use to determine responsibility of the respondent. The standard of proof selected must be applied "consistently to formal complaints alleging Title IX sexual harassment regardless of whether the respondent is a student or an employee." 85 Fed. Reg. 30373. *Preponderance of evidence* is a standard of proof used in civil cases. It means "the greater weight of the evidence, not necessarily established by the greater number of witnesses testifying to a fact but by evidence that has the most convincing force." See *Black's Law Dictionary, 11th ed. 2019*. *Preponderance of evidence* is the standard of proof used in sample policy 2:260, *Uniform Grievance Procedure*.

*Clear and convincing* is a higher standard of proof, requiring more than *preponderance of evidence* but less than proof beyond a reasonable doubt. It means "evidence indicating that the thing to be proved is highly probable or reasonably certain." See *Black's Law Dictionary, 11th ed. 2019*. **Consult the board attorney regarding the appropriate standard of proof for the district, as well as implications if a different standard of proof is used in this policy than in 2:260, *Uniform Grievance Procedure*.** For boards that choose the *clear and convincing evidence* standard of proof, delete "~~*preponderance of*~~" and insert "*<u>clear and convincing</u>*." Ensure the same standard of proof is used in 2:265-AP2, *Formal Title IX Complaint Grievance Process*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

School Association for Special Education in DuPage

Teaching ♦ Leading ♦ Believing

**Dr. Kim Dryier**
*Executive Director*

**ACTION ITEM**

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To: SASED Board of Directors

Via: Dr. Kim Dryier

From: Dr. Julia Wheaton, Chief Human Resources Officer

Date: August 6, 2025

Re: Approval of the Frontline Applicant Tracking Renewal Agreement - October 2025 - October 2026

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Summary: Frontline Applicant Tracking Renewal Agreement for October 12, 2025 through October 11, 2026 in the amount of $5,427.44 is presented for review and consideration. This annual contract includes applicant submission, tracking, approval workflows, and data storage for all employees and contractual workers assigned within eighteen member districts and SASED facilities.

Financial Impact: Frontline Applicant Tracking Renewal Agreement for the period designated and in the amount of $5,427.44 is included in the FY 26 budget.

Recommended Action: SASED Administration requests that the Board of Directors approve the Frontline Applicant Tracking renewal agreement for the designated 12-month period as presented.

**Quote ID Q-222904**
07/15/2025

# Frontline Education Renewal Notice

Attn: School Association For Special Education In Dupage - Sased

Thank you for your continued partnership with Frontline Education. We remain focused on providing you with industry-leading solutions and technology for K-12. As part of the ongoing investment in your solutions, our Learning Center continues to be enhanced to provide access to articles with answers to routine questions 24/7. This includes the ability to create a support request directly from the Learning Center. Additionally, we have enhanced our Learning Center with Frontline Support Communities for many of our solutions, empowering you to collaborate with your peers, our experts and to share best practices with K-12 partners across your region and the country.

Below you will find information about the renewal of your subscription(s) that renew on 10/12/2025. Once you have reviewed the pricing for your upcoming subscription you can either:

- Use this **link** to confirm the renewal of your subscriptions, or
- If you have questions please reach out to your Client Success Manager

| Description | Start Date | End Date | Qty | Rate | Amount |
|---|---|---|---|---|---|
| Applicant Tracking, unlimited usage for internal employees | 10/12/2025 | 10/11/2026 | 1 | $5,427.44 | $5,427.44 |
| **Total** | | | | | **$5,427.44** |

**Please use this link to indicate that you intend to renew your subscriptions and request your invoice if needed.**

Need assistance? You can reach us by calling Daniel Lopez at (484) 328-4049 or by emailing us at renewals@frontlineed.com.

Robert Hawkins
Vice President, Client Success

School Association for Special Education in DuPage

Teaching ♦ Leading ♦ Believing

**Dr. Kim Dryier**
*Executive Director*

**ACTION ITEM**

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To: SASED Board of Directors

Via: Dr. Kim Dryier

From: Dr. Julia Wheaton, Chief Human Resources Officer

Date: August 6, 2025

Re: Approval of the 2Axend, LLC Renewal Agreement dated June 11, 2025 & Effective through June 10, 2026

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Summary: 2Axend Renewal Agreement forJune 11, 2025 through June 10, 2026 for services rendered at a rate of $125.00 per hour and mileage reimbursement for service providers to travel to SASED premises at the IRS' standard mileage rate.. This annual contract includes school psychology services for children that are Deaf and hard of hearing and/or related consulting services.

Financial Impact: 2Azend, LLC Renewal Agreement for the period designated may result in a financial expenditure based upon student needs. Projections are included in the FY 26 budget.

Recommended Action: SASED Administration requests that the Board of Directors approve the 2Axend, LLC renewal agreement for the designated 12-month period as presented.

# Services Agreement

This Services Agreement ("Agreement") is made and effective as of this 11th day of June 2025 ("Effective Date") between **2AXEND, LLC**, an Illinois limited liability company ("2axend"), and the entity or organization whose name and contact information is identified on the signature page hereof. (hereinafter referred to as "Client"). Client and 2axend may be collectively referred to herein as "Parties" or singularly as "Party."

## RECITALS

**WHEREAS,** 2axend is a national leading provider of consulting and training services to enhance communication access for persons who are Deaf and hard of hearing, and additionally provides school psychologist contractor services with a specialty in Deaf and hard of hearing children; and

**WHEREAS,** Client desires to engage 2axend to provide it certain consulting services as more specifically defined herein, and 2axend desires to provide such services pursuant to the terms and conditions set forth herein.

**NOW, THEREFORE,** in consideration of the foregoing, the mutual promises and covenants contained herein, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereto agree as follows:

## 1. TERM.

This Agreement commences on the Effective Date and shall remain in full force and effect for a period of 12 months from the Effective Date ("Term"). The Term of this Agreement may, by written mutual consent of the parties hereto, be automatically renewed for additional months thereafter. This Agreement may be terminated upon the occurrence of any event(s) set forth in Section 4 below.

## 2. SCOPE OF SERVICES.

2axend agrees to perform, and Client agrees to pay for school psychology services provided by Jennifer Axelrod, a psychologist licensed in the State of Illinois, specializing in children that are Deaf and hard of hearing and/or consulting services related thereto (the "Services"). The Services may be more specifically defined as set forth in Schedule 1 attached hereto and incorporated herein.

## 3. FEE.

A. As compensation for the Services to be performed by 2axend, Client shall pay to 2axend an hourly fee of One Hundred Twenty-Five Dollars ($125.00) ("Payment"). Payment shall be made within thirty (30) days of Client's receipt of any undisputed invoice submitted by 2axend for Services rendered. Payment method shall be in a form mutually agreed upon by the Parties.

B. Client shall also reimburse 2axend for travel to Client's premises at the IRS' standard mileage rate ("Mileage Reimbursement"). Mileage reimbursement shall be made within

thirty (30) days of Client's receipt of any undisputed invoice submitted by 2axend for mileage reimbursement. Reimbursement method shall be in a form mutually agreed upon by the Parties.

## 4. TERMINATION.

A. Termination Rights. This Agreement may be terminated immediately for "cause" upon written notice by the non-breaching party and the passage of ten (10) calendar days for opportunity to cure the breach and if the breach is not timely cured. This Agreement may be terminated for convenience by mutual written consent of the Parties.

B. "Cause" for Client. In the case of Client's termination of this Agreement, "cause" shall mean: (i) 2axend's theft or embezzlement or attempted theft or embezzlement of money or tangible or intangible assets or property of the Client or its employees or business relations; (ii) 2axend's violation of a federal, state or local law or regulation which negatively affects the interest, property, operations, business or reputation of the Client; (iii) gross negligence or willful misconduct in the performance of the Services; (iv) 2axend's failure to perform any of 2axend's material duties under this Agreement; and/or (v) a material breach of this Agreement.

C. "Cause" for 2axend. In the case of 2axend's termination of this Agreement, "cause" shall mean the failure of Client to satisfy its material obligations under this Agreement, including but not limited to providing Payment as set forth in Section 3 herein, for a period greater than ten (10) days after its due date.

D. Obligations upon Termination.

(1) Upon the termination of this Agreement, each Party shall return to the other any and all proprietary or confidential information of the other in its possession.

(2) 2axend shall not have any obligation to deliver any services or deliverables that may be due after the termination date.

(3) All accrued and unpaid payments then due to 2axend shall be due and payable immediately upon the termination date.

## 5. RESOURCES.

Unless Parties mutually agree otherwise, 2axend shall furnish all labor, materials, supplies, hardware, software equipment, transportation, supervision, and other resources ("Resources") which 2axend requires to perform the Services. Schedule 1 attached hereto and incorporated herein shall identify any Resources which 2axend is relying on Client to provide, if any, and may include a list of material Resources 2axend intends to use to provide the Services.

## 6. PERSONNEL.

2axend shall have the sole and exclusive right to determine the number of persons and who shall provide any or all of the Services hereunder. Client acknowledges that 2axend will utilize the services of Jennifer Axelrod to perform certain of the Services. 2axend agrees and acknowledges that it shall solely and exclusively be responsible for the payment of services rendered, and, if applicable, benefits of such employees and independent contractors, and hereby indemnifies Client from any claims, demands, or actions made, initiated or filed by such persons for payment, compensation or wages, against the Client. If independent contractors are used by 2axend in the

performance of any of the Services, 2axend shall ensure that such independent contractors abide by all applicable material terms of this Agreement, including, but not limited to, its confidentiality provisions.

**7. INDEPENDENT CONTRACTOR STATUS.**

No relationship between the Parties, beyond the contractual relationship created herein, shall be deemed to exist. The Parties agree and acknowledge 2axend is an independent contractor and under no circumstances shall 2axend or any of its employees or independent contractors or agents providing any of the Services hereunder be or be deemed to be a partner, employee or employer of Client and no joint venture or agency is created hereby. Neither Party has the authority to act for, or on behalf or legally bind the other and is not authorized to incur any obligation on behalf of the other. All Payments shall be reported by the Parties as non-employee compensation and 2axend is solely responsible for all taxes, withholdings, and other statutory or contractual obligations of any sort, including, but not limited to, workers' compensation, health, life and all other forms of insurance.

**8. CONFIDENTIALITY AND SECURITY.** 2axend agrees to comply with, and will cause its independent contractors, employees, agents and representatives, to comply with, all reasonable confidentiality and security obligations of the Client.

**9. GENERAL PROVISIONS.**

A. Binding. All of the terms and provisions of this Agreement shall be binding upon, inure to the benefit of, and be enforceable by the Parties and their respective legal representatives, successors and permitted assigns.

B. Acknowledgements. All parties agree they have read, understand and agree to be bound by this Agreement. This Agreement will be valid and in effect for all future Services unless reissued or revised. Each signatory below is a valid agent with the authority to bind their respective organization to the terms and conditions contained herein. Any waiver, modification or amendment of any provision of this Agreement will be effective only if in writing and signed by an officer of the parties hereto.

C. Entire Agreement. This Agreement and any schedules or exhibits attached hereto, sets forth the entire Agreement and understanding between the parties as to the subject matter hereof and merges all prior discussions between them, and none of the parties shall be bound by any conditions, definitions, warranties, understandings or representations with respect to such subject matter other than as expressly provided herein, or in any prior existing written agreement between the parties, or as duly set forth on or subsequent to the effective date hereof in writing and signed by a proper and duly authorized representative of the party to be bound thereby. All schedules and exhibits referred to herein and attached hereto are incorporated herein and made a part hereof by this reference.

D. Severability/Waiver. If any provision or provisions of this Agreement shall be held to be illegal, invalid or unenforceable, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. In the event any provision is held to be illegal, invalid, or unenforceable, then a court of competent jurisdiction may re-write the

provision(s) to give effect to the Parties' intent. No consent to or waiver of any default hereunder shall be effective unless in writing and no such consent to or waiver of any default shall be construed as a consent to or waiver of any default in the future or of any other default hereunder.

E. Assignment/Transfer. Neither party shall assign this Agreement, nor any interest therein, without prior written consent of the other, such consent not to be unreasonably withheld or delayed. Any prohibited assignment shall be null and void.

F. Notices. All notices, requests, demands and other communications given or made in accordance with the provisions of this Agreement shall be in writing, and shall be deemed to have been given (1) when received if deposited in the national mails, postage pre-paid, or (2) in the case of facsimile notices, when sent, or (3) if sent by a nationally recognized overnight carrier, one day after sending. All such writings shall be sent to:

| | |
|---|---|
| If to 2axend:<br>2axend, LLC<br>Attn: Corey Axelrod<br>1117 Hidden Lake Drive<br>Buffalo Grove, IL 60089<br>Telephone: 224.688.2796<br>Email: Corey@2axend.com<br><br>With a copy to:<br><br>Robbins DiMonte, Ltd.<br>180 N. LaSalle Street, Suite 3300<br>Chicago, IL 60601<br>Attn: Ariel Cutts<br>Telephone: 312.456.0290<br>Fax: 312.782.6690<br>Email: ACutts@robbindsdimonte.com | If to Client:<br><br>With a copy to: |

G. Governing Law and Jurisdiction. This Agreement will be governed by the laws of the State of Illinois, without regard to the conflicts of law principles thereof. Exclusive jurisdiction for litigation of any dispute, controversy or claim arising out of or in connection with this Agreement, or breach thereof shall be only in the federal or state court with competent jurisdiction in Cook County, Illinois; and each party irrevocably and unconditionally consents to such jurisdiction and further agrees to waive any right it may have to seek a change of venue, including, without limitation, any objection to venue or request for change in venue based on the doctrine of *forum non conveniens*.

H. **BINDING MEDIATION.** In the event of a dispute, claim, or controversy arising out of or related to this Agreement, including the formation, interpretation, breach or termination thereof, including whether the claims asserted may be resolved by alternative dispute resolution (a "dispute"), the parties hereto agree to confer and negotiate in good faith for ten (10) days. If the dispute cannot be resolved in ten (10) days, the dispute shall be referred to and determined by

binding mediation in accordance with JAMS International Mediation Rules. The neutral decision maker shall consist of a single mediator chosen by the Parties or through and chosen by JAMS. The place of mediation shall be Chicago, Illinois. Judgment upon the award rendered by the mediator may be entered in any court having jurisdiction thereof. Each Party shall bear their own costs and expenses and shall share equally in the cost of the mediator. The JAMS forms and rules are available online at jamsadr.com.

I. Indemnification. Parties hereby agrees to indemnify and hold the other Party harmless against any and all costs, damages, claims and expenses (including but not limited to all attorneys' fees and expenses, even to any appeals) incurred by the indemnitee as a result of or relating to the breach of any provision of this Agreement by the indemnitor. Client will indemnify and hold 2axend harmless from or on account of any action brought by any governmental agency or individual and arising pursuant to Federal, State, or local laws and arising from a circumstance or condition existing on the date this Agreement is executed by all parties. Additionally Client indemnifies 2axend for or on account of any claims arising in connection with suits or claims by others not a party to the Agreement and any judgments, fines, and/or attorneys' fees levied or incurred as a result thereof by 2axend because of its provision of Services to Client pursuant to this Agreement. Specifically excluded from this indemnification are only any actions by third parties arising from or on account of the fraud, gross negligence or willful misconduct of Consultant.

J. Security. If 2axend provides Services from service locations on Client's premises, 2axend (and if applicable, it's independent contractors), will comply with the safety and security policies and procedures in effect at those locations made known to 2axend in advance in writing. In the event 2axend discovers or is notified of a breach of security relating to Client data, 2axend will promptly notify Client of such breach.

K. Headings Not Controlling. The headings used in this Agreement are for reference purposes only and shall not be deemed a part of this Agreement.

L. Survival. The each term, provision, representation, and warranty contained in this Agreement that by its sense and/or context is intended to survive the performance hereof by either or both parties hereunder shall so survive the completion of performance and termination of this Agreement, including confidentiality provisions.

M. Execution in Counterparts. This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. This Agreement may be executed and delivered by e-mail (pdf) and the parties agree that the receipt of an executed facsimile copy or scanned or e-mail copy (pdf) shall be deemed to be and shall constitute an original.

N. Conflicts. Each Party represents and warrants that the execution of this Agreement and consummation of the transactions contemplated hereby will not result in a breach, violation or default of any terms or provisions of any agreement, instrument, restriction, plan, judgment or decree to which it is a party or by which it may be bound.

O. Expenses. In the event that either Party shall default or breach in performing its respective obligations hereunder, in any litigation or arbitration each Party shall pay their own fees and costs, including reasonable attorneys' fees and collection costs.

P. Construction. This Agreement has been negotiated by the Parties and each Party acknowledges that, in executing this Agreement, such Party has had the opportunity to seek the advice of independent legal counsel and has read and understood all the terms of this Agreement. This Agreement shall be interpreted in good faith in accordance with its terms and without any strict construction in favor of or against any Party. Ambiguities will not be interpreted against the drafting party. Additionally, (1) the use of the term "including" and inflections thereof, or of the abbreviation "e.g." mean "including without limitation," "include without limitation" or "includes without limitation;" and (2) where this Agreement refers to action of a Party (e.g., damage "caused by a Party"), such references to action shall be deemed to include actions of all persons or entities under the control of such Party, including actions of all Personnel.

[Remainder of page intentionally left blank. Signature page follows.]

**IN WITNESS WHEREOF**, the Parties has caused this Services Agreement to be executed by its duly authorized representatives on the respective dates entered below.

**2AXEND LLC**

By: Jennifer Axelrod

Name: Jennifer Axelrod

**CLIENT: THE SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE**

By: Dr. Kim Dryier
404BE6E60050E6A96DF394C4A65623DC readysign

Name: Dr. Kim Dryier

**SCHEDULE 1**
SCOPE OF SERVICES DEFINED

**Deliverables**

2axend shall conduct the following:

- Psychoeducational assessments, including reviewing records, conducting evaluations and writing reports;
- Attend evaluation meetings; and
- Case manage eligibility paperwork

**Project Assumptions and Requirements**

Project assumptions and requirements include:

- 2axend will conduct assessments on-site, but conduct other work, including reviewing records, writing reports, and joining meetings, remotely.

The Client shall make available:

- Access to the Internet when 2axend is on-site at the Client's premises;
- Access to test materials, including testing kits, booklets, protocols, online scoring systems, manuals and all testing manipulatives (tests available will be determined between the client and 2axend);
- Access to a private room for testing;
- Access to records for review;
- Access to teachers, related service staff, and anyone who works with the student being tested;
- Access to IEP system to complete all the appropriate evaluation and eligibility paperwork; and
- If requested by 2axend, a sign language interpreter for meetings.

School Association for Special Education in DuPage
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**Dr. Kim Dryier**
*Executive Director*

**ACTION ITEM**

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To: SASED Board of Directors
Via: Dr. Kim Dryier
From: SASED Administration
Date: August 6, 2025
Re: Approval of SY24-25 Intergovernmental Agreement to enroll a non-member district student in a SASED program

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Intergovernmental Agreement between SASED and non-member school district to enroll a student in a SASED program including:

Berwyn South SD100 - Student A - SLE Program at SD20 Waterbury - $47,254 and ESY $1,511

West Aurora SD129 - Student A - Vision Program at Albright Middle School - $56,403 and ESY $1,511

Recommended Action: SASED Administration requests that the Board of Directors approve the Intergovernmental Agreement as presented.

**INTERGOVERNMENTAL AGREEMENT**
**BETWEEN SASED AND NON-MEMBER SCHOOL DISTRICT**

This Agreement is made and entered into on the date set forth below, by and between the Board of Control of The School Association for Special Education in DuPage County ("SASED") and the Board of Education of **Berwyn South SD 100** ("School District").

WHEREAS, pursuant to the Illinois Constitution (Article VII, Section 10) and the Illinois Intergovernmental Cooperation Act (5 ILCS 220/3), units of local government and school districts are authorized to contract among themselves to combine and transfer powers and functions by intergovernmental cooperation; and

WHEREAS, SASED and the School District have determined that it is in their best and mutual interests to contract with each other to provide for attendance by an identified School District student(s) in a SASED program ("Student" or Student(s)");

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

1. Term: This Agreement will remain in effect until either party provides at least thirty (30) days prior written notice to the other party of termination of this Agreement, which may be for any reason.

2. Program Services:

   a. Subject to the terms and provisions of this Agreement, SASED will provide services for the School District Student(s). The specific terms and conditions for each Student will be identified and signed by both parties, which is incorporated herein by reference.

   b. Each Student will be permitted to attend the Program on the terms and conditions set forth in this Agreement.

   c. SASED will provide special education and related services in accordance with the Student's individualized education program (IEP), except as otherwise stated herein.

   d. Assessments and reevaluations will be conducted by SASED, except that SASED will not be responsible for independent educational evaluations (IEEs) requested by a parent/guardian or other private evaluations approved by the School District or the IEP team.

   e. Assistive technology devices, equipment, and related training offered to students as part of the Program will be provided by SASED. The School District shall be solely responsible for funding, procurement, and maintenance of any other Assistive Technology devices, equipment or training identified in the Student's IEP.

   f. As warranted, SASED will convene IEP team meetings and issue required notices.

   g. SASED may permanently dismiss the Student from the Program, terminating the applicable program page in Appendix A, under the following conditions:

i. Upon thirty (30) days' prior written notice to the School District, in the event that SASED determines, in SASED's sole discretion, that:

(a) The Program is no longer appropriate for the Student; or
(b) SASED will no longer be operating the Program.

ii. Upon fifteen (15) days' prior written notice to the School District, in the event that there is insufficient space in the Program for SASED member district students.

iii. Immediately if the Student commits gross disobedience or misconduct that warrants removal, as determined by SASED.

3. School District's Responsibilities:

a. The School District shall procure and directly fund all IEEs and any other School District-approved or IEP team-approved private evaluations at public expense.

b. The School District shall procure and directly fund related services not typically provided by SASED and any other related services that SASED is unable to provide due to circumstances beyond SASED's control.

c. The School District shall prepare and maintain a proper and adequate IEP for the Student(s).

d. A School District representative shall attend all IEP meetings for the Student(s) and shall serve as the local educational agency (LEA) representative.

e. The School District shall provide the Student(s) with transportation to and from the Program.

f. The terms of this Agreement notwithstanding, the School District remains the Student's resident school district for all purposes, remains ultimately responsible for the Student's educational services, and remains responsible for providing the Student with a free appropriate public education (FAPE) in the least restrictive environment.

g. In the event of a dispute or challenge by the Student's parent/guardian or Student (including but not limited to a due process request, State complaint, request for mediation, Office for Civil Rights complaint, or Illinois Department of Human Rights complaint), the School District shall be responsible for all costs associated with the defense thereof (including but not limited to attorney's fees).

h. The School District is responsible for paying the costs identified.

4. Tuition and Reimbursement: The School District will pay tuition and reimbursement, as set forth below, for the services identified herein. The actual costs of related services provided by SASED for the Student(s) (including but not limited to Social Work Services, and Speech and Language Services, as applicable) are included in the tuition costs. The costs of all assessments and reevaluations of the Student(s) conducted by SASED are also included in the tuition costs. Vision and Orientation & Mobility Itinerant Services are included in the tuition costs for the Vision Program. Occupational Therapy and Physical Therapy Services are not included in tuition costs for all Programs.

a. The School District will pay a nonmember tuition rate equal to 110% of SASED's per pupil cost of the Program. The estimated annual tuition for each student is set forth in

this agreement.

b. The School District will pay for the actual costs of Occupational Therapy, Physical Therapy, Vision Itinerant (with the exception of students enrolled in the Vision Program), O&M Itinerant (with the exception of the Vision Program), and Hearing Itinerant (with the exception of the Deaf & Hard of Hearing Program), services provided by SASED for the Student(s) based on direct and consult minutes listed on IEP.

c. In addition to paying the non-member district tuition, the School District will reimburse SASED for all the following:

   i. The actual costs (to include salary and benefits) for all SASED paraprofessionals, medical assistants/teacher assistants and interpreters providing one-to-one services to the Student(s).

   ii. The actual costs of all assistive technology devices and equipment, and any related training, provided by SASED for the Student's use.

d. For any Student that is enrolled for at least 10 days tuition will be calculated based on the amount of time the Student is in the Program.

e. Extended School Year: If a Student's IEP calls for extended school year services and the District chooses for the Student to attend ESY services in the Program, the School District_will pay SASED's per pupil costs as calculated for Extended School Year Program.

5. National School Lunch/School Breakfast Programs: If SASED participates in the National School Lunch Program and/or School Breakfast Program and the Student(s) is eligible under free or reduced-priced breakfast or lunch under those programs, SASED is required to claim this Student(s).

6. Invoices and Payment:

   a. An invoice for 100% of the annual tuition amount will be issued by SASED within the month of July after this Agreement is fully signed. A prorated invoice will be sent based on actual days of enrollment. For Students who enroll after September 1 an invoice will be sent within ten (10) days after the Appendix A is fully signed for the tuition following the above schedule.

   b. In or around, July, SASED will calculate the final costs and issue a final invoice to the School District for any remaining balance to be paid.

   c. In the event that the School District's initial payments exceed the actual final costs (resulting in an overpayment by the School District), SASED will issue a refund to the School District by September 15.

   d. Payment will be made by the School District after receipt of each invoice, in accordance with the *Local Government Prompt Payment Act* (50 ILCS 505/).

7. Relationship of the Parties: SASED and the School District acknowledge and agree that they are contractors independent of one another and that this Agreement does not create an employer-employee relationship, partnership, joint venture, agency, or any other such relationship.

8. No Third-Party Beneficiaries: This Agreement is entered into solely for the benefit of the

contracting parties. Nothing in this Agreement is intended, either expressly or impliedly, to provide any right or benefit of any kind to any person or entity who is not a party to this Agreement, or to acknowledge, establish or impose any legal duty to any third party.

9. Indemnification and Waiver: For purposes of this Section 9, "Loss" is defined as any and all liabilities, damages, claims, demands, judgments, causes of action, costs, expenses (including reasonable attorneys' fees), and losses relating to any School District Student placed in a SASED program and/or relating to any act or omission of either party in implementing this Agreement and/or otherwise relating to this Agreement.

   Each party agrees to indemnify, defend, and hold harmless the other party and its Board members, employees, volunteers, and agents, against and from any Loss to the extent the Loss arises out of the acts or omissions of the indemnifying party.

   In addition, notwithstanding any other provision of this Agreement, the School District specifically agrees to indemnify, defend, and hold harmless SASED and its Board members, employees, volunteers, and agents, against and from any Loss to the extent the Loss is based upon or arises out of claims relating to the placement, FAPE, or alleged procedural requirements applicable to any School District Student placed in a SASED Program.

   Moreover, the School District waives any and all claims it may have against SASED (or SASED's Board members, employees, volunteers or agents) relating to the Program or the services provided to the Student by SASED.

10. Student Records: SASED shall maintain all student records and reports in accordance with SASED policies on student records, as well as applicable state and federal laws. All student records generated by SASED shall be the property of the School District; however, SASED shall have access to such records so that it may provide the services required under this Agreement.

11. Continuing Obligations: The following shall survive the expiration or termination of this Agreement: (a) Sections 4 and 6 (Tuition and Reimbursement and Invoices and Payment); (b) Section 9 (Indemnification and Waiver); (c) all representations and warranties made by each party; (d) Program for Individual Student; and (e) all other obligations that are to be performed after the expiration or termination of this Agreement.

12. Assignment: No part of this Agreement may be assigned by either of the parties hereto.

13. Multiple Counterparts: This Agreement may be executed in counterparts, each of which shall be deemed an original and all of which together shall constitute one and the same instrument. Facsimile and PDF copies of the parties' signatures on this Agreement shall be deemed originals.
14. Governing Law: This Agreement and the interpretation thereof shall be governed by the laws of the State of Illinois.

15. Notices: Any and all notices required to be sent pursuant to this Agreement shall be personally delivered or sent via certified mail addressed as follows:

For School District: **Dr. Mary Havis, Superintendent**
**Berwyn South SD 100**
**3401 Gunderson Ave**
**Berwyn, IL 60402**

For SASED: Dr. Kimberly Dryier, Executive Director

16. Authority: The individuals executing this Agreement represent and warrant that they have full power and lawful authority to execute this Agreement on behalf of and in the name of their respective parties.

17. Severability: If any provision of this Agreement shall be found to be invalid or unenforceable, such finding shall in no way affect, impair or invalidate any other provision, and such other provisions shall remain in full force and effect. Moreover, no provision of this Agreement shall be construed as contrary to law when it is possible to find an alternate construction that is consistent with the law and with the parties' overall intent.

18. Complete Understanding: This Agreement constitutes the entire agreement between the parties and supersedes any prior understandings or agreements regarding the subject matter herein.

19. Waiver: No waiver of any default of a party hereunder shall be implied from omission by a party to take any action on account of such default, and no express waiver shall affect any default other than the default specified in the express waiver and then only for the time and to the extent therein stated.

20. Amendments: No change or modification to this Agreement shall be valid unless it is in writing and signed by both parties.

Student Name: [redacted] Student A

SASED Program: **Structured Learning Environment Program**

Program Location: **Waterbury – SD20**

Estimated Annual Program Tuition: **$ 47,254.00**

Estimated Extended School Year Tuition: **$ 1,511.00**

Program Start Date: **8/14/2024**

Program End Date: **5/29/2025**

Student Start Date: **8/14/2024**

Address of School District: **355 S Rodenburg Rd, Roselle, IL 60172**

IN WITNESS WHEREOF, SASED and the School District have caused this Agreement to be executed on the date(s) set forth below.

BOARD OF DIRECTORS FOR THE SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE COUNTY

By: _____ Date: _____
Chairperson

Attest: _____ Date: _____
Secretary

BOARD OF EDUCATION OF [SCHOOL DISTRICT]

By: _____ Date: 2.26.25
President

Attest: _____ Date: 2.26.25
Secretary

**INTERGOVERNMENTAL AGREEMENT**
**BETWEEN SASED AND NON-MEMBER SCHOOL DISTRICT**

This Agreement is made and entered into on the date set forth below, by and between the Board of Directors of The School Association for Special Education in DuPage County ("SASED") and the Board of Education of **West Aurora SD 129** ("School District").

WHEREAS, pursuant to the Illinois Constitution (Article VII, Section 10) and the Illinois Intergovernmental Cooperation Act (5 ILCS 220/3), units of local government and school districts are authorized to contract among themselves to combine and transfer powers and functions by intergovernmental cooperation; and

WHEREAS, SASED and the School District have determined that it is in their best and mutual interests to contract with each other to provide for attendance by an identified School District student(s) in a SASED program ("Student" or Student(s)");

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

1. Term: This Agreement will remain in effect until either party provides at least thirty (30) days prior written notice to the other party of termination of this Agreement, which may be for any reason.

2. Program Services:

   a. Subject to the terms and provisions of this Agreement, SASED will provide services for the School District Student(s). The specific terms and conditions for each Student will be identified and signed by both parties, which is incorporated herein by reference.

   b. Each Student will be permitted to attend the Program on the terms and conditions set forth in this Agreement.

   c. SASED will provide special education and related services in accordance with the Student's individualized education program (IEP), except as otherwise stated herein.

   d. Assessments and reevaluations will be conducted by SASED, except that SASED will not be responsible for independent educational evaluations (IEEs) requested by a parent/guardian or other private evaluations approved by the School District or the IEP team.

   e. Assistive technology devices, equipment, and related training offered to students as part of the Program will be provided by SASED. The School District shall be solely responsible for funding, procurement, and maintenance of any other Assistive Technology devices, equipment or training identified in the Student's IEP.

   f. As warranted, SASED will convene IEP team meetings and issue required notices.

g. SASED may permanently dismiss the Student from the Program, terminating the applicable program page in Appendix A, under the following conditions:

i. Upon thirty (30) days' prior written notice to the School District, in the event that SASED determines, in SASED's sole discretion, that:

(a) The Program is no longer appropriate for the Student; or
(b) SASED will no longer be operating the Program.

ii. Upon fifteen (15) days' prior written notice to the School District, in the event that there is insufficient space in the Program for SASED member district students.

iii. Immediately if the Student commits gross disobedience or misconduct that warrants removal, as determined by SASED.

3. School District's Responsibilities:

a. The School District shall procure and directly fund all IEEs and any other School District-approved or IEP team-approved private evaluations at public expense.

b. The School District shall procure and directly fund related services not typically provided by SASED and any other related services that SASED is unable to provide due to circumstances beyond SASED's control.

c. The School District shall prepare and maintain a proper and adequate IEP for the Student(s).

d. A School District representative shall attend all IEP meetings for the Student(s) and shall serve as the local educational agency (LEA) representative.

e. The School District shall provide the Student(s) with transportation to and from the Program.

f. The terms of this Agreement notwithstanding, the School District remains the Student's resident school district for all purposes, remains ultimately responsible for the Student's educational services, and remains responsible for providing the Student with a free appropriate public education (FAPE) in the least restrictive environment.

g. In the event of a dispute or challenge by the Student's parent/guardian or Student (including but not limited to a due process request, State complaint, request for mediation, Office for Civil Rights complaint, or Illinois Department of Human Rights complaint), the School District shall be responsible for all costs associated with the defense thereof (including but not limited to attorney's fees).

h. The School District is responsible for paying the costs identified.

4. Tuition and Reimbursement: The School District will pay tuition and reimbursement, as set forth below, for the services identified herein. The actual costs of related services provided by SASED for the Student(s) (including but not limited to Social Work Services, and Speech and Language Services, as applicable) are included in the tuition costs. The costs of all assessments and reevaluations of the Student(s) conducted by SASED are also included in

the tuition costs. Vision and Orientation & Mobility Itinerant Services are included in the tuition costs for the Vision Program. Occupational Therapy and Physical Therapy Services are not included in tuition costs for all Programs.

a. The School District will pay a nonmember tuition rate equal to 110% of SASED's per pupil cost of the Program. The estimated annual tuition for each student is set forth in this agreement.

b. The School District will pay for the actual costs of Occupational Therapy, Physical Therapy, Vision Itinerant (with the exception of students enrolled in the Vision Program), O&M Itinerant (with the exception of the Vision Program), and Hearing Itinerant (with the exception of the Deaf & Hard of Hearing Program), services provided by SASED for the Student(s) based on direct and consult minutes listed on IEP.

c. In addition to paying the non-member district tuition, the School District will reimburse SASED for all the following:

   i. The actual costs (to include salary and benefits) for all SASED paraprofessionals, medical assistants/teacher assistants and interpreters providing one-to-one services to the Student(s).

   ii. The actual costs of all assistive technology devices and equipment, and any related training, provided by SASED for the Student's use.

d. For any Student that is enrolled for at least 10 days tuition will be calculated based on the amount of time the Student is in the Program.

e. Extended School Year: If a Student's IEP calls for extended school year services and the District chooses for the Student to attend ESY services in the Program, the School District will pay SASED's per pupil costs as calculated for Extended School Year Program.

5. National School Lunch/School Breakfast Programs: If SASED participates in the National School Lunch Program and/or School Breakfast Program and the Student(s) is eligible under free or reduced-priced breakfast or lunch under those programs, SASED is required to claim this Student(s).

6. Invoices and Payment:

   a. An invoice for 100% of the annual tuition amount will be issued by SASED within the month of July after this Agreement is fully signed. A prorated invoice will be sent based on actual days of enrollment. For Students who enroll after September 1 an invoice will be sent within ten (10) days after the Appendix A is fully signed for the tuition following the above schedule.

   b. In or around, July, SASED will calculate the final costs and issue a final invoice to the School District for any remaining balance to be paid.

   c. In the event that the School District's initial payments exceed the actual final costs (resulting in an overpayment by the School District), SASED will issue a refund to the School District by September 15.

d. Payment will be made by the School District after receipt of each invoice, in accordance with the *Local Government Prompt Payment Act* (50 ILCS 505/).

7. Relationship of the Parties: SASED and the School District acknowledge and agree that they are contractors independent of one another and that this Agreement does not create an employer-employee relationship, partnership, joint venture, agency, or any other such relationship.

8. No Third-Party Beneficiaries: This Agreement is entered into solely for the benefit of the contracting parties. Nothing in this Agreement is intended, either expressly or impliedly, to provide any right or benefit of any kind to any person or entity who is not a party to this Agreement, or to acknowledge, establish or impose any legal duty to any third party.

9. Indemnification and Waiver: For purposes of this Section 9, "Loss" is defined as any and all liabilities, damages, claims, demands, judgments, causes of action, costs, expenses (including reasonable attorneys' fees), and losses relating to any School District Student placed in a SASED program and/or relating to any act or omission of either party in implementing this Agreement and/or otherwise relating to this Agreement.

   Each party agrees to indemnify, defend, and hold harmless the other party and its Board members, employees, volunteers, and agents, against and from any Loss to the extent the Loss arises out of the acts or omissions of the indemnifying party.

   In addition, notwithstanding any other provision of this Agreement, the School District specifically agrees to indemnify, defend, and hold harmless SASED and its Board members, employees, volunteers, and agents, against and from any Loss to the extent the Loss is based upon or arises out of claims relating to the placement, FAPE, or alleged procedural requirements applicable to any School District Student placed in a SASED Program.

   Moreover, the School District waives any and all claims it may have against SASED (or SASED's Board members, employees, volunteers or agents) relating to the Program or the services provided to the Student by SASED.

10. Student Records: SASED shall maintain all student records and reports in accordance with SASED policies on student records, as well as applicable state and federal laws. All student records generated by SASED shall be the property of the School District; however, SASED shall have access to such records so that it may provide the services required under this Agreement.

11. Continuing Obligations: The following shall survive the expiration or termination of this Agreement: (a) Sections 4 and 6 (Tuition and Reimbursement and Invoices and Payment); (b) Section 9 (Indemnification and Waiver); (c) all representations and warranties made by each party; (d) Program for Individual Student; and (e) all other obligations that are to be performed after the expiration or termination of this Agreement.

12. Assignment: No part of this Agreement may be assigned by either of the parties hereto.

13. Multiple Counterparts: This Agreement may be executed in counterparts, each of which shall be deemed an original and all of which together shall constitute one and the same instrument. Facsimile and PDF copies of the parties' signatures on this Agreement shall be deemed originals.

14. Governing Law: This Agreement and the interpretation thereof shall be governed by the laws of the State of Illinois.

15. Notices: Any and all notices required to be sent pursuant to this Agreement shall be personally delivered or sent via certified mail addressed as follows:

For School District: **Dr. Michael Smith, Superintendent**
**West Aurora SD 129**
**1877 W Downer Place**
**Aurora, IL 60506**

For SASED: Dr. Kimberly Dryier, Executive Director
School Association for Special Education in DuPage County
2900 Ogden Avenue
Lisle, Illinois 60532

16. Authority: The individuals executing this Agreement represent and warrant that they have full power and lawful authority to execute this Agreement on behalf of and in the name of their respective parties.

17. Severability: If any provision of this Agreement shall be found to be invalid or unenforceable, such finding shall in no way affect, impair or invalidate any other provision, and such other provisions shall remain in full force and effect. Moreover, no provision of this Agreement shall be construed as contrary to law when it is possible to find an alternate construction that is consistent with the law and with the parties' overall intent.

18. Complete Understanding: This Agreement constitutes the entire agreement between the parties and supersedes any prior understandings or agreements regarding the subject matter herein.

19. Waiver: No waiver of any default of a party hereunder shall be implied from omission by a party to take any action on account of such default, and no express waiver shall affect any default other than the default specified in the express waiver and then only for the time and to the extent therein stated.

20. Amendments: No change or modification to this Agreement shall be valid unless it is in writing and signed by both parties.

Student Name: [redacted] Student A

DuPage West Cook: **VISION PROGRAM**

Program Location: **Albright MS**

Estimated Annual Program Tuition: **$ 56,403.00**

Estimated Extended School Year Tuition: **$ 1,511.00**

Program Start Date: **8/21/2024**

Program End Date: **6/3/2025**

Student Start Date: **2/3/2025**

Address of School District: 1110 S Villa Ave, Villa Park, 60181

IN WITNESS WHEREOF, SASED and the School District have caused this Agreement to be executed on the date(s) set forth below.

BOARD OF DIRECTORS FOR THE SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE COUNTY

By: _____ Date: _____
Chairperson

Attest: _____ Date: _____
Secretary

BOARD OF EDUCATION OF [SCHOOL DISTRICT]

By: _____ Date: 3/17/25
President

Attest: _____ Date: 3/17/25
Secretary

School Association for Special Education in DuPage

Teaching ♦ Leading ♦ Believing

**Dr. Kim Dryier**
*Executive Director*

**ACTION ITEM**

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To: SASED Board of Directors
Via: Dr. Kim Dryier
From: Dr. Julia Wheaton, Chief HR Officer
Date: August 6, 2025
Re: Approval of the Removal of Student Growth Metric from PERA Teacher Evaluation System

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Summary: Illinois Senate Bill 28, signed into law by Governor Pritzker on June 30, 2025 and effective July 1, 2025 removed the mandatory Student Growth component from the teacher evaluation system and designated the component as optional for the purpose of calculating licensed staff summative performance ratings.

The impact of removing the Student Growth component was discussed by members of the SASED Performance Evaluation Review Act (PERA) committee and the committee has unanimously supported the removal of the Student Growth component from the SASED performance evaluation summative rating calculation. Similar to data reviewed by the State, SASED has not seen a significant and positive impact on the performance of licensed staff directly related to the Student Growth rating and feels the Performance Rating is a more valid and reliable measure of educator growth and effectiveness.

Financial Impact: No foreseeable financial impact.

Recommended Action: SASED Administration requests that the Board of Directors approve the Memorandum of Agreement between the SASED Board of Control and the SASED Education Association, IEA-NEA to remove the student growth component and to reflect a summative rating that is calculated solely on the basis of Professional Practice.

2900 Ogden Ave. Lisle, IL 60532
Telephone: (630) 778-4500 Fax: (630) 778-0196
www.sased.org

# MEMORANDUM OF AGREEMENT

RE: Student Growth

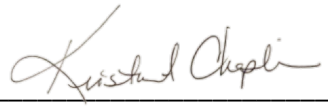
This Memorandum of Agreement ("MOA") is entered into by and between the SASED Board of Control ("Board") and the SASED Education Association, IEA-NEA ("the Association"), to remove the student growth component and to reflect a summative rating that is calculated solely on the basis of Professional Practice. The parties agree as follows:

**1. <u>Summative Performance Evaluation Rating</u>**

- **A.** According to Illinois Senate Bill 28, signed into law by the Governor on June 30, 2025 and effective July 1, 2025, SASED will remove the Student Growth component from the teacher evaluation system which is now an optional component for calculating Licensed Staff summative performance ratings.
- **B.** The impact of removing the student growth component was reviewed and discussed by administrative and Association PERA committee members and the committee members unanimously supported this change.
- **C.** Beginning in the 2025-2026 school year, all Licensed Staff performance evaluation ratings will be calculated solely on the basis of the professional practice metrics and include all components required within 105 ILCS 5/24A-5.
- **D.** Metric changes will be memorialized in the SASED Professional Evaluation Plan beginning in 2025-2026

**2**. **<u>Effect of MOA</u>**. This MOA shall not be deemed a violation of any Collective Bargaining Agreement. The terms of this MOA are not grievable under the grievance procedures of the Collective Bargaining Agreement between the Board and the Association. Neither the Association nor their bargaining unit employees, shall present or raise, for any reason, this MOA or its terms or conditions in any subsequent grievance, arbitration or other proceeding regarding the interpretation, application or implementation of any Collective Bargaining Agreement. The terms and provisions of this MOA shall not be considered as setting precedent or past practice.

**SASED Board of Control** **SASED Education Association, IEA-NEA**



_____ _____

Chairperson President

_____

Secretary

Date: _____ Date: _____

School Association for Special Education in DuPage
Teaching ♦ Leading ♦ Believing
**Dr. Kim Dryier**
*Executive Director*

June 24, 2025

SENT BY EMAIL TO

esnetworkllc1@gmail.com

Dear Requester:

On June 17, 2025, the School Association for Special Education in DuPage County (SASED) received your request for records, as follows:

I am requesting access to public records in the form of a current staff contact directory for your district. Specifically, I am seeking a list of all school and district-level administrators, including:

- Name
- Title/Position
- Work Email Address
- Work Location (School Name or Central Office)

This response is provided in accordance with the Illinois Freedom of Information Act, 5 ILCS 140/1, et seq. (FOIA). See the enclosed records effective July 1, 2025.

If you have questions regarding this correspondence, please contact the undersigned.

Sincerely,

SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE

By: Rachel Wisniewski

Rachel Wisniewski, Assistant Director of Business Services

Freedom of Information Act Officer

| Last Name | First | Position | Work Email Address | Building |
|---|---|---|---|---|
| DRYIER | KIMBERLY | EXECUTIVE DIRECTOR | kdryier@sased.org | CENTRAL OFFICE OGDEN |
| VANDERWOUDE | ELIZABETH | Assistant Director of Programs and Services | evanderwoude@sased.org | CENTRAL OFFICE OGDEN |
| WISNIEWSKI | RACHEL | Assistant Director of Business Services | rwisniewski@sased.org | CENTRAL OFFICE OGDEN |
| LAWLER | DANIEL | Technology Coordinator | dlawler@sased.org | CENTRAL OFFICE OGDEN |
| WHEATON | JULIA | Interim Chief Human Resources Officer | jwheaton@sased.org | CENTRAL OFFICE OGDEN |
| SMITH | CLAIRE | Program Administrator | cksmith@sased.org | SOUTHEAST SCHOOL |
| CORRAL | TARA | Program Administrator | tcorral@sased.org | CENTRAL OFFICE OGDEN |
| CURBY | KATI | EC/Elem Coordinator | kcurby@sased.org | CENTRAL OFFICE OGDEN |
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Date.: June 16th 2025

## Request for Records

Hello,

This is Michael A. Ayele sending this message though I now go by W and I prefer to be referred to as such. I am writing this letter for the purpose of filing a request for records with your office.[i] The bases for this records request are [1] the decision of the United States government to commemorate the month of June as "*Gun Violence Awareness Month;*" [ii] [2] the Department of Justice (DOJ) Federal Bureau of Investigation (FBI) processing of the Freedom of Information Act (FOIA) request, which was assigned Case No.: 1531505 – 000 and [3] the April 17th 2025 mass-shooting perpetrated by racist Phoenix Ikner on the campus of Florida State University. [iii]

### I) Requested Records

What I am requesting for prompt disclosure are records in your possession detailing your discussions about [1] the decision of the United States government to (i) designate the month of June as Gun Violence Awareness Month; (ii) provide during the month of June an opportunity for individuals and organizations to educate communities on how to prevent gun violence; [2] the March 15th 2022 decision of the Department of Homeland Security (DHS) to publicly recognize that Scott Paul Beierle (i) was a racist and a sexist person prior to his November 02nd 2018 murder-suicide near the campus of Florida State University (Tallahassee, Florida);[iv] (ii) was given second chance after second chance by American society and government despite being a racist and a sexist; (iii) abused the many second chances extended to him by American society and government for his blatantly racist and sexist actions prior to his November 02nd 2018 murder-suicide; [v] (iv) was never properly held to account for his flagrantly racist and sexist deeds prior to his November 02nd 2018 murder suicide near the campus of Florida State University (Tallahassee, Florida); [3] the Department of Justice (DOJ) Federal Bureau of Investigation (FBI) as a federal agency of the United States government, which has on (or around) February 14th 2025 concluded the processing of FOIA request Case No.: 1531505 - 000 by refusing to deny that Scott Paul Beierle (i) was a racist and a sexist person prior to his November 02nd 2018 murder-suicide near the campus of Florida State University (Tallahassee, Florida); (ii) was given second chance after second chance by American society and government despite being a racist and a sexist; (iii) had abused the many second chances that were extended to him by American

society and government for being a racist and a sexist; (iv) was never properly held to account for his patently racist and sexist actions prior to his November 02nd 2018 murder-suicide; [4] Michael A. Ayele (a.k.a) W as a Black Bachelor of Arts (B.A) Degree graduate of Westminster College (Fulton, Missouri) who has witnessed his written publications paradoxically being subjected to frenzy before being filtered and distorted by internet search engines (ISE) such as AOL and Bing/MSN following his decision to recognize that (i) the DOJ (FBI) has taken some responsibility for the circumstances leading up to the February 14th 2018 mass-shooting perpetrated by Nicolas Cruz at Marjory Stoneman Douglas High School (Parkland, Florida);[vi] (ii) the DOJ (FBI) has thus far not taken responsibility for the circumstances leading up to the November 02nd 2018 shooting perpetrated by sexist involuntary celibate (incel) Scott Paul Beierle near the campus of Florida State University; [vii] (iii) the DOJ (FBI) should take some responsibility for the circumstances leading up to the November 02nd 2018 shooting perpetrated by sexist incel Scott Paul Beierle in order to avoid the appearance of impropriety;[viii] [5] Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which (i) had on (or around) April 17th 2025 scheduled a symposium to remember the women who fell victim to the November 02nd 2018 senseless shooting perpetrated by sexist incel Scott Paul Beierle;[ix] (ii) has on (or around) April 17th 2025 experienced a shooting incident similar to the November 02nd 2018 murder-suicide perpetrated by sexist incel Scott Paul Beierle;[x] (iii) has on (or around) April 17th 2025 incurred a legal obligation to log onto its Jeanne Clery report the shooting perpetrated by racist Phoenix Ikner on the university campus; (iv) has on (or around) April 17th 2025 incurred a legal obligation to be forthcoming about any racist incidents involving Phoenix Ikner because of the rules and regulations governing the provisions of the Jeanne Clery Act as well as the Family Educational Rights and Privacy Act (FERPA); [xi] (v) has in the month of June 2014 incurred a legal obligation to log onto its Jeanne Clery report the arrest of Scott Paul Beierle for stalking a female volleyball coach employed by the university; (vi) has in the month of June 2014 incurred a legal obligation to log onto its Jeanne Clery report the ban of Scott Paul Beierle because of his decision to stalk a female volleyball coach employed by the university; (vii) has in the month of June 2014 incurred a legal obligation to be forthcoming about the circumstances leading up to the ban of Scott Paul Beierle because of the rules and regulations governing the provisions of the Jeanne Clery Act as well as FERPA; (viii) has on (or around) December 07th 2012 incurred a legal obligation to log onto its Jeanne Clery report the arrest of Scott Paul Beierle following his decision to grope "*two women's backsides in"* the university's dining hall; (ix) has on (or around) December 07th 2012 incurred a legal obligation to be forthcoming on the subject of Scott Paul Beierle's arrest because of the rules and regulations governing the provisions of the Jeanne Clery Act as well as FERPA; (x) has on (or around) March 23rd 2022 received a formal demand from Michael A. Ayele (a.k.a) W that it be forthcoming with documents of Scott Paul Beierle December 07th 2012 arrest; (xi) has on (or around) March 23rd 2022 received a formal demand from Michael A. Ayele (a.k.a) W that it be forthcoming with documents of Scott Paul Beierle June 2014 ban from the university campus; [xii] (xii) has in the month of June 2022 engaged in political gamesmanship contrary to the Jeanne Clery Act and FERPA when Michael A. Ayele (a.k.a) W demanded that documents of Scott Paul Beierle December 07th 2012 arrest be forthcoming; (xiii) has in the month of June 2022 engaged in

political gamesmanship contrary to the Jeanne Clery Act and FERPA when Michael A. Ayele (a.k.a) W demanded that documents of Scott Beierle June 2014 ban from the university campus be forthcoming; (xiv) has been since the month of June 2022 in a very bad relationship with Michael A. Ayele (a.k.a) W because of staff/legal representatives decision not to be forthcoming with documents of Scott Paul Beierle December 07th 2012 arrest; (xv) has been since the month of June 2022 in a very bad relationship with Michael A. Ayele (a.k.a) W because of staff/legal representatives decision not to be forthcoming with documents of Scott Paul Beierle June 2014 arrest as well as his ensuing ban from the university campus; [xiii] [6] the very strong likelihood that the April 17th 2025 shooting perpetrated by Phoenix Ikner could have been prevented if Florida State University (i) imposed a crackdown on racism and sexism following the November 02nd 2018 shooting perpetrated by sexist incel Scott Paul Beierle; (ii) had created an environment where students, faculty and staff were encouraged to report instances of racism and sexism; (iii) responded to incidents of sexism and racism with urgency, good-faith and earnest determination; [7] the extent of your knowledge on whether Tallahassee State College (Tallahassee, Florida) and/or Florida State University ever made a formal note of Phoenix Ikner white supremacist views during his time as an undergraduate student in those post-secondary academic institutions; [8] the complaints filed with Tallahassee State College (Tallahassee, Florida) and Florida State University (Tallahassee, Florida) against Phoenix Ikner because of his vile racism during his time as an undergraduate student in those post-secondary academic institutions.

II) Request for a Fee Waiver and Expedited Processing

The requested records do/will demonstrate that [1] the United States government (i) commemorates the month of June as Gun Violence Awareness Month; (ii) provides an opportunity for individuals and organizations to raise public awareness about gun violence on the occasion of Gun Violence Awareness Month; (iii) provides an opportunity for individuals and organizations to educate communities on how to prevent gun violence during the month of June; [2] the Department of Homeland Security (DHS) is a federal agency of the United States government, which has on (or around) March 15th 2022 published a report recognizing that Scott Paul Beierle (i) was a racist and a sexist person prior to his November 02nd 2018 murder-suicide near the campus of Florida State University (Tallahassee, Florida); (ii) was given second chance after second chance by American society and government despite being a racist and a sexist; (iii) abused the many second chances extended to him by American society and government for his blatantly racist and sexist actions prior to his November 02nd 2018 murder-suicide; (iv) was never properly held to account for his flagrantly racist and sexist deeds prior to his November 02nd 2018 murder suicide near the campus of Florida State University (Tallahassee, Florida); [3] the DOJ (FBI) is a federal agency of the United States government, which has on (or around) February 14th 2025 concluded the processing of FOIA request Case No.: 1531505 - 000 by refusing to deny that Scott Paul Beierle (i) was a racist and a sexist person prior to his November 02nd 2018 murder-suicide near the campus of Florida State University (Tallahassee, Florida); (ii) was given second chance after second chance by American society and government despite

being a racist and a sexist; (iii) had abused the many second chances that were extended to him by American society and government for being a racist and a sexist; (iv) was never properly held to account for his patently racist and sexist actions prior to his November 02nd 2018 murder-suicide; [4] Michael A. Ayele (a.k.a) W is a Black Bachelor of Arts (B.A) Degree graduate of Westminster College (Fulton, Missouri) who has witnessed his written publications paradoxically being subjected to frenzy before being filtered and distorted on internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo following his decision to recognize that (i) he was in the month of January 2010 informed about the April 05th 1986 rape and murder of Jeanne Ann Clery before being told what constitutes "*affirmative and effective consent"* in healthy sexual relationships; (ii) he was in the month of January 2010 informed about American colleges and universities obligations to log on a yearly basis in their Jeanne Clery report the crimes that occur on their campus and/or near their campus; (iii) the DOJ (FBI) has taken some responsibility for the circumstances leading up to the February 14th 2018 mass-shooting perpetrated by Nicolas Cruz at Marjory Stoneman Douglas High School (Parkland, Florida); (iv) the DOJ (FBI) has thus far not taken responsibility for the circumstances leading up to the November 02nd 2018 shooting perpetrated by sexist involuntary celibate (incel) Scott Paul Beierle near the campus of Florida State University (Tallahassee, Florida); (v) the DOJ (FBI) should take some responsibility for the November 02nd 2018 shooting perpetrated by sexist incel Scott Paul Beierle in order to avoid the appearance of impropriety; [5] Florida State University (Tallahassee, Florida) is a post-secondary academic institution, which (i) had on (or around) April 17th 2025 scheduled a symposium to remember the women who fell victim to the November 02nd 2018 senseless shooting perpetrated by sexist incel Scott Paul Beierle; (ii) has on (or around) April 17th 2025 experienced a shooting incident similar to the November 02nd 2018 murder-suicide perpetrated by sexist incel Scott Paul Beierle; (iii) has on (or around) April 17th 2025 incurred a legal obligation to log onto its Jeanne Clery report the shooting perpetrated by racist Phoenix Ikner on the university campus; (iv) has on (or around) April 17th 2025 incurred a legal obligation to be forthcoming about any racist incidents involving Phoenix Ikner because of the rules and regulations governing the provisions of the Jeanne Clery Act as well as the Family Educational Rights and Privacy Act (FERPA); (v) has in the month of June 2014 incurred a legal obligation to log onto its Jeanne Clery report the arrest of Scott Paul Beierle for stalking a female volleyball coach employed by the university; (vi) has in the month of June 2014 incurred a legal obligation to log onto its Jeanne Clery report the ban of Scott Paul Beierle because of his decision to stalk a female volleyball coach employed by the university; (vii) has in the month of June 2014 incurred a legal obligation to be forthcoming about the ban of Scott Paul Beierle because of the rules and regulations governing the provisions of the Jeanne Clery Act as well as FERPA; (viii) has on (or around) December 07th 2012 incurred a legal obligation to log onto its Jeanne Clery report the arrest of Scott Paul Beierle following his decision to grope "*two women's backsides in"* the university's dining hall; (ix) has on (or around) December 07th 2012 incurred a legal obligation to be forthcoming on the subject of Scott Paul Beierle's arrest because of the rules and regulations governing the provisions of the Jeanne Clery Act as well as FERPA; (x) has on (or around) March 23rd 2022 via electronic mail (email) received a formal demand from Michael A. Ayele (a.k.a) W requesting the prompt disclosure of documents pertaining to Scott

Paul Beierle December 07th 2012 arrest; (xi) has on (or around) March 23rd 2022 via email received a formal demand from Michael A. Ayele (a.k.a) W requesting the prompt disclosure of documents pertaining to Scott Paul Beierle June 2014 arrest and ensuing ban; (xii) has in the month of June 2022 engaged in political gamesmanship contrary to the Jeanne Clery Act and FERPA when Michael A. Ayele (a.k.a) W demanded that they be forthcoming with documents of Scott Paul Beierle December 07th 2012 arrest records; (xiii) has in the month of June 2022 engaged in political gamesmanship contrary to the Jeanne Clery Act and FERPA when Michael A. Ayele (a.k.a) W demanded that they be forthcoming with documents of Scott Paul Beierle June 2014 arrest and his ensuing ban because of his decision to stalk a female volleyball coach; (xiv) has been since the month of June 2022 in a very bad relationship with Michael A. Ayele (a.k.a) W because of staff/legal representatives decision not to be forthcoming with documents of Scott Paul Beierle December 07th 2012 arrest in violation of the rules and regulations governing the provisions of the Jeanne Clery Act as well as FERPA; (xv) has been since the month of June 2022 in a very bad relationship with Michael A. Ayele (a.k.a) W because of staff/legal representatives decision not to be forthcoming with documents of Scott Paul Beierle June 2014 arrest as well as his ensuing ban from the university campus in violation of the rules and regulations governing the provisions of the Jeanne Clery Act as well as FERPA.

In my judgment, the facts presented in my request for a fee waiver and expedited processing are not the sort to bolster public confidence in the activities, the engagements and the priorities of the United States government, particularly in its efforts to decrease and eradicate incidents of gun violence motivated by racism and sexism. The facts presented in my request for a fee waiver and expedited processing are also not the sort to bolster public confidence in the activities, the engagements and the priorities of Florida State University (Tallahassee, Florida) because of the April 17th 2025 shooting perpetrated by Phoenix Ikner. Indeed, the April 17th 2025 mass-shooting perpetrated by Phoenix Ikner on the campus of Florida State University is eerily similar to the one perpetrated by sexist incel Scott Paul Beierle on (or around) November 02nd 2018. On the whole, it is exasperating, regrettable and saddening to see that Florida State University (Tallahassee, Florida) have not learned any lessons whatsoever from the November 02nd 2018 shooting perpetrated by sexist incel Scott Paul Beierle.

As a Black ex-immigrant of the United States of America (U.S.A) who had gone to America for the purpose of pursuing his post-secondary academic education, and who has since graduated from Westminster College (Fulton, Missouri), I do believe that the April 17th 2025 shooting perpetrated by Phoenix Ikner could have been prevented if Florida State University (Tallahassee, Florida) [1] had imposed a crackdown on racism and sexism following the November 02nd 2018 shooting perpetrated by sexist incel Scott Paul Beierle; [2] had created an environment where students, faculty and staff were encouraged to report instances of racism and sexism; [3] responded to incidents of sexism, racism and other forms of discrimination with urgency, good-faith and earnest determination. Therefore, I would like to take this opportunity to condemn Florida State University (Tallahassee, Florida) failure to impose a crackdown on racism and sexism following the November 02nd 2018 shooting perpetrated by sexist incel Scott Paul

Beierle. Additionally, I would also like to take this opportunity to condemn Florida State University (Tallahassee, Florida) failure to create an environment where students, faculty and staff were encouraged to report instances of racism and sexism. Lastly, I would like to take this opportunity to condemn Florida State University (Tallahassee, Florida) for engaging in political gamesmanship contrary to the Jeanne Clery Act and FERPA when I requested that they be forthcoming with documents of Scott Paul Beierle [1] December 07th 2012 arrest following his decision to grope the "*backsides of two women"* inside the university's dining hall; [2] June 2014 arrest for stalking a female volleyball coach employed by the university; [3] June 2014 ban from the university for stalking a female volleyball coach employed by the university.

For me, the April 17th 2025 shooting that occurred on the campus of Florida State University (Tallahassee, Florida) is proof that the university needs to respond to incidents of racism and sexism (and other forms of discrimination) with urgency, good-faith and earnest determination in order to prevent their re-occurrence. In other words, the April 17th 2025 shooting that occurred on the campus of Florida State University (Tallahassee, Florida) should not serve as an opportunity to engage in political gamesmanship (over the rules and regulations governing the provisions of the Jeanne Clery Act and FERPA),[xiv] but rather to be forthcoming about incidents of racism and sexism (and other forms of discrimination) that occur on campus. Failure to respond with urgency, good-faith and earnest determination to incidents of racism and sexism (and other forms of discrimination) will [1] decrease public confidence in the activities, the engagements and the priorities of the United States government as well as Florida State University (Tallahassee, Florida); [2] most likely exacerbate violence; [3] increase the probability of other mass-shootings (similar to the ones that already occurred on November 02nd 2018 and April 17th 2025) happening again. On a personal level, I don't think these are desirable outcomes, so I do hope that Florida State University (Tallahassee, Florida) and Tallahassee State College (Tallahassee, Florida) will use all the means they have at their disposal to clampdown and crackdown on racism and sexism on their campuses to prevent similar shootings that occurred on (or around) November 02nd 2018 and April 17th 2025.

The core issues presented in this records request are as follows. 1) Have you had conversations about the decision of the United States government to designate the month of June as Gun Violence Awareness Month? If yes, will you promptly disclose those records? 2) Have you had conversations about the decision of the United States government to provide during the month of June an opportunity for individuals and organizations to raise public awareness on the subject of gun violence? If yes, will you promptly disclose those records? 3) Have you had conversations about the decision of the United States government to provide during the month of June an opportunity for individuals and organizations to educate communities on how to prevent gun violence? If yes, will you promptly disclose those records? 4) Have you had conversations about the Department of Homeland Security (DHS) as a federal agency of the United States government, which has on (or around) March 15th 2022 publicly recognized that Scott Paul Beierle was a racist and a sexist person prior to his November 02nd 2018 murder-suicide? If yes, will you promptly disclose those records? 5) Have you had conversations about the DHS as a

federal agency of the United States government, which has on (or around) March 15th 2022 publicly recognized that Scott Paul Beierle was given second chance after second chance by American society and government despite being a racist and a sexist? If yes, will you promptly disclose those records? 6) Have you had conversations about the DHS as a federal agency of the United States government, which has on (or around) March 15th 2022 publicly recognized that Scott Paul Beierle abused the many second chances extended to him by American society and government for his blatantly racist and sexist actions prior to his November 02nd 2018 murder-suicide? If yes, will you promptly disclose those records? 7) Have you had conversations about the DHS as a federal agency of the United States government, which has on (or around) March 15th 2022 publicly recognized that Scott Paul Beierle was never properly held to account for his flagrantly racist and sexist deeds prior to his November 02nd 2018 murder suicide? If yes, will you promptly disclose those records? 8) Have you had conversations about the Department of Justice (DOJ) Federal Bureau of Investigation (FBI) as a federal agency of the United States government, which has on (or around) February 14th 2025 concluded the processing of FOIA request Case No.: 1531505 - 000 by refusing to deny that Scott Paul Beierle was a racist and a sexist person prior to his November 02nd 2018 murder-suicide? If yes, will you promptly disclose those records? 9) Have you had conversations about the DOJ (FBI) as a federal agency of the United States government, which has on (or around) February 14th 2025 concluded the processing of FOIA request Case No.: 1531505 - 000 by refusing to deny that Scott Paul Beierle was given second chance after second chance by American society and government despite being a racist and a sexist? If yes, will you promptly disclose those records? 10) Have you had conversations about the DOJ (FBI) as a federal agency of the United States government, which has on (or around) February 14th 2025 concluded the processing of FOIA request Case No.: 1531505 - 000 by refusing to deny that Scott Paul Beierle had abused the many second chances that were extended to him by American society and government for being a racist and a sexist? If yes, will you promptly disclose those records? 11) Have you had conversations about the DOJ (FBI) as a federal agency of the United States government, which has on (or around) February 14th 2025 concluded the processing of FOIA request Case No.: 1531505 - 000 by refusing to deny that Scott Paul Beierle was never properly held to account for his patently racist and sexist actions prior to his November 02nd 2018 murder-suicide? If yes, will you promptly disclose those records? 12) Have you had conversations about Michael A. Ayele (a.k.a) W as a Black Bachelor of Arts (B.A) Degree graduate of Westminster College (Fulton, Missouri) who was subjected to frenzy on internet search engines (ISE) such as AOL and Bing/MSN following his decision to implicitly recognize that he has never sought nor ever solicited a "*second chance"* from American society and/or government for the decisions he had made between January 2010 and July 2016 when he was living in United States territory? If yes, will you promptly disclose those records? 13) Have you had conversations about Michael A. Ayele (a.k.a) W as a Black B.A Degree graduate of Westminster College (Fulton, Missouri) who has witnessed his written publications paradoxically being subjected to frenzy before being filtered and distorted by ISE such as AOL and Bing/MSN following his decision to recognize that the DOJ (FBI) have taken some responsibility for the circumstances leading up to the February 14th 2018 mass-shooting perpetrated by Nicolas Cruz at Marjory Stoneman Douglas High School (Parkland, Florida)? If

yes, will you promptly disclose those records? 14) Have you had conversations about Michael A. Ayele (a.k.a) W as a Black B.A Degree graduate of Westminster College (Fulton, Missouri) who has witnessed his written publications paradoxically being subjected to frenzy before being filtered and distorted by ISE such as AOL and Bing/MSN following his decision to recognize that the DOJ (FBI) have thus far not taken responsibility for the circumstances leading up to the November 02nd 2018 shooting perpetrated by sexist involuntary celibate (incel) Scott Paul Beierle near the campus of Florida State University? If yes, will you promptly disclose those records? If yes, will you promptly disclose those records? 15) Have you had conversations about Michael A. Ayele (a.k.a) W as a Black B.A Degree graduate of Westminster College (Fulton, Missouri) who has witnessed his written publications paradoxically being subjected to frenzy before being filtered and distorted by ISE such as AOL and Bing/MSN following his decision to recognize that the DOJ (FBI) should take some responsibility for the circumstances leading up to the November 02nd 2018 shooting perpetrated by sexist incel Scott Paul Beierle in order to avoid the appearance of impropriety? If yes, will you promptly disclose those records? 16) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which had on (or around) April 17th 2025 scheduled a symposium to remember the women who fell victim to the November 02nd 2018 senseless shooting perpetrated by sexist incel Scott Paul Beierle? If yes, will you promptly disclose those records? 17) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has on (or around) April 17th 2025 experienced a shooting incident similar to the November 02nd 2018 murder-suicide perpetrated by sexist incel Scott Paul Beierle? If yes, will you promptly disclose those records? 18) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has on (or around) April 17th 2025 incurred a legal obligation to log onto its Jeanne Clery report the shooting perpetrated by racist Phoenix Ikner on the university campus? If yes, will you promptly disclose those records? 19) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has on (or around) April 17th 2025 incurred a legal obligation to be forthcoming about any racist incidents involving Phoenix Ikner because of the rules and regulations governing the provisions of the Jeanne Clery Act as well as the Family Educational Rights and Privacy Act (FERPA)? If yes, will you promptly disclose those records? 20) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has in the month of June 2014 incurred a legal obligation to log onto its Jeanne Clery report the arrest of Scott Paul Beierle for stalking a female volleyball coach employed by the university? If yes, will you promptly disclose those records? 21) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has in the month of June 2014 incurred a legal obligation to log onto its Jeanne Clery report the ban of Scott Paul Beierle because of his decision to stalk a female volleyball coach employed by the university? If yes, will you promptly disclose those records? 22) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has in the month of June 2014 incurred a legal obligation to be forthcoming about the circumstances leading up to the ban of Scott Paul Beierle because of the rules and regulations governing the

provisions of the Jeanne Clery Act as well as FERPA? If yes, will you promptly disclose those records? 23) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has on (or around) December 07th 2012 incurred a legal obligation to log onto its Jeanne Clery report the arrest of Scott Paul Beierle following his decision to grope "*two women's backsides in"* the university's dining hall? If yes, will you promptly disclose those records? 24) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has on (or around) December 07th 2012 incurred a legal obligation to be forthcoming on the subject of Scott Paul Beierle's arrest because of the rules and regulations governing the provisions of the Jeanne Clery Act as well as FERPA? If yes, will you promptly disclose those records? 25) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has on (or around) March 23rd 2022 acknowledged receipt of Michael A. Ayele (a.k.a) W formal request asking the prompt disclosure of Scott Paul Beierle December 07th 2012 arrest documents? If yes, will you promptly disclose those records? 26) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has on (or around) March 23rd 2022 acknowledged receipt of Michael A. Ayele (a.k.a) W formal request asking for the prompt disclosure of Scott Paul Beierle June 2014 arrest documents for stalking a female volleyball coach employed by the university? If yes, will you promptly disclose those records? 27) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has on (or around) March 23rd 2022 acknowledged receipt of Michael A. Ayele (a.k.a) W formal request asking for the prompt disclosure of documents pertaining to Scott Paul Beierle June 2014 ban from the university campus? If yes, will you promptly disclose those records? 28) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has in the month of June 2022 engaged in political gamesmanship contrary to the Jeanne Clery Act and FERPA when Michael A. Ayele (a.k.a) W requested that documents of Scott Paul Beierle December 07th 2012 arrest be forthcoming? If yes, will you promptly disclose those records? 29) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has in the month of June 2022 engaged in political gamesmanship contrary to the Jeanne Clery Act and FERPA when Michael A. Ayele (a.k.a) W demanded that documents of Scott Beierle June 2014 arrest on the university campus be forthcoming? If yes, will you promptly disclose those records? 30) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has in the month of June 2022 engaged in political gamesmanship contrary to the Jeanne Clery Act and FERPA when Michael A. Ayele (a.k.a) W demanded that documents of Scott Paul Beierle June 2014 ban from the university campus be forthcoming? If yes, will you promptly disclose those records? 31) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic institution, which has been since the month of June 2022 in a very bad relationship with Michael A. Ayele (a.k.a) W because of staff/legal representatives' decision not to be forthcoming with documents of Scott Paul Beierle December 07th 2012 arrest? If yes, will you promptly disclose those records? 32) Have you had conversations about Florida State University (Tallahassee, Florida) as a post-secondary academic

institution, which has been since the month of June 2022 in a very bad relationship with Michael A. Ayele (a.k.a) W because of staff/legal representatives' decision not to be forthcoming with documents of Scott Paul Beierle June 2014 arrest as well as his ensuing ban from the university campus? 33) Have you had conversations about Michael A. Ayele (a.k.a) W as a Black B.A Degree graduate of Westminster College (Fulton, Missouri) who was in the month of January 2010 informed that American colleges and universities have a legal obligation to log onto their Jeanne Clery report the crimes that occur on their campus and/or near their campus? If yes, will you promptly disclose those records? 34) Have you had conversations about Michael A. Ayele (a.k.a) W as a Black B.A Degree graduate of Westminster College (Fulton, Missouri) who is thoroughly convinced that American colleges and universities incur an obligation to be transparent about the crimes that occur on their campus and/or near their campus because of the rules and regulations governing the provisions of the Jeanne Clery Act as well as FERPA? If yes, will you promptly disclose those records? 35) Have you had conversations about Michael A. Ayele (a.k.a) W as a Black B.A Degree who is in a very bad relationship with Florida State University (Tallahassee, Florida) because of the dismissive attitude staff/legal representatives of the university intentionally adopted after acknowledging receipt of his records request pertaining to the circumstances that led up to the November 02nd 2018 senseless shooting perpetrated by sexist incel Scott Paul Beierle near the campus of Florida State University? If yes, will you promptly disclose those records? 36) Have you had conversations about Michael A. Ayele (a.k.a) W as a Black B.A Degree graduate of Westminster College (Fulton, Missouri) who is thoroughly convinced that Florida State University (Tallahassee, Florida) was in violation of the Jeanne Clery Act as well as FERPA when processing his records request on the subject of the circumstances leading up to the November 02nd 2018 shooting perpetrated by sexist incel Scott Paul Beierle? If yes, will you promptly disclose those records? 37) Have you had conversations about Michael A. Ayele (a.k.a) W as a Black B.A Degree graduate of Westminster College (Fulton, Missouri) who is thoroughly convinced that the April 17th 2025 shooting could have been prevented if Florida State University (Tallahassee, Florida) had imposed a crackdown on racism and sexism following the November 02nd 2018 shooting perpetrated by sexist incel Scott Paul Beierle? If yes, will you promptly disclose those records? 38) Have you had conversations about Michael A. Ayele (a.k.a) W as a Black B.A Degree graduate of Westminster College (Fulton, Missouri) who is thoroughly convinced that the April 17th 2025 shooting could have been prevented if Florida State University (Tallahassee, Florida) had created an environment where students, faculty and staff were encouraged to report instances of racism and sexism on campus? If yes, will you promptly disclose those records? 39) Have you had conversations about Michael A. Ayele (a.k.a) W as a Black B.A Degree graduate of Westminster College (Fulton, Missouri) who is thoroughly convinced that the April 17th 2025 shooting could have been prevented if Florida State University (Tallahassee, Florida) and Tallahassee State College (Tallahassee, Florida) sincerely responded to incidents of sexism, racism and other forms of discrimination with urgency, good-faith and earnest determination? If yes, will you promptly disclose those records? 40) Have you had conversations about the very strong likelihood that the April 17th 2025 shooting perpetrated by Phoenix Ikner could have been prevented if Florida State University (Tallahassee, Florida) had imposed a genuine clampdown on racism and sexism

following the November 02nd 2018 shooting perpetrated by sexist incel Scott Paul Beierle? If yes, will you promptly disclose those records? 41) Have you had conversations about the very strong likelihood that the April 17th 2025 shooting perpetrated by Phoenix Ikner could have been prevented if Florida State University (Tallahassee, Florida) had created an environment where students, faculty and staff were genuinely encouraged to report instances of racism and sexism following the November 02nd 2018 shooting perpetrated by sexist incel Scott Paul Beierle? If yes, will you promptly disclose those records? 42) Have you had conversations about the very strong likelihood that the April 17th 2025 shooting perpetrated by Phoenix Ikner could have been prevented if Florida State University (Tallahassee, Florida) and Tallahassee State College (Tallahassee, Florida) sincerely responded to incidents of racism, sexism and other forms of discrimination with urgency, good faith and earnest determination? If yes, will you promptly disclose those records? 43) To the extent of your knowledge, have Tallahassee State College (Tallahassee, Florida) and/or Florida State University (Tallahassee, Florida) ever made a formal note of Phoenix Ikner white supremacist views during his time as an undergraduate student in those post-secondary academic institutions? If yes, will you promptly disclose those records? 44) Do you have receipts of complaints filed with Tallahassee State College (Tallahassee, Florida) and/or Florida State University (Tallahassee, Florida) against Phoenix Ikner because of his vile racism during his time as an undergraduate student in those post-secondary academic institutions? If yes, will you promptly disclose those records?

This records request should be expedited because it puts into question the government's integrity about the way that people are treated in the U.S.A on account of their gender, their racial backgrounds, their national origins and their disability status. My request for a fee waiver should be granted because [1] I have identified operations and activities of the federal government in concert with U.S local/state government; [2] the issues presented are meaningfully informative about government operations or activities in order to be '*likely to contribute*' to and increase public understanding of those operations or activities; [3] this records request is being filed for non-commercial purposes and any records you disclose to me could be made available to the general public at no financial expense to them.

Under penalty of perjury, I hereby declare all the statements I have made to be true and accurate to the best of my knowledge. Be well. Stay well. Take care. Keep yourselves at arms distance.

Michael A. Ayele (a.k.a) W
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

Work Cited

[i] Please be advised that I have previously disseminated a vast number of documents obtained through records request using the means of various digital publishing platforms. As a representative of the media, I would like to take this opportunity to inform you that the records you disclose to me could be made available to the general public at no financial expense to them. This records request is being filed for non-commercial purposes to inform members of the general public / representatives of the media [who may be interested in the written content of Michael A. Ayele (a.k.a) W – Association for the Advancement of Civil Liberties (AACL)] about the activities, the engagements and the priorities of the U.S government at the local, state and federal level.

[ii] *Gun Violence Awareness Month provides an opportunity for individuals and organizations to raise public awareness about gun violence and is a call to action on educating communities on how to prevent it.* District of Columbia Government (DC.Gov) Office of Victim Services and Justice Grants.: https://ovsjg.dc.gov/page/june-gun-violence-awareness-month

[iii] *Alleged Florida State University shooter Phenix Ikner touted vile "white supremacist" views, according to his classmates – including that "Rosa Parks was in the wrong" and that Black people were destroying his community. Ikner, who allegedly killed two people and wounded six others when he opened fire on campus Thursday, horrified other students with his "gross" racial rhetoric.*

*One classmate from Ikner's former school, Tallahassee State College, recalled how he was asked to leave a "political roundtable" club over his hate speech. "Basically our only rule was no Nazis – colloquially speaking – and he espoused so much white supremacist rhetoric, and far-right rhetoric as well, to the point where we had to exercise that rule," Reid Seybold said.*

*Another classmate said Ikner was vocal in their federal politics class, promoting his disturbing views about Black people, as well as far-right conspiracy theories, such as that former President Joe Biden was fraudulently elected in 2020. His opinions were so troubling that the classmate, Lucas Luzietti, chillingly remembered thinking that "this man should not have access to firearms." "I got into arguments with him in class over how gross the things he said were," Lucas Luzietti said. "What are you supposed to do? His mother was a cop, and Florida doesn't have very strong red flag laws," Lucas Luzietti added.*

*Ikner, whose stepmother is a Leon County sheriff's deputy, made it very clear that he had guns, classmates said. One of the firearms he allegedly used on Thursday, April 17th 2025 is believed to belong to his stepmother. "It's so sad and so shocking," Luzietti said of the shooting. "Then to see it was him – I'm sadly not surprised." Ikner's motive for the mass shooting is unknown.*

Suspected Florida State University shooter promoted "white supremacist" views, spewed racist vitriol against black people: report. New York Post.: https://nypost.com/2025/04/18/us-news/fsu-shooter-phoenix-ikner-allegedly-promoted-white-supremacist-views-spewed-racist-vitriol-against-black-people-report/

[iv] *On November 02nd 2018, a 40-year-old gunman opened fire inside Hot Yoga Tallahassee, a yoga studio in Tallahassee, Florida, killing two women and injuring four more before committing suicide. The attacker was motivated to carry out violence by his inability to develop or maintain relationships with women, along with his perception of women's societal power over men. For decades prior, he engaged in numerous instances of inappropriate and criminal behavior directed toward women and girls. These behaviors resulted in him losing several jobs, being barred from public locations, and having multiple contacts with law enforcement, some of which resulted in arrest.* Hot Yoga Tallahassee: A Case Study of Misogynistic Extremism. United States Secret Service.: https://www.secretservice.gov/newsroom/reports/threat-assessments/behavioral-case-studies/details-0

[v] *According to a childhood friend, Scott Beierle (SB) acted inappropriately with girls at school. At one point, he grabbed a female classmate's backside after she declined his invitation to a school dance. Despite having been disciplined for this behavior, SB continued to touch girls without their consent while drunk at social gatherings. Following the 2018 yoga studio attack, one female from SB's graduating class came forward and told police she had been inappropriately touched and stalked by him. In addition to his inappropriate behavior toward women, SB was said to openly admire Hitler and the Aryan Nations while in high school. He also prided himself on being asocial and looked down on peers who were involved in social activities. He bragged that he would achieve a more successful life than them because he focused more on academics.*

*In 1997, SB graduated high school and moved to the West Coast to pursue his dream of becoming a screenwriter. When he failed to succeed in establishing a career, he moved back to Vestal, New York to live with his parents and enroll in college. SB continued to write scripts, stories and songs that were described as "dark, violent and misogynistic."*

*As a college student, SB worked at an insurance call center but was fired for harassing a coworker. The coworker had told SB that she was also employed at the gym where he was a member. SB then sought her out at the gym. Though the details about his behavior during this encounter are unknown, local law enforcement contacted SB following the gym visit. Police informed him that the coworker was not pressing charges and directed SB to leave her alone. This event served as inspiration for two of SB's songs. One song, which he shared with his childhood friend who was also a musician, was about an employee killing all his coworkers in retaliation for being fired. He titled the other song "Stalker."*

*When SB described his inspiration for "Stalker," he attempted to absolve himself of any*

*wrongdoing when seeking out his coworker at the gym. SB argued that "aggression is a male trait, and it is criminalized. Evasiveness is a female trait, and it is NOT criminalized, but I think it could be." He further complained of how he was told by police that he could not press charges against the coworker, writing "that really was the true onset of my psychosis. It sent me off the edge." He continued, "I looked up the most extreme examples of stalking, that ended in mass shootings and such, and I wouldn't advocate stalking, as it can be construed as complimentary for the 'victim.'" SB described three additional past incidents that involved him engaging in stalking behaviors, each of which contributed as inspiration for his song, "Stalker."*

*While still enrolled as a college student, SB harassed another woman, this time a classmate at his university. According to SB, he and the classmate had previously gone on a date, but when he approached her to chat after class one day, the classmate hid in the women's restroom. SB stood outside of the restroom waiting for her until she came out, at which point she exclaimed, "He's still out there!" She reported the encounter to school officials, and the Dean's Office subsequently instructed SB to leave the classmate alone. He responded that he would, if the classmate left him alone. This was one of the additional incidents that SB attributed as inspiration for his song, "Stalker." Other incidents reportedly occurred during this timeframe that involved SB getting kicked out of or banned for bars for groping women.*

*In or around 2000, SB moved to the Washington, DC area for an undergraduate internship. According to SB, when his new roommates asked him if he had a girlfriend, SB replied, "sure she's locked in my basement as we speak." He later reported this interaction as the inspiration for writing a song titled "Locked in My Basement." The song described an assailant drugging and chaining a woman in his basement, then torturing and sexually assaulting her, after she rejected him. SB later claimed these roommates robbed him while he was on break. He also claimed that the roommates reported him to the police after becoming afraid for their lives. Neither the alleged robbery nor the police report could be confirmed, and SB did not specify why his roommates became fearful.*

*In 2002, SB graduated with a bachelor's degree in political science and government. Soon after graduation, he moved to Alexandria, VA. In October of that year, a series of sniper attacks took place over a period of several weeks across the Washington, DC area, resulting in ten killed and three seriously wounded. At the time, SB's family was aware of his disturbing writings, and SB's brother and sister-in-law feared that SB might be the one perpetrating the killings. They were so concerned that they considered contacting police to report SB as a possible suspect.*

*This was not the first time that SB's family had been so alarmed by his behavior that they took action. For example, after becoming aware of SB's concerning writings, SB's parents reportedly slept with their bedroom door locked. At one point, SB's parents found that he had been keeping a firearm in the home without their knowledge and asked his brother to remove it. In another instance, SB's parents escorted hi from his niece's birthday party after other parents complained about SB inappropriately touching the backsides of girls as he helped them from a waterslide. On another occasion, SB's brother became angry and demanded SB leave the house after learning that SB entered his wife's bedroom and stood over her at a time when he believed she was asleep.*

*In 2003, SB moved to Maryland. The following year, he was charged with driving under the influence. He was also evicted by his roommate from their apartment, where afterwards, county police investigated SB for destruction of property.*

*From 2005 to 2007, after he passed a criminal records check, SB taught English and social studies in a Maryland county school district. In May 2006, at age 28, he was investigated by the county police department for inappropriate contact with a female high school student. SB had made the student uncomfortable when he touched her arm, inappropriately stared at her, and asked if she would ever pose in Playboy. He also suggested she wear low-cut shirts. The school district made disciplinary recommendations; however, school officials never publicly confirmed if the recommendations were carried out or if SB was ever disciplined for his behavior. The police record for the investigation indicated the case was suspended, and SB continued to teach in the district for another year before he resigned.*

*On January 30th 2008, SB joined the U.S Army and was commissioned as an officer six months later. He served for a period in Germany, during which he was assigned to supply and logistics. SB later said in a self-recorded video that he had a positive experience with a woman in Germany. He described her as his girlfriend and said she was "the best I was able to do." He also said that she was the only female he did not resent. Of note, his mother later told police that no one in the family ever met this woman or even knew her name.*

*Sometime during SB's military service, four female airmen in the U.S Air Force complained about his inappropriate interactions with them while in Amsterdam. In a video posted to social media years later, SB dismissed the accusation, simply stating, "I got too rowdy for their sensibilities." He reflected that this incident contributed to the rebirth of his misogyny. SB went on to complain that he was backstabbed by his military supervisors at the time because he felt that they should have believed his story instead of the four female airmen's account.*

*A U.S Army evaluation dated January 21st 2010 noted SB displayed "difficulty assimilating to the Army and demonstrating Army values." It also noted that SB violated a direct order and demonstrated poor judgment and decision-making. The evaluation described him as someone who would lie and lacked integrity. SB was not recommended for a promotion. At some point, an investigation was initiated against SB due to his "inappropriate contact with female soldiers." It is not clear if this investigation was related to the earlier complaints against SB by the four female airmen in Amsterdam. Regardless, as a result of the investigation, the Army found SB guilty of conduct unbecoming an officer and fraternizing with an enlisted person. On June 9th 2010, SB was honorably discharged for "unacceptable conduct."*

*Following his discharge, SB moved back home to Vestal, New York, and lived with his parents for a short time. Then in 2011, he enrolled in graduate school at Florida State University (FSU) in Tallahassee, Florida, where his behavior continued to elicit concern. One woman who knew him at the time noted that she and other classmates would go out of their way to avoid him because of his inappropriate behaviors. Those who met SB during open mic nights at a comedy club reported that he was strange and told offensive, racist and antisemitic jokes. Other comedians said they did not like SB or his comedy. (…)*

*SB's roommate in Tallahassee later described him as odd and obnoxious. They said SB would sit in the living room drinking beer in his briefs and refused to put on pants, even when the roommates' friends came over. SB would also make inappropriate comments when their girlfriends visited. One roommate described how SB behaved towards women, stating "he was weird and made everyone uncomfortable…it worried me at the time. There was concern for sure. But there wasn't enough evidence, and I would have been wasting the police's time if I had made any king of report. I had nothing." The roommate described how he thought SB was mentally ill and perhaps suffered from post-traumatic stress disorder from his time in the military. Eventually SB's roommates decided they would not leave any of their guests alone with SB, regardless of whether the guests were women or men. "We compared him to Ted Bundy back then," the roommate later said, "it was the way lurked and followed girls."*

*SB admired Ted Bundy, the serial killer who confessed to killing 30 women in 7 states, including Florida, from 1974 to 1978. According to SB, he tried to locate the sorority house where Bundy targeted some of his victims. He documented this, writing, "I drove down sorority row, so I can check that box. Christians have their Via Delorosa in Jerusalem – I walked that, not bad – and I have mine." Scattered throughout SB's descriptions of his own songs were references to notorious serial killers and serial rapists with whom he identified. In addition to Bundy, these references included Paul Kenneth Bernardo and Christopher Bernard Wilder, also known as the Beauty Queen Killer. These serial killers and rapists were responsible for the murder or sexual assault of dozens of women in the 1980s and early 1990s, in locations including Florida. (…)*
Hot Yoga Tallahassee: A Case Study of Misogynistic Extremism. United States Secret Service.: https://www.secretservice.gov/newsroom/reports/threat-assessments/behavioral-case-studies/details-0

[vi] *Federal officials have confirmed that the US Department of Justice has reached a multimillion-dollar settlement with the families of most of those killed or wounded in the 2018 Florida high school massacre, over the FBI's failure to stop the gunman even though it had received information he intended to attack.*

*Attorneys for 16 of the 17 killed at Marjory Stoneman Douglas high school in Parkland and some of those wounded previously announced in November that they had reached a monetary settlement with the government over the FBI's failure to investigate a tip it received about a month before the massacre. The 17th family chose not to sue.*

*The government's announcement late Wednesday said the settlement resolves 40 cases connected to the shooting for $127.5 million. The settlement does not amount to an admission of fault by the United States, according to a DoJ press statement.*

*About five weeks before the 14 February 2018 shooting, an FBI tip line received a call saying a former Stoneman Douglas student, Nikolas Cruz, had bought guns and planned to "slip into a school and start shooting the place up". "I know he's going to explode," the caller told the FBI.*

*But that information was never forwarded to the FBI's south Florida office and Cruz was never contacted. He had been expelled from the school a year earlier and had a long history of emotional and behavioral problems.* US justice department reaches $127.5 m settlement with Parkland school shooting victims. The Guardian.: https://www.theguardian.com/us-news/2022/mar/17/florida-parkland-high-school-shooting-victims-settlement

[vii] *In early summer 2018, while still unemployed, Scott Beierle (SB) began planning for his attack. In June, he conducted more online searches for the Panama City cheerleading camp. In July, he searched for yoga-related pornography, performed additional searches for the cheerleading camp, and searched for the camp's schedule. Around this time, SB met with a psychiatrist at the VA medical center. Although the details of his treatment were not available in open sources, SB was later found to have prescription anxiety medication in his system during the attack at the yoga studio. (…)*

*In early August, SB sent a childhood friend a link to his website. Concerned by the violence and misogynistic content of the website and its songs, the friend's wife reported SB to a federal law enforcement agency on August 05th 2018. The agency deemed the tip non-actionable. According to an official from the agency, "even violently themed lyrics are protected speech…unless they target a particular person, place or event. In this situation, there wasn't a specific threat."* Hot Yoga Tallahassee: A Case Study of Misogynistic Extremism. United States Secret Service.: https://www.secretservice.gov/newsroom/reports/threat-assessments/behavioral-case-studies/details-0

[viii] Even though Michael A. Ayele (a.k.a) W has never sought nor ever solicited nor ever contacted anyone to have his written publications listed and featured prominently on the AOL, Bing/MSN, Google and Yahoo internet search engines (ISE); Michael A. Ayele (a.k.a) W has uncovered many instances where his written content were filtered, distorted, misused and misattributed. At the time Michael A. Ayele (a.k.a) W started to publish some of his written content on the circumstances, which led up to the November 02nd 2018 shooting near the campus of Florida State University (Tallahassee, Florida); Michael A. Ayele (a.k.a) W had not signed any binding agreement that subjected his correspondence with the United States government to evaluation, examination and unsolicited comments on the AOL and Bing/MSN ISE. In other words, Michael A. Ayele (a.k.a) W has never agreed to take on the role of the "*Student"* for his published works while the AOL ISE took on the role of "*Professor."* Likewise, Michael A. Ayele (a.k.a) W has never agreed to take on the role of "*Plaintiff"* and/or "*Defendant"* for his published works while the AOL ISE took on the role of "*Judge, Jury and Executioner."* More importantly, Michael A. Ayele (a.k.a) W had started to publish some of his correspondence with agents of the United States government on the circumstances that led up to the November 02nd 2018 shooting perpetrated by sexist involuntary celibate (incel) Scott Paul Beierle because of a commitment he had made that he would disseminate any and all responsive U.S government records within their possession to members of the general public and representatives of the media

at no financial expense to them. To the best of his ability, Michael A. Ayele (a.k.a) W has fulfilled this commitment by disseminating (at no financial expense to representatives of the media and members of the general public) the most pertinent records on the circumstances that led up to the November 02nd 2018 shooting near the campus of Florida State University (Tallahassee, Florida).

Michael A. Ayele (a.k.a) W would like to take this opportunity to affirm that he has previously corresponded with the Anne Arundel County Police Department (Millersville, Maryland) and the Volusia County School District (Florida) on the circumstances, which led up to the November 02nd 2018 shooting perpetrated by Scott Paul Beierle near the campus of Florida State University (Tallahassee, Florida). In his correspondence with the Volusia County School District (Florida) and the Anne Arundel County Police Department (Millersville, Maryland); Michael A. Ayele (a.k.a) W has learned that both local government agencies were never contacted by the Department of Homeland Security (DHS) for the purpose of their March 15th 2022 report, which went on to summarize the life of racist and sexist Scott Paul Beierle in a 28 (twenty-eight) page document.

It is important to note that the disclosures of the Anne Arundel County Police Department confirm that Scott Paul Beierle was employed as a teacher in the State of Maryland (from 2005 through 2007) and that he sexually harassed at least one of his underage female students by [1] invading her personal space; [2] making inappropriate remarks about the type of clothing she ought to be wearing; [3] initiating a very intrusive line of questioning.

It is also important to note that the disclosures of the Volusia County School District confirmed that Scott Paul Beierle [1] had signed an employment contract on (or around) August 14th 2017 to "*perform the duties and responsibilities of an English/Language Arts teacher at David C. Hinson., Middle School*;" [2] had not informed David C. Hinson, Middle School of his employment history with Meade High School (located in the State of Maryland) from 2005 to 2007 (at the time he signed an employment contract on August 14th 2017); [3] had not informed David C. Hinson, Middle School of the complaint filed against him with the Anne Arundel County Police Department (located Millersville, Maryland) when he was employed at Meade High School; [4] had sexually harassed an underage female student at Galaxy Middle School on (or around) May 25th 2018; [5] was "*permanently blocked from all employment with the Volusia County Schools"* on (or around) May 30th 2018 after he had sexually harassed an underage female student at Galaxy Middle School.

On (or around) May 19th 2023, Michael A. Ayele (a.k.a) W had requested that the Volusia County School District be forthcoming about [1] the discussions they have had with Scott Paul Beierle at his email address listed as sb10k@my.fsu.edu (by disclosing those conversations); [2] the employment contract signed by Scott Paul Beierle on (or around) August 14th 2017 (by disclosing the terms and conditions of that employment contract); [3] the total amount of money paid to Scott Paul Beierle when he was employed as a part-time/full-time teacher. However, those records have not been forthcoming.

As a matter of principle, Michael A. Ayele (a.k.a) W unequivocally condemns violence

committed against women irrespective of their racial backgrounds, their sexual orientations, their national origins, their religious affiliations, their disability status and/or their age groups. For what seems very obvious reasons, Michael A. Ayele (a.k.a) W is a little bit disconcerted by the decision of the Department of Justice (DOJ) Federal Bureau of Investigation (FBI) to take some responsibility for the February 14th 2018 shooting in Parkland, Florida while at the same time not taking any responsibility for the November 02nd 2018 shooting in Tallahassee, Florida even though the circumstances that led up to both those shootings are similar.

[ix] *The April 17th 2025 fatal shooting on the Florida State University campus came the same day a symposium against gun violence was supposed to be held. The event organizer, whose daughter was shot and killed during Tallahassee's 2018 Hot Yoga shooting, now plans to reschedule the symposium for the fall.*

*Maura Blinkley was just 21 when she and Dr. Nancy Van Vessem were killed at the Hot Yoga studio in Betton Place. Since then, Maura's father, Jeff Blinkley, has helped host a gun violence symposium at FSU called "Maura's Voice." This year, the event was set for April 17th. The same day a gunman killed two and injured six on campus. Blinkley is planning to reschedule the event for shortly after the start of the fall semester.* (…) Cancelled by last month's FSU tragedy, the next "Maura's Voice" event will take place this fall. WFSU.: https://news.wfsu.org/wfsu-local-news/2025-05-15/cancelled-by-last-months-fsu-tragedy-the-next-mauras-voice-event-will-take-place-this-fall

[x] *The community at Florida State University is trying to grapple with the mass-shooting that unfolded on campus as we learn more about the suspected gunman and his past. Two people were killed. Neither were students but five others were wounded. This all happened just before noon near the student union and we have videos from the scene as the shooting was unfolding, but I want to warn you, it might be difficult to watch. (…) Now, students inside the classroom scrambled to evacuate. Some were walked by police officers holding their weapons as they left. (…) Police eventually shot the suspect. Authorities have identified him as 20-year-old Phoenix Ikner. He's a student at Florida State University and police say he's the son of a sheriff's deputy who works as a local school resource officer and he used her gun to carry out the shooting. (…)*

Conversation between Omar Jimenez and John Miller on Cable News Network (CNN)

Omar Jimenez: *John (…) as we understand so far, the suspect isn't cooperating with law enforcement, but what else do we know about him?*

John Miller: *Well, we know he was a student at Florida State University in Tallahassee. He lives locally. He drove his orange very conspicuous Hummer from the house to the school. We know he's a political science major. Interestingly, he was quoted in the student newspaper back in*

*January 2025 when he encountered anti-Trump demonstrators just after the election saying: "These people are usually entertaining, but not for good reasons. It's a little late. He's already going to be inaugurated on January 20th. There's nothing you can do short of revolt, which is not a good idea."* (…) *Clearly, this was a sardonic quote. (...) His social media is locked down. His Instagram is private, but under his picture, there's a quote: "This is my war club." (...) The quote is from the Bible and it's about smiting enemies, so we don't have a clear picture of what was going in his life behind the scenes. (...)*

Omar Jimenez: *John, where does law enforcement start in determining a possible motive here especially if the suspected gunman isn't cooperating?*

John Miller: *Well, they'll start with his mom who probably knows him best and who apparently, he was living with. (...) The second stage will be the search warrants where they'll get into computers, phones. Then, the subpoenas that went out today and preservation order to Instagram and other social media network basically to say: "Freeze those accounts. Don't delete anything." What they're going to be looking for is if there's a motive.*

Conversation between Omar Jimenez and Reid Seybold on Cable News Network (CNN)

Omar Jimenez: *I want to now bring Florida State University senior Reid Seybold on this CNN program. (...) Reid, I understand you were in an extracurricular group with the suspected gunman and that he may have been kicked out of that group. Can you just give us some insight as to why he was kicked out of the group?*

Reid Seybold: *Sure. I was in a political group that dealt with current events of the day with Phoenix Ikner, and he had continually made enough people uncomfortable and certain people had stopped coming. At that point, we asked him to leave.*

Omar Jimenez: *What exactly was he saying that made people "uncomfortable" as you say?*

Reid Seybold: *It's been a couple of years now, so I can't give exact quotes, but whether it was in that group or in class, (...) he said things that went beyond conservatism, which were neither nice nor normal.*

FSU student who knew suspect said he attacked 'multiculturalism' in class. CNN.: https://www.youtube.com/watch?v=s8Ts_GG8MVc&list=PLeQdtsD9ijp2fxZwMes6VqjnKakXmz4jr&index=139

[xi] *The Family Educational Rights and Privacy Act of 1974 (…) was signed into law by President Ford on August 21st 1974, with an effective date of November 19th 1974, 90 days after enactment. (…) It was (…) commonly referred to as the "Buckley Amendment" after its principal sponsor, Senator James Buckley of New York. FERPA was offered as an amendment on the Senate floor and was not the subject of Committee consideration. Accordingly, traditional legislative history for FERPA as first enacted is unavailable.*

*Senators Buckley and Pell sponsored major FERPA amendments that were enacted on December 31st 1974, just four months later, and made retroactive to its effect date of November 19th 1974. These amendments were intended to address a number of ambiguities and concerns identified by the educational community, including parents, students and institutions. On December 13th 1974, these sponsors introduced the major source of legislative history for the amendment, which is known as the "Joint Statement in Explanation of Buckley/Pell Amendment" ("Joint Statement"). (…)*

*In 1990, Congress enacted the Campus Security Act, which added a new exception to the prior written consent rule: post-secondary institutions may disclose to an alleged victim of any crime of violence (as defined in U.S Code Title 18, Section 16) the results of any disciplinary proceeding conducted by the institution against the alleged perpetrator of the crime, regardless of the outcome of the proceeding. Congress amended this provision in the Higher Education Amendments of 1998 by including "nonforcible sex offenses" and clarifying that only "final results" may be disclosed (i.e., name of student perpetrator, violation committed, and sanction imposed. Written consent is still required to disclose the name of any other student).*

*The following new exception was also added in the 1998 HEA amendments: post-secondary institutions may disclose the final results of any disciplinary proceeding for a crime of violence (as defined above) or nonforcible sex offense to anyone, including members of the general public, if the institution determines that the student committed a violation of its rules or policies with respect to the crime.*

*The 1998 HEA amendments also added a new exception that allows institutions of higher education to disclose to a parent or legal guardian information regarding a student's violation of any law or institutional rule or policy governing the use or possession of alcohol or a controlled substance if the student is under 21 and the institution determines that the student has committed a disciplinary violation with respect to the use or possession.*

*Since 1998 Congress has enacted two additional exceptions to the statutory prior consent rule:*

1) *The 2000 Campus Sex Crimes Prevention Act added a new subsection (b)(7) to the statute to ensure that an educational institution may disclose information concerning registered sex offenders provided to it under State sex offender registration and community notification programs.*
2) *The USA Patriot Act of 2001 added a new subsection (j) that allows the U.S Attorney General to apply for an ex parte court order requiring an educational agency or institution and prosecutions of specified crimes or acts of terrorism (domestic or international). The Attorney General must certify that there are specific facts giving*

*reason to believe that the records are likely to contain the required information. An educational agency or institution that in good faith produces records in accordance with the court's order is not liable to any person for that production.*

Department of Education (DoED) Legislative History of Major FERPA Provisions. Retrievable here.: https://studentprivacy.ed.gov/sites/default/files/resource_document/file/ferpaleghistory.pdf

*The Family Educational Rights and Privacy Act of 1974 (FERPA) governs the release of educational records maintained by an educational institution and access to the records in order for the student to be afforded certain rights to privacy. (…)*

*Westminster College (Fulton, Missouri) will disclose information from a student's education records only with the written consent of the student, except:*

1) *To school officials who have a legitimate educational interest in the records;*
2) *To officials of another school, upon request, in which a student seeks or intends to enroll;*
3) *To certain officials of the U.S Department of Education, the Comptroller General and state and local educational authorities, in connection with certain state or federally supported education programs;*
4) *In connection with a student's request for or receipt of financial aid, as necessary to determine the eligibility, amount of conditions of the financial, or to enforce the terms and conditions of the aid;*
5) *If required by a state law requiring disclosure that was adopted before November 19th 1974;*
6) *To organizations conducting certain studies for or on behalf of the college;*
7) *To accrediting organizations to carry out their functions;*
8) *To parents of a student who provide evidence that the parents declared the student as a dependent on their most recent Federal Income Tax Form;*
9) *To comply with a judicial order or a lawfully issued subpoena;*
10) *To appropriate parties in a health or safety emergency;*
11) *To an alleged victim of any crime of violence of the results of any institutional disciplinary proceeding against the alleged perpetrator of that crime with respect to that crime.*

Westminster College (Fulton, Missouri) Institutional Policy on the Family Educational Rights and Privacy Act (FERPA) of 1974. Retrievable here.: https://www.westminster-mo.edu/studentlife/policies/Documents/2018-2019Handbook.pdf

[xii] *On December 7, 2012, Scott Beierle (SB) was arrested on two counts of misdemeanor battery after he grabbed two women's backsides in an FSU dining hall. One of the victims had been previously assaulted in a similar way by SB over the prior month. SB claimed to police that he may have bumped into several girls by accident. The criminal charges were dropped one month*

*after his arrest, in part due to lack of evidence. In response to his behavior, SB was banned by FSU from the dining hall. (…)*

*On May 03rd 2013, SB graduated from FSU with two master's degrees, one in public administration and the other in urban and regional planning. In the following years, SB attempted to maintain contact with a friend from graduate school. The two had spent time watching sports together but were not particularly close. Though the friend later moved to Colorado, SB called him constantly, sometimes throughout the night. Occasionally, the friend would call SB to check up on him, but their conversations were never personal and instead focused on sports. SB called this friend a total of 831 times over an unknown timeframe, and eventually the friend blocked SB's calls due to their intrusive nature. SB's last attempt to contact the friend was just two days before the shooting at Hot Yoga Tallahassee.*

*Despite having finished his studies, SB returned to the FSU campus in June 2014. A campus employee reported that SB was following a female volleyball coach at the campus gym, after which, police issued him a trespass warning. A few weeks later, SB was spotted on campus again and was arrested for trespassing. As a result of the charges, he completed a misdemeanor diversion program and a work program. He was also banned from the FSU campus. At the time, SB was unemployed and received $1560 in annual Veterans Affairs (VA) disability benefits for tinnitus.* (…)

*Beginning in early 2017, SB applied for 55 jobs with the State of Florida but was not selected for any of the positions. He eventually found employment as a substitute teacher in a Florida county school district, and later obtained a full-time teaching position at a middle school for the start of the 2017 – 2018 school year. During this timeframe, SB continued to exhibit inappropriate interest in women and girls. In July, he conducted another online search for the cheerleading camp in Panama City. In addition, after he began his full-time middle school teaching position, three sisters who attended the school told a parent and a school guidance counselor that SB made them feel uncomfortable. The girls reported that SB would stare at female students and give them nicknames, but he did not act the same way toward male students. At the end of August 2017, just two weeks after starting the position, SB was fired from the middle school for "classroom performance issues," yet he could continue working as a substitute teacher in the same district. As a substitute teacher, SB worked in 21 different schools within the district, including elementary, middle, and high schools. In October 2017, a parent called the school where he was teaching to discuss her concerns about SB's prior arrests for battery, as well as his concerning social media content, which she referred to as "red flags" in his background. Whether the school district addressed these concerns is unclear. Later, after the attack at the yoga studio, former middle school students of SB's recalled their concerns. These students described him as being "lazy, detached, and downright strange," that he gave off a "psychopath vibe, like someone cray," that he "put you on edge," and that he "was really crappy."* Hot Yoga Tallahassee: A Case Study of Misogynistic Extremism. United States Secret Service.: https://www.secretservice.gov/newsroom/reports/threat-assessments/behavioral-case-studies/details-0

[xiii] E-mail Sent by Florida State University (FSU) to Michael A. Ayele (a.k.a) W on (or around) July 01st 2022

W - Please note that Florida's Open Records Law does not require the University to answer or respond to questions posed by a member of the public on various topics. Thus, I will not be responding to your questions.

Florida's Open Records Law requires the University to provide existing documents responsive to a public records request. As I have previously stated, the University has no documents responsive to your requests.

If you seek information related to the U.S. Department of Homeland Security, you may wish to make a Freedom of Information Act request to that federal agency. FSU cannot assist you.

Florida State University
Office of the General Counsel
850-644-4440

E-mail Sent by Michael A. Ayele (a.k.a) W to Florida State University (FSU) on (or around) June 29th 2022

Hello all,

Thank you for your email. I am in receipt of it. I am writing this letter in response to your correspondence from June 14th 2022, which I have been thinking of. Please be advised that I have concerns with the adequacy of the search you have performed for the records request I had submitted with Florida State University (FSU) [on the subject of the Department of Homeland Security (DHS) "*superficial look*" at the life and death of (racist and sexist) Scott Paul Beierle.] Specifically, I am worried with your failure to promptly disclose records detailing [1] your formal/informal ties with the Department of Homeland Security (DHS); [2] your discussions about FSU having become a post-secondary academic institution subject of a DHS report entitled: "*Hot Yoga Tallahassee: A Case Study of Misogynistic Extremism;*" [3] your discussions about the DHS as a federal agency, which recognizes that Scott Paul Beierle "*enrolled in graduate school at Florida State University (FSU) in Tallahassee, Florida*" in 2011; [4] your discussions about the DHS as a federal agency, which recognizes that Scott Paul Beierle "*told offensive, racist and antisemitic jokes*" as a graduate student of FSU; [5] your discussions about the DHS as a federal agency, which recognizes that Scott Paul Beierle was a graduate student of FSU enamored by Ted Bundy, "*the serial killer who confessed to killing 30 women in 7 states, including Florida, from 1974 to 1978;*" [6] your discussions about the DHS as a federal agency, which recognizes that Scott Paul Beierle was a graduate student of FSU, who was "*arrested on two counts of misdemeanor battery after he grabbed two women's backsides in an FSU dining hall;*" [7] your discussions about the DHS as a federal agency, which recognizes that Scott Paul Beierle "*graduated from FSU with two master's degrees, one in public administration and the*

*other in urban and regional planning;*" [8] your discussions about the DHS as a federal agency, which recognizes that Scott Paul Beierle was banned from the FSU campus after stalking a female volleyball coach at the campus gym.

The core issues, which FSU has failed to address are as follows. 1) What formal/informal ties exist between the FSU and the DHS? 2) Has the DHS reached out to FSU to discuss Scott Paul Beierle enrollment as a graduate student of your university? If yes, will you promptly disclose those records? 3) Has the DHS reached out to FSU to discuss Scott Paul Beierle time as a graduate student of your university? If yes, will you promptly disclose those records?

As a representative of the media and a member of the general public, I hope you will perform a more thorough search for responsive records detailing [1] the formal/informal ties between the DHS and FSU; [2] the discussions between the DHS and FSU about Scott Paul Beierle's enrollment as a graduate student of your university; [3] the discussions between the DHS and FSU about Scott Paul Beierle's "*racist and antisemitic*" jokes, while he was a graduate student of your university; [4] the discussions between the DHS and FSU about Scott Paul Beierle admiration of Ted Bundy, while he was a graduate student of your university; [5] the discussions between the DHS and FSU about Scott Paul Beierle arrest "*on two counts of misdemeanor battery after he grabbed two women's backsides an FSU dinning hall;*" [6] the discussions between the DHS and FSU about Scott Paul Beierle May 2013 graduation "*with two master's degrees, one in public administration and the other in urban and regional planning;*" [7] the discussions between the DHS and FSU about whether Scott Paul Beierle's arrest was noted in the annual security report (ASR) published by FSU pursuant to the Jeanne Ann Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act; [8] the obligations of FSU to make public arrest documents that have been logged in your ASR published pursuant to the Jeanne Ann Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act; [9] the discussions between the DHS and FSU about Scott Paul Beierle stalking behavior, which ultimately led to him being banned from the FSU campus.

I sincerely hope you reconsider your response. Be well. Take care. Keep yourselves at arms distance.

W (AACL)
Michael A. Ayele
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

W – Florida State University (FSU) does not have any public records responsive to your request of 3/23/22 (attached). FSU now considers this request closed. Thank you.

Lisa C. Scoles, Esq., MBA

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[xiv] Even though Michael A. Ayele (a.k.a) W has never sought nor ever solicited nor ever contacted anyone to have his written publications listed and featured prominently on the AOL, Bing/MSN, Google and Yahoo Internet Search Engines (ISE); Michael A. Ayele (a.k.a) W has uncovered many instances where his written content were filtered, distorted, misused and misattributed. Regrettably, this journal article belonging to Michael A. Ayele (a.k.a) W (published on Zenodo) about the circumstances leading up to the enactment of the Jeanne Clery Act is an instance where ISE such as AOL, Google, Bing/MSN and Yahoo have inserted themselves to make unwelcome and unsolicited comments upon it. As a direct consequence of this, Michael A. Ayele (a.k.a) W has placed a restriction as well as an embargo for the foreseeable future on his journal with the Digital Object Identifier (DOI).: 10.5281/zenodo.11416577. Michael A. Ayele (a.k.a) W would like to take this opportunity to clarify that no binding contractual agreements exist between him and ISE such as AOL, Bing/MSN, Google and Yahoo which gives them the right to make unsolicited comments upon the written publications of Michael A. Ayele (a.k.a) W on the European Nuclear for Research Organization (CERN) - Zenodo. According to information posted on the website of DataCite Commons, journal articles published or added on the European Organization for Nuclear Research (CERN) – Zenodo, Figshare, Open Science Framework (OSF) and ORCID "*maximize their usefulness (…) for the entire research and scholarly communications community"* when the data is not modified "*so as to make it false, incomplete, defamatory, or misleading."* Based on the statements made by DataCiteCommons, it has become obvious to Michael A. Ayele (a.k.a) W that his journal article with the DOI.: 10.5281/zenodo.11416577 will not be maximizing its

usefulness on CERN - Zenodo either in the short-term or in the long-term future.

Michael A. Ayele (a.k.a) W is a Bachelor of Arts (B.A) Degree graduate of Westminster College (located in Fulton, Missouri) who was in January 2010 informed about the April 05th 1986 rape and murder of Jeanne Ann Clery before being told what constitutes "*affirmative and effective consent*" in healthy sexual relationships. Via email dated March 07th 2022, the Department of Justice (DOJ) Federal Bureau of Investigation (FBI) have informed Michael A. Ayele (a.k.a) W that (his alma mater) Westminster College had extended an invitation to their then Director William Webster to "*deliver the 1987 Commencement Address on Sunday, May 17th 1987 at 2:30 P.M.*" The invitation extended by Westminster College on August 29th 1986 came approximately 5 months after the April 05th 1986 rape and murder of Jeanne Ann Clery on the campus of Lehigh University (located in the State of Pennsylvania). In other emails beginning November 12th 2020, the FBI had informed Michael A. Ayele (a.k.a) W that they had transferred the case of Jeanne Ann Clery rape and murder to the Central Intelligence Agency (CIA) on (or around) June 11th 1992. However, via postal mail correspondence that was addressed to Michael A. Ayele (a.k.a) W, the CIA have denied ever being "*assigned*" the case of Jeanne Ann Clery on (or around) June 11th 1992. It is the opinion of Michael A. Ayele (a.k.a) W that the letters sent to him by the FBI (beginning November 12th 2020) and the CIA (on or around May 21st 2021) were inconsistent with one another. For your information, William Webster was Director of the FBI from 1978 to 1987. He was also Director of the CIA from 1987 to 1991. His father Thomas Webster is an alumnus of Westminster College (Fulton, Missouri). According to the 2019 – 2020 Student Handbook published by Westminster College (Fulton, Missouri), "*the college has comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns that are intended to end sexual misconduct, dating / domestic violence, sexual assault, and stalking. Programs to prevent sexual misconduct, dating/domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees. The ongoing educational programs are overseen by the Title IX Coordinator / Director of Human Resources and Vice-President / Dean of Student Life. All prevention programs are [1] culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and empirically based and assessed for value, effectiveness, or outcome; [2] in consideration of environmental risk and protective factors as they occur on the individual relationship, institutional community and societal levels; [3] accessible to students, faculty and staff and accommodated based upon one's ability status, language, and/or learning style."*

The key questions asked by Michael A. Ayele (a.k.a) W about the rape and murder of Jeanne Ann Clery as well as Title IX of the Education Amendments Act of 1972 include but are not limited to the following. 1) What were American colleges and universities obligations pursuant to Title IX of the Education Amendments Act of 1972? Were American colleges and universities required by law to condemn violence committed against women irrespective of their racial backgrounds, their sexual orientations, their religious affiliations, their national origins and/or their disability status following the enactment of Title IX of the Education Amendments Act of 1972? If yes, were American colleges and universities required to inform their students (beginning Calendar Year 1973) what constitutes appropriate sexual boundaries pursuant to Title IX of the Education Amendments Act of 1972? 2) Did American colleges and universities begin

informing their students what constitute "*affirmative and effective consent*" in the years following the enactment of Title IX of the Education Amendments Act of 1972? If not, when did American colleges and universities begin to inform their incoming freshmen and transfer students about the concepts of "*affirmative and effective consent*?" Did American colleges and universities begin teaching the concepts of "*affirmative and effective consent*" to their students following the rape and murder of Jeanne Ann Clery (on April 5th 1986)? If yes, why have American colleges and universities waited so long following the enactment of Title IX of the Education Amendments Act of 1972 to inform their students what constitutes "*affirmative and effective consent*?" 3) Are American colleges and universities discussions pertaining to what constitutes "*affirmative and effective consent*" consistent with Title IX of the Education Amendments Act of 1972 if they are first informing their incoming new students about the rape and murder of Jeanne Ann Clery? Are American colleges and universities discussions pertaining to what constitutes "*affirmative and effective consent*" consistent with their academic integrity policy if they are first informing their incoming new students about the rape and murder of Jeanne Ann Clery? 4) Were there forces out there in the 1970s and the 1980s looking for a case where a Black or an African American man rapes and murders a Caucasian woman for the purpose of enacting a law similar to the Jeanne Clery Act? Was the enactment of the Jeanne Clery Act the result of racist and sexist individuals coming together for the purpose of [a] preventing racial minorities from climbing the social ladder through academic education; [b] cracking down on interracial relationships particularly between a Caucasian woman and a Black or African American man (in American colleges and universities); [c] not applying the same standards in circumstances where a Caucasian man sexually assaults a woman from a racial minority (as in the case of Brock Turner and Chanel Miller following her rape on January 18th 2015 at the campus of Stanford University)?

As a matter of principle, Michael A. Ayele (a.k.a) W unequivocally condemns violence committed against girls and women irrespective of their racial backgrounds, their sexual orientations, their national origins, their religious affiliations, their disability status or their age groups. Still, Michael A. Ayele (a.k.a) W is vexed by the very bizarre and persistent frenzy that has targeted him on the internet ever since he made the decision to publish on digital platforms [1] some of his recollections on how he was in the month of January 2010 (as an undergraduate student of Westminster College) informed about the April 05th 1986 rape and murder of Jeanne Ann Clery before being told what constitutes affirmative and effective consent in healthy sexual relationships; [2] his questions about Title IX of the Education Amendments Act of 1972; [3] his correspondence with agents of the U.S government on the circumstances that led up to the enactment of the Jeanne Clery Act on (or around) November 08th 1990; [4] his inquiry on the exact year American colleges and universities began teaching their undergraduate students what constitutes affirmative and effective consent in healthy sexual relationships…

Via email dated February 09th 2024, the European Organization for Nuclear Research (CERN) – Zenodo have informed Michael A. Ayele (a.k.a) W that they are incapable of preventing the filtering and distortion of journal articles published on their platforms on ISE such as AOL, Bing/MSN as well as Yahoo. Zenodo have also informed Michael A. Ayele (a.k.a) W on (or around) February 09th 2024 that they would not delete any journal articles that are over 1 (one) month old even in circumstances where they are presented with evidence that the journal article has gone on to be filtered and distorted on ISE (such as AOL, Bing / MSN and Yahoo) to the

displeasure of the author / rights holder. Michael A. Ayele (a.k.a) W regrets that his journal article with the DOI.: 10.5281/zenodo.11416577 will not be maximizing its usefulness either in the short-term future or in the long-term future. Michael A. Ayele (a.k.a) W takes full-responsibility for all the statements he has made at the time he decided to publish his review of events that led to the Jeanne Clery Act. Michael A. Ayele (a.k.a) W also takes full-responsibility for the questions he has asked about Title IX of the Education Amendments Act of 1972.

According to a December 27th 2023 complaint filed by the New York Times (NYT), Microsoft and OpenAI generative artificial intelligence ("GENAI") tools rely on large-language models ("LLMs") that were built "*by copying and using millions of NYT copyrighted news articles, in-depth investigations, opinion pieces, reviews, how-to guides and more. (…) Through Microsoft's Bing Chat (recently rebranded as 'Copilot') and OpenAI's ChatGPT, both Microsoft and OpenAI seek to free-ride on the NYT massive investment in its journalism by using it to build substitutive product without permission or payment. (…) At the same time as Microsoft and OpenAI models are copying, reproducing, and paraphrasing NYT content without consent or compensation, they are also causing the NYT commercial and competitive injury by misattributing content to the NYT that it did not, in fact, publish. In AI parlance, this is called a 'hallucination.' In plain English, it's misinformation. ChatGPT defines a 'hallucination' as the 'phenomenon of a machine, such as a chatbot, generating seemingly realistic sensory experiences that do not correspond to any real-world input.' Instead of saying, 'I don't know,' Microsoft and OpenAI GPT models will confidently provide information that is, at best, not quite accurate, and, at worst, demonstrably (but not recognizably) false. And human reviewers find it very difficult to distinguish 'hallucinations' from truthful output. These 'hallucinations' mislead users as to the source of the information they are obtaining, leading them to incorrectly believe that the information provided has been vetted and published by the NYT. Users who ask a search engine what the NYT has written on a subject should be provided with neither an unauthorized copy nor an inaccurate forgery of a NYT article, but a link to the article itself."*

The NYT have also noted in their December 27th 2023 complaint that *"it takes enormous resources to publish, on average, more than 250 original articles every day. Many of these articles take months – and sometimes longer – to report. That output is the work of approximately 5,800 full-time equivalent Times employees (as of December 31st 2022), some 2,600 of whom are directly involved in the Time's journalism operation. Quite often, the most vital news reporting for society is the most resource-intensive. Some of The Time's most important journalism requires deploying teams of journalists at great cost to report on the ground around the world, providing best-in-class-security and support, filing lawsuits against government entities to bring information to light, and supporting journalists through investigations that can take months or years. (…) Making great journalism is harder than ever. Over the past two decades, the traditional business models that supported quality journalism have collapsed, forcing the shuttering of newspapers all over the country. It has become more difficult for the public to sort fact from fiction in today's information ecosystem, as misinformation floods the internet, television, and other media. If The Times and other news organizations cannot produce and protect their independent journalism, there will be a vacuum that no computer or artificial intelligence can fill. The protection of the Time's intellectual property is critical to its continued ability to fund world-class journalism in the public interest. If The Times and its peers cannot control the use of their content, their ability to monetize that*

*content will be harmed. With less revenue, news organizations will have fewer journalists able to dedicate time and resources to important, in-depth stories, which creates a risk that those stories will go untold. Less journalism will be produced and the cost to society will be enormous. The Times depends on its exclusive rights of reproduction, adaptation, publication, performance, and display under copyright law to resist these forces. (...) The Times requires third parties to obtain permission before using Times content and trademarks for commercial purposes, and for decades The Times has licensed its content under negotiated licensing agreements. These agreements help ensure that The Times controls how, where, and for how long its content and brand appears and that it receives fair compensation for third-party use. Third-parties, including large tech platforms, pay The Times significant royalties under these agreements in exchange for the right to use Times content for narrowly defined purposes. The agreements prohibit uses beyond those authorized purposes. (...) In 2019, the Times published a Pulitzer-prize winning, five-part series on predatory lending in New York City's taxi industry. The 18-month investigation included 600 interviews, with more than 100 records requests, large scale data analysis, and the review of thousands of pages of internal bank records and other documents, and ultimately led to criminal probes and the enactment of new laws to prevent future abuse. OpenAI had no role in the creation of this content, yet with minimal prompting, will recite large portions of it verbatim." If you wish, you may access the full complaint filed by the NYT here.:* If you wish, you may access the full complaint filed by the NYT here.: https://nytco-assets.nytimes.com/2023/12/NYT_Complaint_Dec2023.pdf .

About the "*Web"* Continued Unwelcome and Indecent Filtering of Michael A. Ayele (a.k.a) W Key Questions on Title IX of the Education Amendments Act of 1972 : Defamation of Emma Roberts Following Her Decision to Attend Sarah Lawrence College When She Was 20 Years Old. Zenodo Digital Object Identifier (DOI).: https://zenodo.org/records/14904903 .

# APPENDIX A.

Aol.

michael ayele gun violence

Sig

## Michael Ayele - W (AACL) - YouTube

www.youtube.com/channel/UCUbFUvux6QavgEsn-Ty9Pag

**Michael Ayele** (a.k.a) W is responsible for the publications of the Association for the Advancement of Civil Liberties (AACL): a non-profit organization primarily engaged in the dissemination of ...

## Biography of Racist Scott Beierle Used in Department of ...

archive.org/details/biography-of-racist-scott...

**Michael Ayele,** an anti-racist activist and journalist, critiques the Department of Homeland Security (DHS) report on the 2018 **shooting** by Scott Beierle in Tallahassee, Florida. He questions the report's quality, the FBI's role, and the comparison with the Parkland **shooting.**

## About the Department of the Interior & the March 16th 2021 ...

archive.org/details/w-aacl-foia-appeal-in...

The Association for the Advancement of Civil Liberties (AACL) claims that the Department of the Interior (DOI) processed its FOIA request on the March 16th 2021 mass-shooting in Atlanta, Georgia unfairly and inconsistently. The AACL condemns the shooting, which targeted women of Asian descent, and the DOI's actions, which it sees as systemic white male privilege and entitlement.

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# Biography of Racist Scott Beierle Used in Department of Homeland Security (DHS) Case Study to Prevent Gun Violence and Hate Crimes in the United States of America (U.S.A) - #Michael A. Ayele (a.k.a) W

by Michael A. Ayele (a.k.a) W - Association for the Advancement of Civil Liberties (AACL)

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Publisher Michael Ayele (a.k.a) W - Association for the

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Be well. Take care. Keep yourselves at arms distance.

W (AACL)
Michael A. Ayele
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

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November 02nd 2018: A Shooting Takes Place in Tallahassee (Florida) That Kills Two Women.

March 15th 2022: The Department of Homeland Security (DHS) United States Secret Service (USSS) Publish Their Report Entitled "Hot Yoga Tallahassee. A Case Study of Misogynistic Extremism."

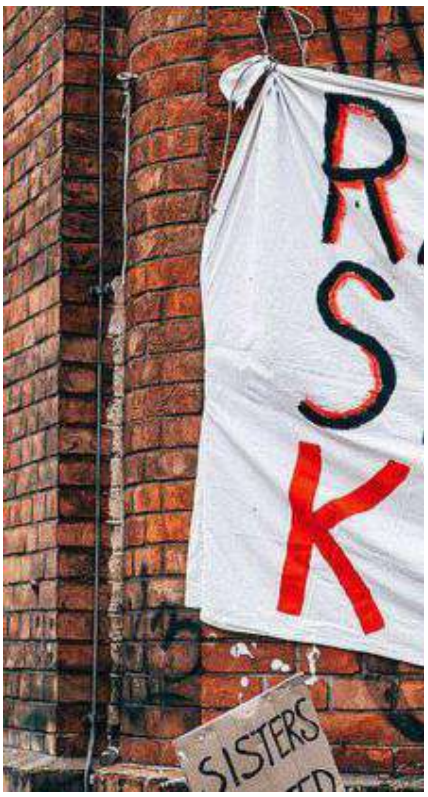
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March 24th 2022: The Department of Homeland Security (DHS) Customs & Border Protection (CBP) Initiate Contact With the United States Secret Service (USSS) About Their March 15th 2022 Report Following a Request for Records Filed by the Association for the Advancement of Civil Liberties (AACL).

April 29th 2022: The Department of Justice (DOJ) Federal Bureau of Investigation (FBI) Informs the Association for the Advancement of Civil Liberties (AACL) That Their Search for Responsive Records Could Take Many Years


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by Michael A. Ayele (a.k.a) W - Association for the Advancement of Civil Liberties (AACL)

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Be well. Take care. Keep yourselves at arms distance.

W (AACL)
Michael A. Ayele
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

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by Michael A. Ayele (a.k.a) W - Association for the Advancement of Civil Liberties (AACL)

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When disclosing limited records about the employment history of pedophile teacher Scott Paul Beierle, the Volusia County School District (Florida) denied ever being contacted by the Department of Homeland Security (DHS) United States Secret Service (USSS) for the purpose their March 15th 2022 report, which went on to summarize the life of racist and sexist Scott Paul Beierle in a 28 (twenty-eight) page document.

The disclosures of the Volusia County School District confirmed that Scott Paul Beierle [1] had signed an employment contract on (or around) August 14th 2017 to "*perform the duties and responsibilities of an English/Language Arts teacher at David C. Hinson., Middle School;*" [2] had not informed David C. Hinson, Middle School of his employment history with Meade High School (located in the State of Maryland) from 2005 to 2007 (at the time he signed an employment contract on August 14th 2017); [3] had not informed David C. Hinson, Middle School of the complaint filed against him with the Anne Arundel County Police Department (located Millersville, Maryland) when he was employed at Meade High School; [4] had sexually harassed an underage female student at Galaxy Middle School on (or around) May 25th 2018; [5] was "*permanently blocked from all employment with the Volusia County Schools*" on (or around) May 30th 2018 after he had sexually harassed an underage female student at Galaxy Middle School.

On May 19th 2023, the Association for the Advancement of Civil Liberties (AACL) has requested for the Volusia County School District to be forthcoming about [1] the discussions they have had with Scott Paul Beierle at his email address listed as sb10k@my.fsu.edu (by disclosing those conversations); [2] the employment contract signed by Scott Paul Beierle on (or around) August 14th 2017 (by disclosing the terms and conditions of that employment contract); [3] the total amount of money paid to Scott Paul Beierle when he was employed as a part-time/full-time teacher. The AACL plans to disseminate those records to members of the general public/representatives of the media if/whenever they become available.

As a matter of principle, the Association for the Advancement of Civil Liberties (AACL) unequivocally condemns violence committed against women irrespective of their racial backgrounds, their sexual orientations, their national origins, their religious affiliations, their disability status and/or their age

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Be well. Take care. Keep yourselves at arms distance.

Michael A. Ayele (a.k.a) W
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

## Notes

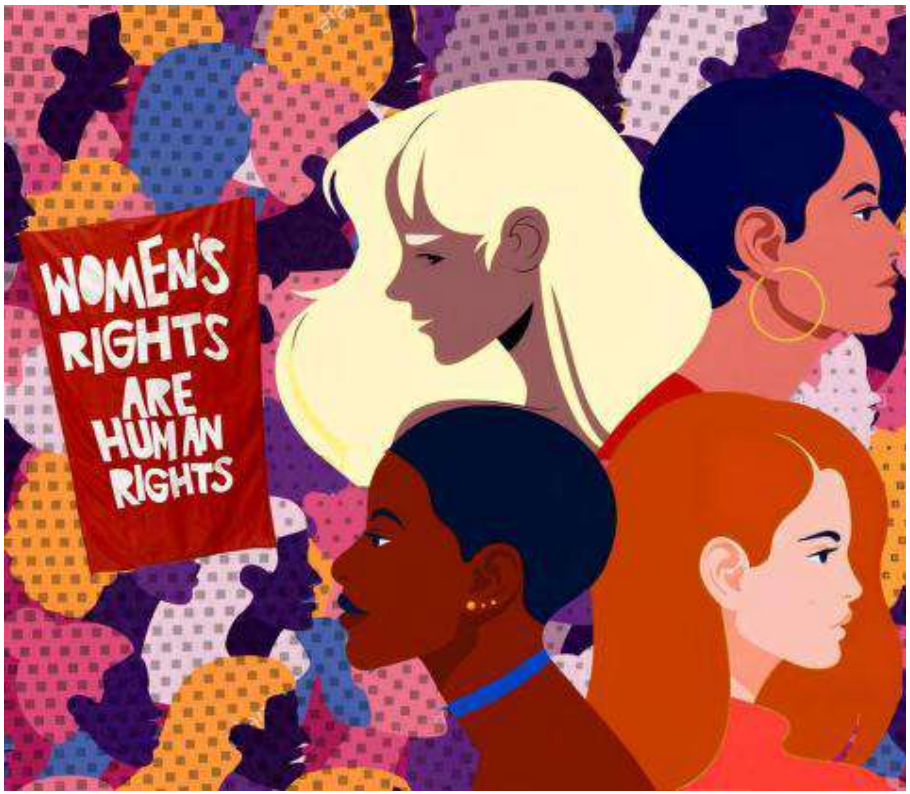
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Topics

#Michael A. Ayele (a.k.a) W Review of Scott Paul Beierle Biography as Summarized by the Department of Homeland Security (DHS) United States Secret Service (USSS) March 2022 Report, #Association for the Advancement of Civil Liberties (AACL), #Key Question to Consider: What is a "Superficial" Report? #Key Question to Consider: What is a "Thorough" Report? #Key Question to Consider: How Much Do You Really Know About Maura Blinkey & Nancy Van Vessem in Comparison to Scott Paul Beierle? #Case Study to Prevent Gun Violence in Perspective by Michael A. Ayele (a.k.a) W, #Case Study to Prevent Hate Crimes in Context by Michael A. Ayele (a.k.a) W, #May 23rd 2014 as a Date That Inspires Hate Crime and Violence Against Women Among White Supremacists, #May 23rd 2014 as a Date That Inspires Gun Violence Among White Supremacists, # Anne Arundel County Police Department (Millersville, Maryland) Investigative File of Pedophile Teacher Scott Paul

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| | Pedophile Teacher Scott Paul Beierle, #Volusia County School District David C. Hinson Middle School (Florida), #Volusia County School District Galaxy Middle School (Florida), #Missing Correspondence Between the Volusia County School District and Scott Paul Beierle at email address listed as sb10k@my.fsu.edu, |
| Publisher | Michael Ayele (a.k.a) W - Association for the Advancement of Civil Liberties (AACL) |
| Collection | opensource |
| Contributor | Michael Ayele (a.k.a) W - Association for the Advancement of Civil Liberties (AACL) |
| Language | english-handwritten |
| Rights | When disclosing limited records about the employment history of pedophile teacher Scott PaulMore... |
| Item Size | 55990297 |

When disclosing limited records about the employment history of pedophile teacher Scott Paul Beierle, the Volusia County School District (Florida) denied ever being contacted by the Department of Homeland Security (DHS) United States Secret Service (USSS) for the purpose their March 15th 2022 report, which went on to summarize the life of racist and sexist Scott Paul Beierle in a 28 (twenty-eight) page document.

The disclosures of the Volusia County School District confirmed that Scott Paul Beierle [1] had signed an employment contract on (or around) August 14th 2017 to "*perform the duties and responsibilities of an English/Language Arts teacher at David C. Hinson., Middle School*;" [2] had not informed David C. Hinson, Middle School of his employment history with Meade High School (located in the State of Maryland) from 2005 to 2007 (at the time he signed an employment contract on August 14th 2017); [3] had not informed David C. Hinson, Middle School of the complaint filed against him with the Anne Arundel County Police Department (located Millersville, Maryland) when he was employed at Meade High School; [4] had sexually harassed an underage female student at Galaxy Middle School on (or around) May 25th 2018; [5] was "*permanently blocked from all employment with the Volusia County Schools"* on (or around) May 30th 2018 after he had sexually harassed an underage female student at Galaxy Middle School.

On May 19th 2023, the Association for the Advancement of Civil Liberties (AACL) has requested for the Volusia County School District to be forthcoming about [1] the discussions they have had with Scott Paul Beierle at his email address listed as sb10k@my.fsu.edu (by disclosing those conversations); [2] the employment contract signed by Scott Paul Beierle on (or around) August 14th 2017 (by disclosing the terms and conditions of that employment contract); [3] the total amount of money paid to Scott Paul Beierle when he was employed as a part-time/full-time teacher. The AACL plans to disseminate those records to members of the general public/representatives of the media if/whenever they become available.

As a matter of principle, the Association for the Advancement of Civil Liberties (AACL) unequivocally condemns violence committed against women irrespective of their racial backgrounds, their sexual orientations, their national origins, their religious affiliations, their disability status and/or their age

groups. For what seems very obvious reasons, the AACL is deeply concerned by the decision of the Department of Justice (DOJ) Federal Bureau of Investigation (FBI) to take some responsibility for the February 14th 2018 shooting in Parkland, Florida while at the same time not taking any responsibility for the November 02nd 2018 shooting in Tallahassee, Florida even though the circumstances that led up to both those shootings are similar.

Be well. Take care. Keep yourselves at arms distance.

Michael A. Ayele (a.k.a) W
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

## Notes

When disclosing limited records about the employment history of pedophile teacher Scott Paul Beierle, the Volusia County School District (Florida) denied ever being contacted by the Department of Homeland Security (DHS) United States Secret Service (USSS) for the purpose their March 15th 2022 report, which went on to summarize the life of racist and sexist Scott Paul Beierle in a 28 (twenty-eight) page document.

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Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
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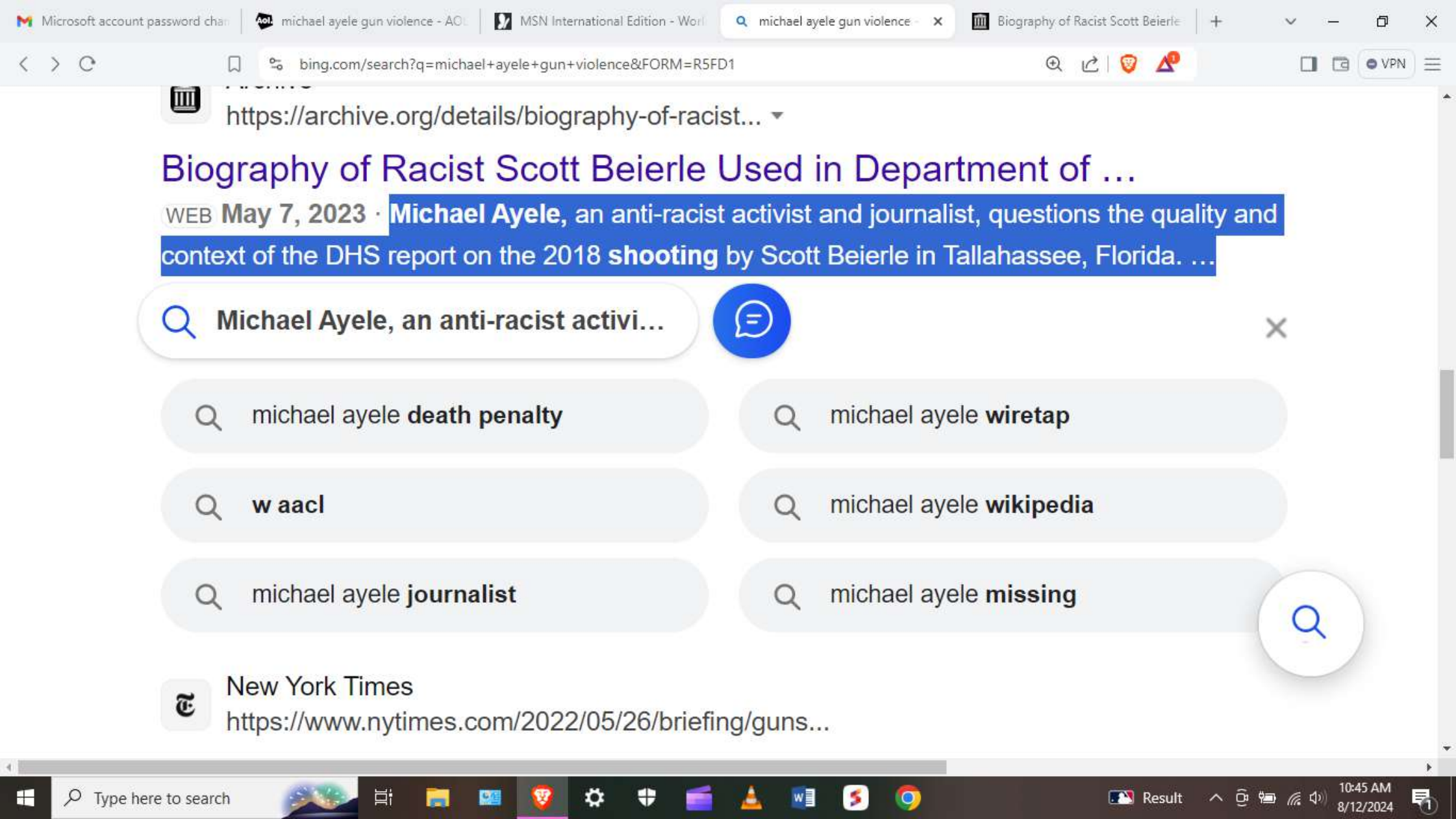
**Michael Ayele,** an anti-racist activist and journalist, questions the quality and context of the DHS report on the 2018 **shooting** by Scott Beierle in Tallahassee, Florida. He compares the report with the FBI settlement for the Parkland **shooting** and the lawsuit against the FBI for the Tallahassee **shooting.**

## America's Gun Problem - The New York Times

www.nytimes.com/2022/05/26/briefing/guns-america...

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by Michael A. Ayele (a.k.a) W - Association for the Advancement of Civil Liberties (AACL)

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On (or around) March 15th 2022, the Department of Homeland Security (DHS) United States Secret Service (USSS) had published a report about the November 02nd 2018 shooting in Tallahassee, Florida. In their report (published on or around March 15th 2022), the DHS (USSS) said that they had initiated contact with the Department of Justice (DOJ) Federal Bureau of Investigation (FBI) to inquire about the responsibility that the FBI should take for the November 02nd 2018 shooting in Tallahassee, Florida. On (or around) March 16th 2022, agency officials representing the DOJ confirmed that they had settled a lawsuit filed against them for the February 14th 2018 mass-shooting in Parkland, Florida.

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Michael A. Ayele
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

## Notes

Brief Timeline of Events

February 14th 2018: A Mass-Shooting Takes Place in Parkland (Florida) That Kills 17 People and Injures Another 17.

November 02nd 2018: A Shooting Takes Place in Tallahassee (Florida) That Kills Two Women.

March 15th 2022: The Department of Homeland Security (DHS) United States Secret Service (USSS) Publish Their Report Entitled "Hot Yoga Tallahassee. A Case Study of Misogynistic Extremism."

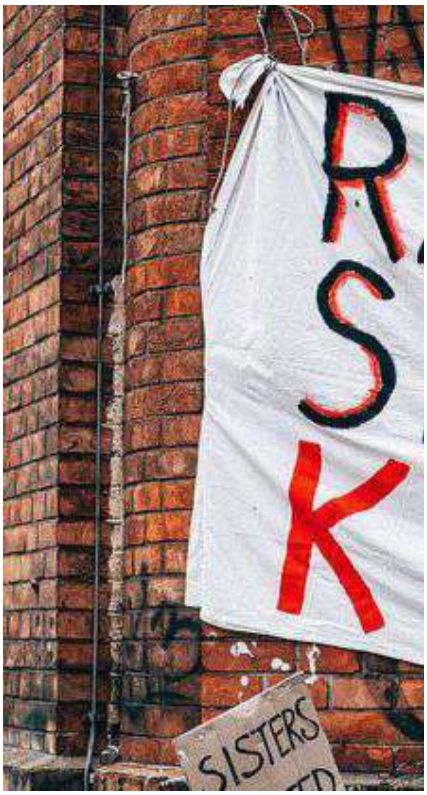
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March 24th 2022: The Department of Homeland Security (DHS) Customs & Border Protection (CBP) Initiate Contact With the United States Secret Service (USSS) About Their March 15th 2022 Report Following a Request for Records Filed by the Association for the Advancement of Civil Liberties (AACL).

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# Biography of Racist Scott Beierle Used in Department of Homeland Security (DHS) Case Study to Prevent Gun Violence and Hate Crimes in the United States of America (U.S.A) - #Michael A. Ayele (a.k.a) W

by Michael A. Ayele (a.k.a) W - Association for the Advancement of Civil Liberties (AACL)


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W (AACL)
Michael A. Ayele
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

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**Michael Ayele** (a.k.a) W is a human rights activist and an independent journalist.

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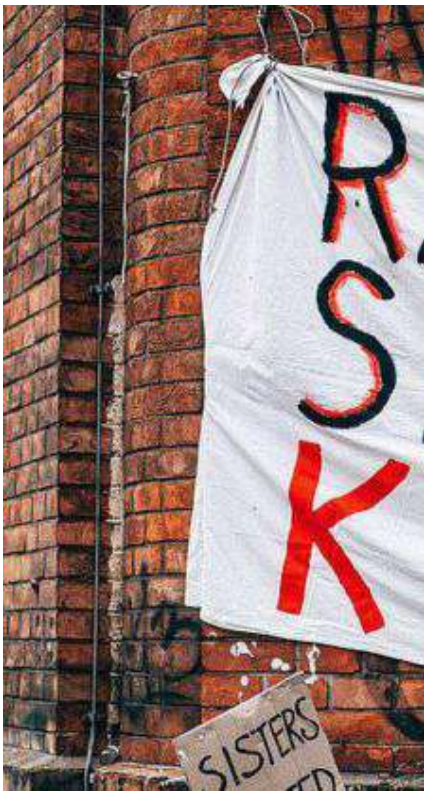
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| Publisher | Michael Ayele (a.k.a) W - Association for the Advancement of Civil Liberties (AACL) |
| Collection | opensource |
| Contributor | Michael Ayele (a.k.a) W - Association for the Advancement of Civil Liberties (AACL) |
| Language | english-handwritten |
| Rights | On (or around) March 15th 2022, the Department of Homeland Security (DHS) United States Secret Service (USSS) had published a report about the Novembe… More... |
| Item Size | 14.2M |


On (or around) March 15th 2022, the Department of Homeland Security (DHS) United States Secret Service (USSS) had published a report about the November 02nd 2018 shooting in Tallahassee, Florida. In their report (published on or around March 15th 2022), the DHS (USSS) said that they had initiated con-

tact with the Department of Justice (DOJ) Federal Bureau of Investigation (FBI) to inquire about the responsibility that the FBI should take for the November 02nd 2018 shooting in Tallahassee, Florida. On (or around) March 16th 2022, agency officials representing the DOJ confirmed that they had settled a lawsuit filed against them for the February 14th 2018 mass-shooting in Parkland, Florida.

For very obvious reasons, the Association for the Advancement of Civil Liberties (AACL) is deeply concerned about the decision of the FBI to take some responsibility for the February 14th 2018 mass-shooting in Parkland, Florida but not for the November 02nd 2018 shooting in Tallahassee, Florida. As a matter of principle, the AACL unequivocally condemns gun related violence committed in the U.S.A and/or elsewhere in the world. The AACL also condemns the systemic racism and sexism that is fueling the U.S.A gun violence public health epidemic.

Be well. Take care. Keep yourselves at arms distance.

W (AACL)
Michael A. Ayele
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

## Notes

Brief Timeline of Events

February 14th 2018: A Mass-Shooting Takes Place in Parkland (Florida) That Kills 17 People and Injures Another 17.

November 02nd 2018: A Shooting Takes Place in Tallahassee (Florida) That Kills Two Women.

March 15th 2022: The Department of Homeland Security (DHS) United States Secret Service (USSS) Publish Their Report Entitled “Hot Yoga Tallahassee. A Case Study of Misogynistic Extremism.”

March 16th 2022: Agency Officials Representing the Department of Justice (DOJ) Confirm Having Settled a Lawsuit Filed Against Them for the February 14th 2018 Mass-Shooting in Parkland (Florida).

March 24th 2022: The Department of Homeland Security (DHS) Customs & Border Protection (CBP) Initiate Contact With the United States Secret Service (USSS) About Their March 15th 2022 Report Following a Request for Records Filed by the Association for the Advancement of Civil Liberties (AACL).

April 29th 2022: The Department of Justice (DOJ) Federal Bureau of Investigation (FBI) Informs the Association for the Advancement of Civil Liberties (AACL) That Their Search for Responsive Records Could Take Many Years.

Addeddate 2023-05-06 10:44:45

| | |
|---|---|
| Identifier | biography-of-sexist-scott-beierle-used-to-prevent-hate-crime-michael-ayele-perspective-on-case-study |
| Identifier-ark | ark:/13960/s2vrg1ng47c |
| Ocr | tesseract 5.3.0-3-g9920: language not currently OCRable |
| Ocr_module_version | 0.0.21 |
| Ppi | 300 |
| Scanner | Internet Archive HTML5 Uploader 1.7.0 |
| Year | 2023 |

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by michael a. ayele (a.k.a) w - association for the

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by michael a. ayele (a.k.a) w - association for the

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19 0 0




The Equal Employment
by michael ayele (a.k.a) w - association for the

52 0 0

Terms of Service (last updated 12/31/2014)

# APPENDIX E.

Inbox (8,352) - waacl13@gmail.com
michael ayele gun violence - A
michael ayele hipaa - Search
search.aol.com/aol/search;_ylt=Awr99KZ.vONmsxgO7xBpCWVH;_ylu=Y29sbwNncTEEcG9zAzEEdnR...
VPN

Aol.

michael ayele gun violence

disabilities and mental health issues.

## About: Michael A. Ayele (a.k.a) W

michaelayeleaacl.wordpress.com

**Michael Ayele (a.k.a) W** is a non-profit organization that disseminates public records on topics such as civil liberties, mental health, sexual violence, employment discrimination, and more. The web page lists some of the publications by **Michael Ayele (a.k.a) W,** but does not mention **gun violence** or **Michael Ayele.**

## Related searches michael ayele gun violence

michael ayele murder

michael ayele death penalty

michael ayele joanne clery

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national gun violence archive

michael ayele wiretap

Type here to search
63°F
7:17 AM
9/13/2024



# Association for the Advancement of Civil Liberties (AACL)

Michael Ayele (a.k.a) W is responsible for the publications of the Association for the Advancement of Civil Liberties (AACL): a non-profit organization primarily engaged in the dissemination of public records.

# About: Michael A. Ayele (a.k.a) W

Michael Ayele (a.k.a) W is responsible for the publications of the Association for the Advancement of Civil Liberties (AACL): a non-profit organization primarily engaged in the dissemination of public records. The recent publications/written content of the AACL encompass a wide range of intertwined issues, which include but are not limited to [1] the life and death of Jeanne Ann Clery (November 23rd 1966 – April 05th 1986); [2] the decision of Westminster College (Fulton, Missouri) to extend an invitation to then-Federal Bureau of Investigation (FBI) Director William Webster on August 29th 1986, approximately 5 (five) months after the April 05th 1986 rape and murder of Jeanne Ann Clery; [3] the decision of the Federal Bureau of Investigation (FBI) to initiate contact with the Central

Intelligence Agency (CIA) on June 11th 1992 about the April 05th 1986 rape and murder of Jeanne Ann Clery; [4] the circumstances leading up to the enactment of the Jeanne Clery Act on (or around) November 08th 1990; [5] Title IX of the Education Amendments Act of 1972; [6] affirmative and effective consent in healthy sexual relationships; [7] sexual abuse as a factor increasing the risk of suicide among girls/women; [8] California's Sexual Abuse and Cover Up Accountability Act; [9] the September 12th 2012 suicide of Audrie Taylor Pott; [10] the August 04th 2020 suicide of Catherine Daisy Coleman; [11] the January 30th 2022 suicide of former Miss United States of America (U.S.A) Cheslie Corrinne Kryst; [12] the commemoration of September 10th as *World Suicide Prevention Day* (WSPD) by the United States government; [13] the commemoration of the month of May as *Mental Health Awareness Month*; [14] the commemoration of the month of April as *Sexual Assault Awareness Month;* [15] the commemoration of the month of March as *Women's History Month;* [16] the commemoration of the month of February as *Black History Month;* [17] the forcible administration of psychotropic drugs in mental asylums and elsewhere; [18] the impact of wiretap on mental health; [19] the defamation and wiretap of Jean Seberg; [20] Kristen Stewart portrayal of Jean Seberg in the 2019 biopic entitled "*Seberg;"* [21] the induction of Josephine Baker in France's Pantheon; [22] the defamation complaint filed by Eva Lopez against the New York Police Department (NYPD); [23] the bogus mental illness of "*schizophrenia*" being extensively linked with Black/African American people after the total and complete discredit of the "*drapetomania*" diagnosis; [24] the Health Insurance Portability and Accountability Act (HIPAA) and it's applicability in cases of suicides after a documented incident of sexual violence as well as other incidents of racism and/or sexism; [25] the Americans with Disabilities Act (ADA); [26] Section 504 of the 1973 Rehabilitations Act; [27] the Prison Rape Elimination Act (PREA); [28] the prison rape culture within the Missouri Department of Correction (MODOC); [29] the prison rape culture at the Federal Correctional Institution (FCI), located in Dublin, California; [30] the Sixth ($6^{th}$) Amendment Rights implications of filing a charge of employment discrimination pursuant to Title VII of the 1964 and 1991 Civil Rights Act; [31] the Second ($2^{nd}$) Amendment Rights implications of filing a charge of employment discrimination pursuant to Title VII of the 1964 and 1991 Civil Rights Act; [32] the decision of Tara Cable not to file a charge of employment discrimination pursuant to the provisions Title VII of the 1964 and 1991 Civil Rights Act against the Village of Suffern, New York; [33] the August 03rd 2021 report published by the New York Attorney General (NYAG) Letitia James, which made several explicit references to Title VII of the 1964 and 1991 Civil Rights Act in relations to Alyssa McGrath, Ana Liss, Charlotte Bennett, Lindsey Boylan and other women employed by the New York State government;

[34] the Equal Pay Complaint filed by the United States Women's National Soccer Team (USWNT) in Calendar Year 2016; [35] Eliza Dushku forced arbitration after experiencing sexual harassment at the workplace; [36] the November 29th 2021 employment related murder of Delfina Pan in Miami Beach, Florida; [37] the June 11th 2022 employment related murder of Riley Whitelaw in the State of Colorado; [38] the decision of Teresa Williams to file a charge of employment discrimination pursuant to Title VII of the 1964 and 1991 Civil Rights Act; [39] the decision of the University of Missouri to formally and publicly admit on October 05th 2015 that they "*need help changing*" the racist culture within their university's system; [40] the decision of Greenfield High School (located Greenfield, Missouri) to terminate the employment English teacher Kim Morrisson (sometime in mid-March 2022) for teaching the book entitled "*Dear Martin;"* [41] the decision of Greenfield High School (located Greenfield, Missouri) to terminate the employment of English teacher Kim Morrison without taking into account the formal and public October 05th 2015 statement of the University of Missouri, wherein they admitted that they "*needed help changing"* the racist culture of their university system; [42] California's Fast Food Accountability Standards & Recovery Act (a.k.a) FAST Recovery Act; [43] the working conditions of tipped workers in the accommodation and food services (AFS) sector; [44] the police harassment of Amelia Powell for wearing bikinis in the City of Everett, Washington; [45] the Creating a Respectful and Open World for Natural Hair (CROWN) Act; [46] the double standards in the United States of America (U.S.A) criminal justice system; [47] the race factor in wrongful convictions issued by the judicial branch of the U.S government (the courts); [48] the June 02nd 2016 decision of the California court that handed Brock Turner a 90 (ninety) day prison sentence for the January 18th 2015 rape of Chanel Miller on the campus of Stanford University; [49] the formal/informal ties between Chanel Miller and the San Francisco Public Library (SFPL); [50] the September 06th 2022 interview of Jennifer Lawrence with Vogue Magazine (in part) on the subject of sex-offender Harvey Weinstein; [51] the *#MeToo* movement; [52] the Genetics Information Nondiscrimination Act (GINA); [53] the urgent need to abolish the death penalty particularly in light of the October 05th 2021 state sponsored execution of Ernest Lee Johnson in Missouri; [54] the likely impact of the Emmett Till Antilynching Act in decreasing and eliminating hate crimes in the future; [55] the use of "*cancel culture*" for the purpose of exacerbating racism in polite company and on social networks such as Twitter; [56] cybersecurity at Michigan State University (MSU) after their extensive links with the child-pornography of sex-offender Lawrence Gerard Nassar; [57] the August 31st 1994 child-marriage license of Aaliyah Dana Haughton in the State of Illinois; [58] the "*influx of child-brides"* from Afghanistan to the United States of America (U.S.A) following the U.S military

withdrawal from Afganistan on August 30th 2021; [59] the definition in use by the United Nations International Children Emergency Fund (UNICEF) for what constitutes "*child-marriage;"* [60] the folly of the eugenics movement; [61] the terrible decision of the United States Supreme Court to overturn the landmark 1973 ruling of *Roe v Wade (*particularly in light of the publicized murders of Alexandria Kostial and Jennifer Rothwell); [62] the urgent need to restore abortion rights in the U.S.A for the purpose of not exacerbating the public health crisis created as a direct consequence of *Roe v Wade* being overturned; [63] previously "*Missing"* Alexis Tiara Murphy; [64] the systemic misogyny and sexism fueling the U.S.A gun violence public health epidemic; [65] the systemic discrimination and racism fueling the U.S.A gun violence public health epidemic; [66] the entitlement of the "*involuntary celibate*" community in America; [67] the March 15th 2022 report of the Department of Homeland Security (DHS) United States Secret Service (USSS) that went on to summarize the life of racist and sexist Scott Paul Beierle; [68] the applicability of the Family Educational Rights and Privacy Act (FERPA) in cases involving gun violence on (or near) the campuses of American colleges and universities; [69] the anti-feminist rhetoric, which has in the 21st Century been vocalized through the traditional wife ("*trad-wife"*) movement; [70] the employment related mass-shooting at Santa Clara Valley Transportation Authority (VTA) on May 26th 2021; [71] the May 24th 2022 mass-shooting at Robb Elementary School in Uvalde, Texas; [72] the January 14th 2013 recommendations of the National Council on Disability (NCD) on gun violence following the December 14th 2012 mass-shooting at Sandy Hook Elementary School, located in the State of Connecticut; [73] income inequality among Bachelor Degree graduates on the basis of race; [74] the U.S.A conflicting domestic/foreign policy on marijuana; [75] Brittney Griner's incarceration in Russia; [76] the U.S.A counterproductive and unconditional support to the State of Israel; [77] the U.S.A foreign policy towards disability; [78] the perturbing conservatorship of Britney Spears; [79] the vital records of Jessica Alba given her May 16th 2023 public admission that she was previously referred to as "*delusional"* and "*paranoid*;" [80] the American Psychological Association (APA) October 29th 2021 apology for promoting racial discrimination and pseudoscience in healthcare services; [81] the xenophobia on WordPress, which has in the past been linked with the name, the image, the likeness and the correspondence of Michael A. Ayele (a.k.a) W; [82] the September 07th 2022 report of the University of California, Los Angeles (UCLA), which has gone on to interpret the letter and spirit of the 1986 Immigration Reform and Control Act (IRCA); [83] Michael A. Ayele (a.k.a) W strategy for combating the fraudulent "*white replacement theory"* with the Smithsonian National Museum of the American Indian (NMAI); [84] the decision of Emma Roberts to condemn America's culture of anonymous Internet

trolling on (or around) July 05th 2024; [85] the freshman undergraduate retention rate at Sarah Lawrence College (located in Bronxville, New York); [86] the freshman undergraduate retention rate among American colleges/universities; [87] the December 27th 2023 complaint filed by the New York Times against Microsoft and Open Artificial Intelligence (AI)…

This website has been launched for the purpose of clarifying the ambiguities behind several website links where the name, the likeness, the image and the appearance of W (formerly known as) Michael A. Ayele often come up in an extremely misleading fashion. W deeply regrets the failed efforts of others to shape and control several narratives, which are not grounded in reality (and supported by credible evidence). W also regrets the failed efforts of others looking to be linked with him by creating negative publicity for the Association for the Advancement of Civil Liberties (AACL). This is the official website of W (formerly) known as Michael A. Ayele: this is also the official website for the Association for the Advancement of Civil Liberties (AACL).

It’s not because you’ve been issued an adverse determination that the decision of the other is beyond reproach from an ethical, historical and moral point of view.

# APPENDIX F.


WOMEN'S
RIGHTS
ARE
HUMAN
RIGHTS

**ANNE ARUNDEL COUNTY POLICE DEPARTMENT**
8495 VETERANS HIGHWAY
MILLERSVILLE | MARYLAND | 21108
(410) 222-8500 | www.aacounty.org

STEUART PITTMAN
COUNTY EXECUTIVE

AMAL E. AWAD
CHIEF OF POLICE

May 8, 2023

W (AACL)
P.O. Box 20438
Addis Ababa, Ethiopia
Email: waac113@gmail.com

Ref: Public Information Act Request

W,

This correspondence is in response to your request for public records. Your request has been reviewed in accordance with Maryland Public Information Act, Annotated Code of Maryland, General Provisions Article § 4-101, et seq. (MPIA). Specifically, you have requested copies of records involving Scott Paul Beierle, and any record or communication involving Scott Paul Beierle.

Upon search, the following was determined:

- Your request for records has been found responsive. Anne Arundel County Police Department has (1) responsive record pertaining to Scott Paul Beierle. Please see Police Report #06-718518. Please note that some personal identifiers/information will be redacted in order to maintain the privacy and safety of involved parties. These redactions are in accordance with MPIA § 4-329, § 4-351(b)(3) and (7).

I have waived all fees, copying and/or processing charges in association with this Public Information Act Request.

Pursuant to MPIA § 4-362, you are entitled to seek judicial review of this response. You may also refer any concerns about this response to the Public Access Ombudsman. If the Ombudsman is unable to resolve the matter, you may subsequently seek a resolution from the Public Information Act Compliance Board for those matters within the Compliance Board's jurisdiction. See MPIA §§ 4-1A-01 et seq. and MPIA §§ 4-1B-01 et seq.

Respectfully,

Hope Ingle
Public Information Act Manager
Anne Arundel County Police/ Central Records

**ANNE ARUNDEL COUNTY POLICE DEPARTMENT, MILLERSVILLE. MD.** **Incident Report** 

| | | |
|---|---|---|
| Police Information | Anne Arundel County | 2006-718518 |
| 4. DATE AND TIME OCCURRED: On going | 5. BUSINESS/VICTIM ADDRESS / CITY: 1100 Clark Road Fort Meade MD 20755 | 8. RESIDENCE PHONE: N/A |
| 7. DATE AND TIME REPORTED: 5-10-06 1139 | 9. VICTIMS EMPLOYMENT / CITY: N/A | 9. BUSINESS PHONE: 410-674-7710 |

| 10. DAY OF WK OCCURRED | 11. DAY OF WK REPORTED | 12. DOB | RACE | SEX | AGE | 13. OCCUPATION | 14. UNDER INFLUENCE |
|---|---|---|---|---|---|---|---|
| On going | Wednesday | N/A | N/A | N/A | N/A | N/A | ☒ NO ☐ ALCOHOL ☐ DRUGS |

| 15. WEATHER AT TIME OF OCCURRENCE | 16. REPORTING PERSON (LAST, FIRST, MIDDLE) | 17. DOB | 18. RESIDENCE PHONE |
|---|---|---|---|
| ☐ CLEAR ☐ RAIN ☐ FOGGY ☐ CLOUDY ☐ COLD ☒ UNK. ☐ SNOW ☐ SEVERE WIND ☐ WARM ☐ OTHER | Ofc. McDermott 1006 | N/A | N/A |

| 19. DISTRICT | POST | SHIFT | 20. REPORTING PERSON ADDRESS / CITY | 21. BUSINESS PHONE |
|---|---|---|---|---|
| 05 | 5B1 | 1 | 8495 Veterans Highway, Millersville, Md 21108 | (410) 222-8050 |

| | | |
|---|---|---|
| 1100 Clark Road Fort Meade MD 20755 | N/a | Public school |

| 25. TOOLS/WEAPON USED | 26. POINT OF ENTRY | 27. POINT OF EXIT |
|---|---|---|
| N/a | N/a | N/a |

| 28. ROUTE/METHOD OF ESCAPE | 29. METHOD OF OPERATION/INTENT |
|---|---|
| N/a | Harassment |

☐ ABANDONED, ☐ DAMAGED, ☐ EVIDENCE, ☐ IMPOUNDED, ☐ RECOVERED STOLEN, ☐ STOLEN, ☐ SUSPECT, ☐ THEFT FROM, ☐ TOWED, ☐ USED IN CRIME

| 34. RELEASE ☐ YES ☐ NO | 35. BODY TYPE | 36. YEAR | 37. MAKE | 38. MODEL | 39. COLOR | 40. TAG | 41. STATE | 42. EXPIRES |
|---|---|---|---|---|---|---|---|---|
| | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

| 43. VIN NUMBER | 44. VALUE | 45. CONDITION/IDENTIFYING MARKS |
|---|---|---|
| N/A | N/A | N/A |

| 46. LOCATION ☐ STOLEN. ☐ TOWED. ☐ RECOVERED | 47. OWNER NOTIFIED BY | 48. PERSON/OTHER DEPT. NOTIFIED | 49. DATE AND TIME NOTIFIED |
|---|---|---|---|
| N/A | N/A | N/A | N/A |

| 50. TOW CO. | 51. TOWED TO | 52. RADIO NOTIFIED - DATE AND TIME | TTY # | 53. LOCKED ☐ DOORS ☐ WINDOWS ☐ TRUNK ☐ KEYS IN CAR ☐ RADIO ☐ SPARE TIRE |
|---|---|---|---|---|
| N/A | N/A | N/A | N/A | |

54. ENTER WITNESS, VICTIM, SUSPECT, RUNAWAY/MISSING PERSON INFORMATION BELOW: (USE LETTER 'CODE' BLOCK)
IF WITNESS (W), OR VICTIM (V) ENTER NAME (LAST, FIRST, MIDDLE) ADDRESS, PHONE, DOB

| CODE | |
|---|---|
| S | Beierle, Scott Paul [redacted] |
| V1 | [redacted] |
| V2 | [redacted] |
| W1 | [redacted] |
| W2 | [redacted] |

On 5-10-06 at about 1139 hours, it was brought to my attention that there might be some inappropriate conduct on behalf of a teacher towards female students.

[redacted] stated that Mr. Beierle had over heard a conversation that she was having with other students about her mother being in Playboy magazine and other magazines. Once she sat down in Mr. Beierle's class, Mr. Beierle asked her if it was really true that her mother was in these magazines. After the conversation,

| 60. WAS IMPROPER ☐ RACIAL, ☐ ETHNIC, ☐ RELIGIOUS, ☐ SPOUSAL ASSAULT, ☒ N/A | 61. REPORT TAKEN ☒ SCENE, ☐ STATION, ☐ PHONE, ☐ OTHER | 62. SUBSEQUENT ☐ YES ☒ NO |
|---|---|---|

| 63. DISPOSITION | 64. OPERATION IDENTIFICATION |
|---|---|
| ☐ OPEN, ☐ CLOSED, ☒ SUSPENDED, ☐ ARREST (# ), ☐ UNFOUNDED, ☐ FALSE REPORT, ☐ FOLLOW-UP NEEDED | ☐ YES ☐ NO ☒ N/A |

| 64. FIRST OFFICER / ID | 65. SECOND OFFICER / ID | 66. SUPERVISOR / ID | 67. REVIEW OFFICER / ID |
|---|---|---|---|
| McDermott 1006 | | Sgt DQ Road 1130 | |

| 1. OFFENSE/INCIDENT | 2 BUSINESS NAME/VICTIM (LAST, FIRST MIDDLE) | 3. CASE NUMBER |
|---|---|---|
| Police Information | Anne Arundel County | 2006-718518 |

| 4. DATE WRITTEN | 5. DISTRICT/POST | 6. BUSINESS/VICTIM'S ADDRESS | 7. ORIG. DATE | 8. MULTIPLE CLEAR-UP |
|---|---|---|---|---|
| May. 12, 2006 | 05 5B1 | 1100 Clark Road Fort Meade MD 20755 | 5-10-06 | ☐ YES ☒ NO |

9. CHECK ONE OR MORE: ☒ ORIGINAL, ☐ FOLLOW-UP, ☐ OFFENSE, ☐ ACCIDENT, ☐ ARREST, ☐ PROSECUTION, ☐ SUPPLEMENT, ☒ CONTINUATION

10. LIST IN NARRATIVE ALL RELATED CASE NUMBERS IF MULTIPLE CLEAR-UP.

she stated that he walked back to his desk, sat down and just stared at her. She continued to state that a few days later, there was conversation about what kind of job she wanted to do and she stated a real-estate agent. She advised that he stated after she posed. Another incident she stated was during the watching of Romeo and Juliet, when the movie showed some breasts, Mr. Beierle asked her if she could make it in playboy. It was a short time later he asked her again if she was going to pose in Playboy like her mother.

She further stated that he has made comments on the shirts that she was wearing, indicating he prefers the low cut shirts. In another incident she advised that he had asked her if a guy wanted to buy her drinks, would she lead him on.

She also advised that several of the students have told they see him staring at her behind.

On 5-10-06, I observed Mr. Beierle in what appeared to be in a state of panic, frantically looking for [redacted]. The behavior that I observed seemed out of the ordinary and not the behavior of a teacher.

[redacted] stated that since the beginning of the year, she would have to be right in the front of the class and that Mr. Beierle would stare at her. She also advised that when she would ask for help, he would get so close that it felt like he would be rubbing against her. During another incident she stated that he would touch her arm. She also stated that during a conversation that she was having with another student about penis size, Mr. Beierle asked her what size she thought was normal.

[redacted] wrote a statement advising that she observed Mr. Beierle constantly getting into [redacted] space. She stated that as [redacted] would move back, Mr. Beierle would continue to move closer. She also heard Mr. Beierle ask [redacted] if she was going to be in Playboy and if she had any more low cut shirts.

[redacted] wrote in her statement that she saw [redacted] sitting in the auditorium. When the seat next to her became available, Mr. Beierle sat next to her. She heard [redacted] ask Mr. Beierle to move, but he acted as if he did not hear. [redacted] then asked a teacher if she would move, because she couldn't see, and when she did move, Mr. Beierle followed her twice.

Any further information will follow in a supplement.
Case Suspended.

11. DISPOSITION: ☐ OPEN ☐ CLOSED ☒ SUSPENDED ☐ CLEARED BY EXCEPTION ☐ FALSE REPORT ☐ CLEARED BY ARREST

| 12. FIRST OFFICER / ID | 13. SECOND OFFICER / ID | 14. SUPERVISOR / ID | 15. REPORTS REVIEW OFFICER / ID |
|---|---|---|---|
| McDermott 1006 | | Sgt DaRoad 1130 | |

ANNE ARUNDEL COMMUNITY COLLEGE
101 College Parkway | Arnold, Maryland 21012-1895 | 410-777-AACC (2222) | www.aacc.edu

May 11, 2023

***VIA EMAIL:*** waacl13@gmail.com
Michael A. Ayele
P.O. Box 20438
Addis Ababa, Ethiopia

***Re: Maryland Public Information Act Request***

Dear Michael A. Ayele:

Anne Arundel Community College ("College") has received your e-mail dated May 11, 2023, in which you request certain records under the Maryland Public Information Act, Md. Code Ann. Gen. Prov. § 4-101 *et seq.* ("PIA"). In particular, you have requested:

1. The College's discussions about the Department of Homeland Security (DHS) as a federal agency of the United States government, which has identified Scott Paul Beierle as a white man, who (i) was born in the State of Florida and raised in the State of New York, (ii) developed a hatred for women because of an incident, when he was in the 8th (eighth) grade (around 1993), (iii) was sexually inappropriate with women, when he was in high-school, (iv) "admired Hitler and the Aryan Nations while in high school," iii (v) "graduated high school and moved to the West Coast to pursue his dream of becoming a screenwriter" in 1997, (vi) "moved back to Vestal, NY to live with his parent and enroll in college" when "he failed to succeed in establishing a career," (vii) "worked at an insurance call center but was fired for harassing a coworker" when he was a college student, iv (viii) "harassed (…) a classmate at his university," "while still enrolled as a college student;" v (ix) "moved to the Washington, DC area for an undergraduate internship" in Calendar Year 2000, (x) "graduated with a bachelor's degree in political science and government" in 2002 from the State University of New York, Binghamton, (xi) moved to Alexandria, Virginia following his 2002 graduation, (xii) moved to the State of Maryland in 2003, (xiii) "taught English and social studies in a Maryland county school district" from 2005 to 2007 "after he passed a criminal records check," (xiv) was "investigated by a Maryland county police department for inappropriate contact with a female high school student;" vi (xv) joined the U.S Army on January 30th 2008 and "was commissioned as an officer six months later," (xvi) sexually harassed female U.S military personnel after he joined the U.S army on January 30th 2008, vii (xvii) "enrolled in graduate school at Florida State University (FSU) in Tallahassee, FL" in 2011, (xviii) "told offensive, racist and antisemitic jokes" as a graduate student of FSU, (xix) idolized Ted Bundy, the serial killer who confessed to killing 30 women in 7 states, including Florida, from 1974 to 1978" when he was a graduate student of FSU, (xx) was on December 07th 2012 "arrested on two counts of misdemeanor battery after he grabbed two women's backsides in an FSU dining hall;" viii (xxi) "graduated from FSU with two master's degrees, one in public administration and the other in urban and regional planning" on May 03rd 2013, (xxii) ended up being banned from the FSU campus

after stalking a female volleyball coach at the campus gym, ix (xxiii) "found employment as a substitute teacher in a Florida county school district, and later obtained a full-time teaching position at a middle school for the start of the 2017-2018 school year," (xxiv) "worked in 21 different schools in a Florida county school district," x (xxv) sexually harassed a female underage high-school student on May 25th 2018, when he was employed as a substitute teacher in the State of Florida, xi (xxvi) "slapped, grabbed and shook" the backside of a woman after she "refused his offer to apply sunscreen on her body at the swimming pool of his apartment complex in Tallahassee, Florida" on June 01st 2016, xii (xxvii) "purchased a Glock pistol from a pawn shop in Orange City, FL" on July 23rd 2018, (xxviii) used the Glock pistol he purchased on July 23rd 2018 for the purpose of killing 2 people in the November 02nd 2018 shooting in the State of Florida, (xxix) who was influenced by the mass shooting of May 23rd 2014 near the campus of the University of California, San Barbara (UCSB) at the time he carried out the November 02nd 2018 shooting that targeted women (because of their gender).

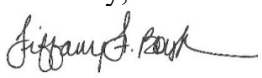
2. The College's discussions about Michael A. Ayele (a.k.a) W as a Black man, who is very much vexed by (i) the DHS processing of his FOIA request pertaining to their March 15th 2022 report, (ii) the Department of Justice (DOJ) Federal Bureau of Investigation (FBI) processing of the DHS March 15th 2022 report, (iii) the failure of the DOJ (FBI) not to take responsibility for the November 02nd 2018 shooting even though the circumstances of that shooting were similar to the mass-shooting of February 14th 2018, xiv (iv) the failure of the DOJ (FBI) not to take responsibility for the November 02nd 2018 shooting even though they had taken some responsibility for the February 14th 2018 shooting.

The College has completed the process of collecting and reviewing the records in our custody. The College has no responsive records to your request.

To the extent applicable, there are judicial review remedies available pursuant to PIA § 4-362. Further, the Public Information Act Compliance Board has jurisdiction to review certain complaints pursuant to PIA § 4-1A-01, *et seq*. Additionally, the Public Access Ombudsman may resolve disputes relating to PIA requests pursuant to PIA § 4-1B-01, *et seq*.

Please do not hesitate to contact me at complianceofficer@aacc.edu or 410-777-1239 if you have any questions or concerns regarding the processing of your request.

Sincerely,



Tiffany F. Boykin, PhD, Esq.
Chief Compliance and Fair Practices Officer

# APPENDIX G.

Gmail Michael Ayele <waacl42913@gmail.com>

# Public Records Request PRR-23-05-009

**Michael Ayele** <waacl13@gmail.com> Fri, May 19, 2023 at 11:50 AM
To: Public Records Request <PublicRecordsRequest@volusia.k12.fl.us>
Cc: "Michael Ayele (W)" <waacl13@gmail.com>, Michael Ayele <waacl1313@gmail.com>, Michael Ayele <waacl42913@gmail.com>

W (AACL) Date.: May 19th 2023
Michael A. Ayele
P.O.Box 20438
Addis Ababa, Ethiopia
E-mail: waacl13@gmail.com ; waacl1313@gmail.com ; waacl42913@gmail.com

Public Records Request (PRR) Case No.: 23 - 05 - 009

Hello,

I am writing this letter in response to your correspondence from May 18th 2023. Please be advised that I continue to have concerns with the way you have processed my Public Records Request (PRR). I would again like to reiterate that I am requesting for prompt disclosure [1] the email communications between Scott Paul Beierle and the Volusia County School District from March 07th 2017 to November 02nd 2018; [2] the email communications between the Volusia County School District and Scott Paul Beierle from March 07th 2017 to November 02nd 2018 at his email address listed as sb10k@my.fsu.edu; [3] a listing of the time and the schools Scott Paul Beierle taught at the Volusia County School District when he was employed there between March 07th 2017 and May 02nd 2018; [4] the employment contract concluded between Scott Paul Beierle and the Volusia County School District; [5] the total amount of money paid by the Volusia County School District to Scott Paul Beierle during his employment within your school district (including any compensation package offered to him after being terminated with cause); [6] the discussions that were had between the Volusia County School District and Florida State University (FSU) about Scott Paul Beierle at the time he applied to be a teacher in your school district; [7] the policy of the Volusia County School District on assigning email addresses to full-time and part-time teachers; [8] the email assigned to Scott Paul Beierle by the Volusia County School District after he was hired as a teacher there; [9] the email communications between the Volusia County School District and Scott Paul Beierle at the email address assigned to him by the Volusia County School District (if one was indeed assigned to him).

Again, the date range for the search of records I would like you to perform is from March 07th 2017 to November 02nd 2018.

The email address I would like you to focus upon is sb10k@my.fsu.edu. Specifically, I am asking that you disclose all email communications sent/received by the Volusia County School District to/from sb10k@my.fsu.edu.

Finally, I would ask that you bear in mind that it is David C. Hinson Sr. Middle School Principal Robert Ouellette, who made explicit reference to a contract concluded between the Volusia County School District and Scott Paul Beierle. I refer you to the August 31st 2017 letter signed by Robert Ouellette (hereby attached), which states in part: "*According to the contract for instructional staff of the School Board of Volusia County, the initial contract for new teachers shall be a probationary contract, which means it is an employment contract for a period of one (1) year during which the teacher may be dismissed without cause or may resign without breach of contract at any time.*" At the time I had asked you to disclose the personnel file of Scott Paul Beierle, I thought the records I have described in the body of this email would be included.

I hope you reconsider your response. Be well. Take care. Keep yourselves at arms distance.

Michael A. Ayele (a.k.a) W
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

On Thu, May 18, 2023 at 9:53 PM Public Records Request <PublicRecordsRequest@volusia.k12.fl.us> wrote:

> Good afternoon,
>
> As previously advised you were given what was requested… the personnel file. If you are now requesting something different please advise. Please be specific with what you are requesting, if you are requesting an email search I will need a date range, names of employees whose email addresses to search as well as any keywords you would like used.
>
> Thank you,
>
> Tracy Carpenter
>
> ---
>
> **From:** Michael Ayele <waacl13@gmail.com>
> **Sent:** Thursday, May 18, 2023 3:10 AM
> **To:** Public Records Request <PublicRecordsRequest@volusia.k12.fl.us>
> **Cc:** Michael Ayele (W) <waacl13@gmail.com>; Michael Ayele <waacl1313@gmail.com>; Michael Ayele <waacl42913@gmail.com>
> **Subject:** Public Records Request PRR-23-05-009
>
> ⚠ **CAUTION:** This email originated from an external source. Do not click links or open attachments unless you know the content is safe.
>
> W (AACL) Date.: May 18th 2023
> Michael A. Ayele
> P.O.Box 20438
> Addis Ababa, Ethiopia
> E-mail: waacl13@gmail.com ; waacl1313@gmail.com ; waacl42913@gmail.com
>
> Public Records Request Case No.: 23 - 05 - 009
>
> Hello,

I am in receipt of your email and since your correspondence from May 09th 2023, I've been carefully reviewing the disclosures made by the Volusia County School District with regards to the racist and sexist teacher known as Scott Paul Beierle. Please be advised that I continue to have concerns with the thoroughness of the search you have performed for my Public Records Request (PRR).

One of my major concerns with your correspondence from May 09th 2023 is because of the May 30th 2018 letter written by Sandy D. Hovis, which was addressed to Scott Paul Beierle. Based on the content of that letter and the notes taken by the Volusia County School District on March 07th 2017, (which I have hereby attached) I was given the strong impression that your county school district has previously communicated with Scott Paul Beierle via email. As you are aware, Scott Paul Beierle had listed his email address as sb10k@my.fsu.edu when he applied to be a teacher within the Volusia County School District on (or around) March 07th 2017. Your disclosures of May 09th 2023 don't make clear if the Volusia County School District had email communications with Scott Paul Beierle after March 07th 2017 at his listed email address sb10k@my.fsu.edu on the subject of his application for employment. Your disclosures of May 09th 2023 also don't make clear if the Volusia County School District had email communications with Scott Paul Beierle after he was hired as a teacher. Furthermore, your disclosures of May 09th 2023 don't make clear if the Volusia County School District had assigned an email address to Scott Paul Beierle after he was hired as a teacher.

As a representative of the media and a member of the general public, I request that you perform a more thorough search for responsive records detailing [1] the email communications between Scott Paul Beierle and the Volusia County School District from March 07th 2017 to November 02nd 2018; [2] the email communications between the Volusia County School District and Scott Paul Beierle from March 07th 2017 to November 02nd 2018 at his email address listed as sb10k@my.fsu.edu; [3] a listing of the time and the schools Scott Paul Beierle taught at the Volusia County School District when he was employed there between March 07th 2017 and May 02nd 2018; [4] the total amount of money paid by the Volusia County School District to Scott Paul Beierle during his employment within your school district; [5] the discussions that were had between the Volusia County School District and Florida State University (FSU) about Scott Paul Beierle at the time he applied to be a teacher in your school district; [6] the policy of the Volusia County School District on assigning email addresses to full-time and part-time teachers; [7] the email assigned to Scott Paul Beierle by the Volusia County School District after he was hired as a teacher there; [8] the email communications between the Volusia County School District and Scott Paul Beierle at the email address assigned to him by the Volusia County School District (if one was indeed assigned to him).

I hope you reconsider your response. Be well. Take care. Keep yourselves at arms distance.

Michael A. Ayele (a.k.a) W
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

From: **Public Records Request** <PublicRecordsRequest@volusia.k12.fl.us>
Date: Tue, May 9, 2023 at 7:51 PM
Subject: RE: Public Records Request PRR-23-05-009
To: Michael Ayele <waacl13@gmail.com>

Good afternoon,

You initiated a Public Records Request from Volusia County Schools. The attached documentation is being provided in response to your request.

If you require additional documents or clarification, you may contact us in one of the following ways:

- Telephone us by dialing (386) 255-6475 or 734-7190 – Extension 20000
- E-mail us at: publicrecordsrequest@volusia.k12.fl.us
- Visit our district's homepage Web site at: https://www.vcsedu.org/
- Write to us at: P.O. Box 2118, DeLand, FL 32721-2118
- Visit us personally at the DeLand Administrative Complex, 200 North Clara Avenue, DeLand, Florida 32720

Sincerely,

**Tracy Carpenter, FCRM**

**Public Records Custodian**

**Community Information Services**

**Volusia County Schools | 200 N. Clara Ave. | DeLand, FL 32720**

**(386) 734-7190 ext. 20119**



School Association for Special Education in DuPage
Teaching ♦ Leading ♦ Believing

**Dr. Kim Dryier**
*Executive Director*

June 16, 2025

SENT BY E-MAIL TO
waacl13@gmail.com

W (AACL)
Michael A. Ayele
P.O. Box 20438
Addis Ababa, Ethiopia

Dear Requester:

On June 16, 2025, the School Association for Special Education in DuPage County (SASED) received your 98-page request submitted pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1, *et seq.* ("FOIA").

In accordance with FOIA, your request is denied for the following reasons:

- A request to inspect or copy must reasonably identify a public record and not general data, information, or statistics. *Chicago Tribune Co. v. Department of Financial and Professional Regulation*, 2014 IL App (4th) 130427. Moreover, FOIA does not compel a public agency to provide answers to questions posed by the inquirer. *Id.*

- Even if the request were proper under FOIA, it would be unduly burdensome pursuant to FOIA Section 3(g) to conduct a search based on the request. The request is 98 pages in length, and appears to include a plethora of commentary without clearly delineating the records being sought. Under these circumstances, SASED would be required to expend an extensive and unreasonable amount of time reviewing the 98-page document and attempting to decipher the requests. Please note that, pursuant to FOIA, when a request is preliminarily determined to be unduly burdensome, the requester has the opportunity to confer with the public body to attempt to reduce the request to manageable proportions.

When a request for public records is denied, the requester has the right to seek judicial review, and/or to seek a review by the Office of the Attorney General's Public Access Counselor, who can be contacted as follows:

Public Access Counselor, Office of the Attorney General
500 S. 2nd Street, Springfield, Illinois 62701
Phone: (877) 299-3642 / Fax: (217) 782-1396
E-mail: public.access@ilag.gov

School Association for Special Education in DuPage
Teaching ♦ Leading ♦ Believing

**Dr. Kim Dryier**
*Executive Director*

Please contact the undersigned if you would like to amend the request or confer with us to attempt to reduce the request to manageable proportions, or if you have questions regarding this correspondence.

Sincerely,

School Association for Special Education
in DuPage County

By: Rachel Wisniewski
Freedom of Information Act Officer

2900 Ogden Ave. Lisle, IL 60532
Telephone: (630) 778-4500 Fax: (630) 778-0196
www.sased.org

**From:** generalcounsel@fsu.edu
**To:** "Michael Ayele"
**Cc:** Craig Miller
**Subject:** RE: Request for Records
**Date:** Wednesday, March 23, 2022 9:56:00 AM

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W,

I have received your below public records request. We will begin a search for records soon, and let you know if there is a special service charge associated with your request. If there are any records responsive to your request, they will be provided subject to any exemptions or confidential designations found in Florida Statutes, after a check or money order for any such special service charge is received. In the meantime, please let me know if you have any questions.

Thanks,
Craig

Craig D. Miller
Associate General Counsel
Florida State University
(850) 644-4408
cdmiller@fsu.edu

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**From:** Michael Ayele <waacl13@gmail.com>
**Sent:** Wednesday, March 23, 2022 5:38 AM
**To:** generalcounsel@fsu.edu; Craig Miller <cdmiller@fsu.edu>; dschitt@fsu.edu; Florida State University News <news-office@unicomm.fsu.edu>
**Cc:** Michael Ayele <waacl13@gmail.com>; Michael Ayele <waacl1313@gmail.com>; Michael Ayele <waacl42913@gmail.com>
**Subject:** Request for Records

W (AACL) Date.: March 23rd 2022

Michael A. Ayele
P.O.Box 20438
Addis Ababa, Ethiopia
E-mail: waacl13@gmail.com ; waacl1313@gmail.com ; waacl42913@gmail.com

Request for Records

Hello,

This is Michael A. Ayele sending this message though I now go by W. You may call me W. I am writing this letter to file a request for records with your offices.[i] The bases for this

records request are [1] the March 15  2022 study of the Department of Homeland Security (DHS) on the subject of misogynistic extremism as well as their "*superficial look*" at the life and death of (racist and sexist) Scott Paul Beierle;[ii] [2] the March 16th 2021 report published by the Southern Poverty Law Center (SPLC) entitled *Costly and Cruel: How Misuse of the Baker Act Harms 37,000 Florida Children Each Year;* [iii] [3] the January 15th 2020 complaint filed in the judicial branch of the Florida government against the Marjory Stoneman Douglas High School Public Safety Commission to prevent the violation of Florida's Sunshine Laws; [iv] [4] the Freedom of Information Act (FOIA) appeal filed by the Association for the Advancement of Civil Liberties (AACL) with the U.S Department of the Interior (DOI) citing several inconsistencies in the manner they had processed the records request dealing with the executive branch of the U.S government.[v] Please find attached to this email the content of my records request as well as information explaining my request for a fee waiver and expedited processing. Have a good day. Take care.

W (AACL)
Michael A. Ayele
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

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Work Cited

[i] Please be advised that I have previously disseminated a vast number of documents obtained through records request via Archive.org, Scribd.com, Medium.com and YouTube.com. These documents have been made available to the public at no financial expense to them.  As a member of the media, I would like to take this opportunity to inform you that the records you disclose to me could be made available to the general public through the means I have mentioned above or other ones. On December 10th 2021, I have launched a website on Wordpress.com for the purpose of making the records previously disclosed to me by the U.S government further accessible to members of the general public interested in the activities of their elected and non-elected representatives. You can find out more about the recent publications of the Association for the Advancement of Civil Liberties (AACL) here.: https://michaelayeleaacl.wordpress.com/

[ii] *A man who signed up for a yoga class in Tallahassee, Florida, and opened fire there in 2018 had a well-documented history of disturbing behavior – warning signs that were missed. The shooting that left two women dead and wounded six others spotlights the growing concern posed by extremists with hatred toward women, according to a case study the U.S Secret Service released Tuesday. The deep look at the killings, conducted by the Secret Service's National Threat Assessment Center, was an effort to study how contempt for women can radicalize men and spark violence and deadly behavior. The research is aimed at helping to train law enforcement, school and community officials to better identify potential attackers and stop them before they strike. So-called misogynistic extremism has increased in recent years, proliferating on the internet. Though this attacker didn't have a specific label, he identified with the growing movement of men who call themselves anti-feminists, male*

*supremacists or incels – involuntary celibates. Many recent mass shooters had a history of violence against women, officials said. (…) The case study stressed the importance of speaking up when someone's behavior is concerning and the need for community stakeholders – including residents, school officials, law enforcers and business owners – to have a role in helping to prevent violence.* Secret Service study of yoga class shooting shows misogyny. Associated Press.: https://apnews.com/article/us-secret-service-florida-tallahassee-shootings-yoga-508ee63ef678d079d92273ebf4bf7a30

[iii] *In Florida, more than 37,000 children are "Baker Acted" each year. That is, in this state, we authorize the involuntary arrest, transport, hold, and psychiatric examination of so many children under the Florida Mental Health Act, known as the Baker Act, that it has become a verb. Even worse, Baker Acting has become a "normal" behavioral management tool for far too many Florida classrooms, schools and residential foster care facilities. Children as young as 5 and 6 are handcuffed and forcibly taken by police to psychiatric hospitals, where they legally can be held for up to 72 business hours in conditions that would harm and traumatize even adults.*

*Still, schools, residential facilities, and police often decide to subject children to this trauma without first notifying the child's parent or guardian or over their parent's objections, even when doing so isn't necessary for the child's safety. Because of understaffing or the desire to maximize fees, some psychiatric facilities make matters worse by holding overnight and longer than needed these frightened and traumatized children, some of whom they involuntarily sedate.*

*Involuntary psychiatric institutionalization is an extremely invasive and deeply traumatic intervention that is legal to use only when a child actually poses a danger of death or serious bodily harm to themselves or others that cannot be otherwise ameliorated. The Baker Act applies to both children and adults but does not distinguish between the two. By statute, this dire intervention should not even be considered unless a child has a mental illness that can be treated at such a facility and there are no less restrictive means to mitigate the immediate danger that child poses. Yet, schools, police, and foster care facilities in Florida routinely use the Baker Act*

*on: (1) children with disabilities, such as autism or other developmental disabilities; (2) children with a diagnosis of mental illness who can be appropriately treated in a less-restrictive setting than an inpatient psychiatric facility; and, (3) children who are exhibiting developmentally and age–appropriate behavior, who are merely disobedient, noncompliant or disruptive, and whose disruptive or concerning behaviors are not related to a mental illness or other disability.*

*In each of these instances, the Baker Act is not only an inappropriate intervention, it is a harmful*
*and often illegal one. No child should be Baker Acted for exhibiting a behavior caused by a developmental disability (like autism), because the Florida legislature explicitly excluded such disabilities from the statute's criteria and, more importantly, because developmental and intellectual disabilities are not mental illnesses and, therefore, mental health treatment facilities are not equipped to meet their needs.*

*The excessive rates at which Florida involuntarily holds and examines children in psychiatric facilities is unheard-of in other states. Worse, this overuse is growing: Over the last two*

*decades, use of the Baker Act, including against children, has more than doubled — far outpacing growth in Florida's population or rates of mental health diagnoses. This explosion in Baker Act use has coincided with a drastic increase in police presence in schools, suggesting that the Baker Act is being used punitively in some cases, like juvenile arrests and incarceration, to target and remove children that teachers, administrators, and school police perceive as uncontrollable or undesirable. These children, and the school itself, would be better served if school staff and police had the resources and training to provide less-invasive, less costly, and more-effective interventions that could help them better manage the behavior and needs of children in their care.*

*Baker Act reform is not just a children's mental health issue or one that only affects children with disabilities; it is also a racial justice issue. Like juvenile arrest and incarceration, the Baker Act is used disproportionately against children of color and has negative, long-lasting consequences. Implicit bias also affects the diagnosis and treatment of Black and Brown children, whose behaviors may be more likely seen as symptoms of conduct disorders or other mental health issues than similar behaviors by white children. Moreover, excessive use of the Baker Act contributes to the school-to-prison pipeline and the overall damaging, costly, and unnecessary institutionalization of children in Florida.*

*Though Baker Act misuse has been well-documented, reform has been elusive, in part because schools, law enforcement agencies, and local behavioral health systems fail to collect adequate data for analysis of why, when, where, and on which children the Baker Act is used. Better data must be collected at all levels and stages of the Baker Act process, so that policymakers can understand the full scope of the issue. In addition, better data collection can help with the implementation of common-sense changes, which also must be informed by the expertise of*
*mental health professionals as well as the experience of children and families who have survived*
*and borne the enormous cost of involuntary holds, forced medication, and unnecessary examinations.*

*There are significant changes Florida can and should make to move away from a culture of default institutionalization and to provide children with access to the supports they need within their own communities. But even basic changes in law, policy, and practice could prevent the majority of children who are at risk of being illegally or unnecessarily Baker Acted from experiencing the trauma of arrest and involuntary psychiatric hospitalization. These changes include:*

- *Requiring schools to intervene — while complying with state and federal privacy laws and adhering to students' Individualized Education Programs (IEPs)10 — so that law enforcement officials (school-based or otherwise) do not wrongfully Baker Act students with disabilities;*

- *Providing robust training at schools, residential facilities, and in law enforcement regarding de-escalation methods and the narrow criteria for involuntary examination (including how to interpret the criteria standards and make evidence-based assessments of the alleged threat) and providing public education about the appropriate use and limitations of the Baker Act;*

- *Notifying parents and guardians before a Baker Act is initiated and requiring their consent;*

- *Fully integrating mobile crisis teams, telehealth services and credentialed school psychologists and social workers to help de-escalate and stabilize children experiencing crises and in determining whether to initiate an involuntary examination under the Baker Act;*

- *When transporting a child is absolutely necessary and parents or guardians have consented to such a response, allowing parents, guardians, or medical professionals to transport children to psychiatric facilities or other non-traumatic crisis stabilization units instead of police and requiring that any police transport be done in the least-restrictive means possible for the child's safety and well-being.*

- *Requiring a mental health professional at receiving facilities to make an independent assessment of whether a child qualifies for involuntary examination before admitting them, including screening for developmental disabilities that do not qualify under the Baker Act criteria; and*

- *Requiring those who Baker Act children to provide better data so lawmakers can understand its impact and identify systemic failure.*

*Florida lawmakers can and must reform the Baker Act to stop its overuse and save tens of thousands of children from needless harm every year. School administrators, police departments, psychiatric facilities, and residential foster care facilities can and must track and report critical information each time a child is Baker Acted. And they must be held accountable for any illegal or unnecessary use that fails to meet the stringent legal criteria required for such a consequential intervention.*

*This report offers a critical analysis of where the statutory protections of the Baker Act fall short, for children in particular, how it is often illegally and inappropriately implemented in violation of existing law, what impact its misuse has on children, and how we can fix it.* Southern Poverty Law Center (SPLC).: https://www.splcenter.org/sites/default/files/com_special_report_baker_act_costly_and_cruel.pdf

[iv] *March for Our Lives et al v Marjory Stoneman Douglas High School Public Safety Commission* et al. SPLC.: https://www.splcenter.org/sites/default/files/msdcomplaint.pdf

[v] *The Association for the Advancement of Civil Liberties (AACL) acknowledges the existence of a gun-violence public health epidemic in the United States of America (USA). The AACL has found several actions taken by the DOI National Park Services (NPS) to be regrettable because they were not the sort to foster good ties and relationships between the government, the media and the general public. The AACL is specifically worried about the DOI (NPS) failure to grant the AACL the opportunity to submit new requests in connection with the executive branch of the U.S government to avoid paying fees in circumstances where the time to conduct a search at no cost (to the representative of the media and/or the member of the general public) has elapsed. The decision of the DOI (NPS) to charge (a financially restricted NGO) fees in connection to a records request, where a fee waiver was requested, is in the*

*opinion of the AACL negative one. Furthermore, the actions taken by the DOI (NPS) are not consistent with several previous decisions made by the DOI to consider the AACL as a representative of the news media for the purpose of the Freedom of Information Act (FOIA). By letter dated March 26th 2021, the DOI Geological Survey had granted the AACL request for a fee waiver. Additionally, several offices associated with the Bureau of Land Management (BLM) have granted the AACL request for expedited processing for the case numbers they had assigned: DOI BLM 2021003200; DOI BLM 2021003202; DOI BLM 2021003207; DOI BLM 2021003208; and DOI BLM 2021003213. The AACL encourages members of the general public to call their representatives and ask them to refuse taking the National Rifle Association (NRA) political donations and contributions*. The Association for the Advancement of Civil Liberties (AACL) Files An Appeal With the Department of the Interior (DOI) Citing Several Inconsistencies in The Manner They Have Processed a FOIA Request Dealing With the Executive Branch of the U.S Government. W (AACL), Michael A. Ayele on Archive.: https://archive.org/details/w-aacl-foia-appeal-in-connection-with-the-executive-branch-of-the-u.-s-gvt/page/n1/mode/2up

Gmail **Michael Ayele <waacl13@gmail.com>**

# Public Records Request (PRR) Appeal --> Application for Review

**Michael Ayele** <waacl13@gmail.com> Wed, Jun 29, 2022 at 12:51 PM
To: Lisa Scoles <lscoles@fsu.edu>, tbuchholz@fsu.edu, tsbrown@fsu.edu, srross@fsu.edu, rkirshner@fsu.edu, bagallagher@fsu.edu, mbdouglas@fsu.edu, agrier@fsu.edu, amwagner@fsu.edu, mvalenzuela@fsu.edu, dphenderson@fsu.edu, generalcounsel@fsu.edu
Cc: ice-foia@dhs.gov, crclfoia@hq.dhs.gov, ogis@nara.gov, INFO <info@eeoc.gov>, FREEDOM OF INFORMATION ACT <FOIA@eeoc.gov>, uscis.foia@uscis.dhs.gov

W (AACL)
Michael A. Ayele
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Date.: June 29th 2022

Public Records Request (PRR) Appeal --> Application for Review.

Hello all,

Thank you for your email. I am in receipt of it. I am writing this letter in response to your correspondence from June 14th 2022, which I have been thinking of. Please be advised that I have concerns with the adequacy of the search you have performed for the records request I had submitted with Florida State University (FSU) [on the subject of the Department of Homeland Security (DHS) "*superficial look*" at the life and death of (racist and sexist) Scott Paul Beierle.] Specifically, I am worried with your failure to promptly disclose records detailing [1] your formal/informal ties with the Department of Homeland Security (DHS); [2] your discussions about FSU having become a post-secondary academic institution subject of a DHS report entitled: "*Hot Yoga Tallahassee: A Case Study of Misogynistic Extremism;*" [3] your discussions about the DHS as a federal agency, which recognizes that Scott Paul Beierle "*enrolled in graduate school at Florida State University (FSU) in Tallahassee, Florida*" in 2011; [4] your discussions about the DHS as a federal agency, which recognizes that Scott Paul Beierle "*told offensive, racist and antisemitic jokes*" as a graduate student of FSU; [i] [5] your discussions about the DHS as a federal agency, which recognizes that Scott Paul Beierle was a graduate student of FSU enamored by Ted Bundy, "*the serial killer who confessed to killing 30 women in 7 states, including Florida, from 1974 to 1978;*"[ii] [6] your discussions about the DHS as a federal agency, which recognizes that Scott Paul Beierle was a graduate student of FSU, who was "*arrested on two counts of misdemeanor battery after he grabbed two women's backsides in an FSU dining hall;*" [iii] [7] your discussions about the DHS as a federal agency, which recognizes that Scott Paul Beierle "*graduated from FSU with two master's degrees, one in public administration and the other in urban and regional planning;*" [8] your discussions about the DHS as a federal agency, which recognizes that Scott Paul Beierle was banned from the FSU campus after stalking a female volleyball coach at the campus gym. [iv]

The core issues, which the FSU has failed to address are as follows. 1) What formal/informal ties exist between the FSU and the DHS? 2) Has the DHS reached out to FSU to discuss Scott Paul Beierle enrollment as a graduate student of your university? If yes, will you promptly disclose those records? 3) Has the DHS reached out to FSU to discuss Scott Paul Beierle time as a graduate student of your university? If yes, will you promptly disclose those records?

As a representative of the media and a member of the general public, I hope you will perform a more thorough search for responsive records detailing [1] the formal/informal ties between the DHS and FSU; [2] the discussions between the DHS and FSU about Scott Paul Beierle's enrollment as a graduate student of your university; [3] the discussions between the DHS and FSU about Scott Paul Beierle's "*racist and antisemitic*" jokes, while he was a graduate student of your university; [4] the discussions between the DHS and FSU about Scott Paul Beierle admiration of Ted Bundy, while he was a graduate student of your university; [5] the discussions between the DHS and FSU about Scott Paul Beierle arrest "*on two counts of misdemeanor battery after he grabbed two women's backsides an FSU dinning hall;*" [6] the discussions between the DHS and FSU about Scott Paul Beierle May 2013 graduation "*with two master's degrees, one in public administration and the other in urban and regional planning;*" [7] the discussions between the DHS and FSU about whether Scott Paul Beierle's arrest was noted in the annual security report (ASR) published by FSU pursuant to the Jeanne Ann Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act; [8] the obligations of FSU to

make public arrest documents that have been logged in your ASR published pursuant to the Jeanne Ann Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act; [9] the discussions between the DHS and FSU about Scott Paul Beierle stalking behavior, which ultimately led to him being banned from the FSU campus.

I sincerely hope you reconsider your response. Be well. Take care. Keep yourselves at arms distance.

W (AACL)
Michael A. Ayele
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

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Work Cited

[i] *Following his discharge, SB moved back to Vestal, NY and lived with his parents for a short time. Then in 2011, he enrolled in graduate school at Florida State University in Tallahassee, FL, where his behavior continued to elicit concern. One woman who knew him at the time noted that she and other classmates would go out of their way to avoid him because of his inappropriate behaviors. Those who met SB during open mic nights at a comedy club reported that he was strange and told offensive, racist, and antisemitic jokes.* Hot Yoga Tallahassee: A Case Study of Misogynistic Extremism. United States Secret Service.: https://www.secretservice.gov/newsroom/reports/threat-assessments/behavioral-case-studies/details-0

[ii] *SB admired Ted Bundy, the serial killer who confessed to killing 30 women in 7 states, including Florida, from 1974 to 1978. According to SB, he tried to locate the sorority house where Bundy targeted some of his victims. He documented this, writing, "I drove down sorority row, so I can check that box. Christians have their Via Delorosa in Jerusalem – I walked that, not bad – and I have mine." Scattered throughout SB's descriptions of his own songs were references to notorious serial killers and serial rapists with whom he identified. In addition to Bundy, these references included Paul Kenneth Bernardo and Christopher Bernard Wilder, also known as the Beauty Queen Killer. These serial killers and rapists were responsible for the murder or sexual assault of dozens of women in the 1980s and early 1990s, in locations including Florida.* Hot Yoga Tallahassee: A Case Study of Misogynistic Extremism. United States Secret Service.: https://www.secretservice.gov/newsroom/reports/threat-assessments/behavioral-case-studies/details-0

[iii] *On December 7, 2012, SB was arrested on two counts of misdemeanor battery after he grabbed two women's backsides in an FSU dining hall. One of the victims had been previously assaulted in a similar way by SB over the prior month. SB claimed to police that he may have bumped into several girls by accident. The criminal charges were dropped one month after his arrest, in part due to lack of evidence. In response to his behavior, SB was banned by FSU from the dinning hall.* Hot Yoga Tallahassee: A Case Study of Misogynistic Extremism. United States Secret Service.: https://www.secretservice.gov/newsroom/reports/threat-assessments/behavioral-case-studies/details-0

[iv] *Despite having finished his studies, SB returned to the FSU campus in June 2014. A campus employee reported that SB was following a female volleyball coach at the campus gym, after which, police issued him a trespass warning. A few weeks later, SB was spotted on campus again and was arrested for trespassing. As a result of the charges, he completed a misdemeanor diversion program and a work program. He was also banned from the FSU campus. At the time, SB was unemployed and received $1560 in annual Veterans Affairs (VA) disability benefits for tinnitus.* Hot Yoga Tallahassee: A Case Study of Misogynistic Extremism. United States Secret Service.: https://www.secretservice.gov/newsroom/reports/threat-assessments/behavioral-case-studies/details-0

On Tue, Jun 14, 2022 at 9:53 PM Lisa Scoles <lscoles@fsu.edu> wrote:

> W – Florida State University (FSU) does not have any public records responsive to your request of 3/23/22 (attached). FSU now considers this request closed. Thank you.

Lisa C. Scoles, Esq., MBA

Deputy General Counsel

Florida State University

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Tallahassee, Florida 32306-1400

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**3 attachments**

**Acknowledgment (03-23-2022).pdf**
220K

**NTAC Case Study - Hot Yoga Tallahassee_0.pdf**
1016K

**W (AACL) Edtd March 23rd Records Request Pertaining to DHS Report of Scott Paul Beierle.pdf**
2301K

Gmail **Michael Ayele <waacl13@gmail.com>**

# Public Records Request (PRR) Appeal --> Application for Review

**generalcounsel@fsu.edu** <generalcounsel@fsu.edu> Fri, Jul 1, 2022 at 8:52 PM
To: Michael Ayele <waacl13@gmail.com>
Cc: "generalcounsel@fsu.edu" <generalcounsel@fsu.edu>

W - Please note that Florida's Open Records Law does not require the University to answer or respond to questions posed by a member of the public on various topics. Thus, I will not be responding to your questions.

Florida's Open Records Law requires the University to provide existing documents responsive to a public records request. As I have previously stated, the University has no documents responsive to your requests.

If you seek information related to the U.S. Department of Homeland Security, you may wish to make a Freedom of Information Act request to that federal agency. FSU cannot assist you.

Florida State University

Office of the General Counsel

850-644-4440

[Quoted text hidden]

## Legislative History of Major FERPA Provisions

The Family Educational Rights and Privacy Act of 1974 ("FERPA"), § 513 of P.L. 93-380 (The Education Amendments of 1974), was signed into law by President Ford on August 21, 1974, with an effective date of November 19, 1974, 90 days after enactment. FERPA was enacted as a new § 438[1] of the General Education Provisions Act (GEPA) called "Protection of the Rights and Privacy of Parents and Students," and codified at 20 U.S.C. § 1232g.[2] It was also commonly referred to as the "Buckley Amendment" after its principal sponsor, Senator James Buckley of New York. FERPA was offered as an amendment on the Senate floor and was not the subject of Committee consideration. Accordingly, traditional legislative history for FERPA as first enacted is unavailable.

Senators Buckley and Pell sponsored major FERPA amendments that were enacted on December 31, 1974, just four months later, and made retroactive to its effective date of November 19, 1974. These amendments were intended to address a number of ambiguities and concerns identified by the educational community, including parents, students, and institutions. On December 13, 1974, these sponsors introduced the major source of legislative history for the amendment, which is known as the "Joint Statement in Explanation of Buckley/Pell Amendment" ("Joint Statement"). See Volume 120 of the Congressional Record, pages 39862-39866.

Congress has amended FERPA a total of nine times in the nearly28 years since its enactment, as follows:

P.L. 93-568, Dec. 31, 1974, effective Nov. 19, 1974 (Buckley/Pell Amendment)
P.L. 96-46, Aug. 6, 1979 (Amendments to Education Amendments of 1978)
P.L. 96-88, Oct. 17, 1979 (Establishment of Department of Education)
P.L. 101-542, Nov. 8, 1990 (Campus Security Act)
P.L. 102-325, July 23, 1992 (Higher Education Amendments of 1992)
P.L. 103-382, Oct. 20, 1994 (Improving America's Schools Act)
P.L. 105-244, Oct. 7, 1998 (Higher Education Amendments of 1998)
P.L. 106-386, Oct. 28, 2000 (Campus Sex Crime Prevention Act)
P.L. 107-56, Oct. 26, 2001 (USA PATRIOT Act of 2001)

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[1] The Improving America's Schools Act (1994) renumbered GEPA so that FERPA is now § 444.

[2] Congress addressed two additional and related privacy concerns in P.L. 93-380 -- Protection of Pupil Rights, enacted as § 439 of GEPA (now §445) and codified at 20 U.S.C. § 1232h, and Limitation on Withholding of Federal Assistance, enacted as § 440 of GEPA (now §446) and codified at 20 U.S.C. § 1232i.

## Scope and Applicability

FERPA is a "Spending Clause" statute enacted under the authority of Congress in Art. I, § 8 of the U.S. Constitution to spend funds to provide for the general welfare. ("No funds shall be made available under any applicable program …." unless statutory requirements are met.)

### I. Covered institutions

Initially, FERPA applied to "any State or local educational agency, any institution of higher education, any community college, any school, agency offering a preschool program, or any other educational institution." The 1974 amendments substituted the term "educational agency or institution," defined as "any public or private agency or institution which is the recipient of funds under any applicable program."

The 1994 IASA amendments extended the right to inspect and review to education records maintained by State educational agencies, whose records are not otherwise subject to FERPA. Modification of inaccurate records that SEAs receive from educational agencies and institutions still takes place at the local level.

### II. Covered records

As first enacted, FERPA provided parents with the right to inspect and review "any and all official records, files, and data directly related to their children, including all material that is incorporated into each student's cumulative record folder, and intended for school use or to be available to parties outside the school or school system, and specifically including, but not necessarily limited to, identifying data, academic work completed, level of achievement (grades, standardized achievement test scores), attendance data, scores on standardized intelligence, aptitude, and psychological tests, interest inventory results, health data, family background information, teacher or counselor ratings and observations, and verified reports of serious or recurrent behavior patters." The 1974 amendments substituted the term "education records" for the "laundry list"of records subject to FERPA.

"Education records" was defined in the 1974 amendments as "those records, files, documents, and other materials which contain information directly related to a student; and are maintained by an educational agency or institution or by a person acting for such agency or institution."

Four categories of records were excluded:

1) records in the sole possession of instructional, supervisory, and administrative personnel;
2) records of a law enforcement unit which are kept apart from "education records," are maintained solely for law enforcement purposes, and are not made available

to persons other than law enforcement officials of the same jurisdiction, provided that personnel of a law enforcement unit do not have access to "education records";

3) records of employees who are not also in attendance; and

4) physician, psychiatrist, or psychologist treatment records for eligible students.

The conferees stated their intention that the Department interpret the term "treatment" narrowly to limit the exemption for such records to those similar to those enumerated, and not remedial educational records made or maintained by education professionals. They also stated they did not intend to disrupt existing parental and student rights to confidentiality. Conference Report No. 93-1409, Joint Explanatory Statement of the Committee of Conference, for P.L. 93-568.

At the request of the Secretary of Education, Congress amended the "law enforcement unit exception" in 1992 to eliminate the unworkable and unintended results of the prohibition on sharing education records with the law enforcement unit. The exclusion now applies to "records maintained by a law enforcement unit of the educational agency or institution that were created by that law enforcement unit for the purpose of law enforcement."

As originally enacted, all FERPA rights transfer from parents to students who are 18 years old or attending postsecondary institutions. The term "eligible students" is regulatory.

## Rights of Parents and Eligible Students

### I. Right to Inspect and Review/Right to Access Education Records

Parents have the right to inspect and review the education records of their children. In the 1974 amendments, Congress clarified that when a record or data pertains to more than one child, parents "have the right to inspect and review only such part of such material or document as relates to such student or to be informed of the specific information contained in such part of such material."

The 1974 amendments limited the right to inspect and review records so that postsecondary students do not have access to 1) financial records of their parents, and 2) confidential letters of recommendation placed in records before January 1, 1975, or if the student has voluntarily waived access to these letters, provided that the waiver cannot be required as a precondition of admission, employment, or receipt of awards. In order to ensure that a rejected applicant was not given the right to challenge letters of recommendation or the institution's admission decision, "student" was defined as "any person with respect to whom an educational agency or institution maintains education records or personally identifiable information, but does not include a person who has not been in attendance at such agency or institution."

II. Right to Challenge the Content of Education Records

Parents originally had the right to a hearing to challenge the content of records to insure they are not "inaccurate, misleading, or otherwise in violation of the privacy or other rights of students" and to provide an opportunity for the "correction or deletion of any such inaccurate, misleading or otherwise inappropriate data." The1974 amendments strengthened this right by prohibiting the Department from making funds available to an agency or institution unless parents are provided an opportunity for a hearing. This amendment also gave parents the right to insert a written explanation regarding the contents of the records. The 1994 IASA amendments limited challenges to the violation of the "privacy rights of students," deleting the reference to "other rights." The purpose was to ensure that parents do not attempt to use FERPA to enforce rights under other laws, such as the Individuals with Disabilities Education Act (IDEA).

The 1994 IASA amendments also added a new subsection (h) regarding treatment of disciplinary records, which states that nothing in FERPA prohibits an agency or institution from including in a student's records appropriate information regarding disciplinary actions taken against the student for "conduct that posed a significant risk to the safety or well-being of that student, other students, or other members of the school community," or from disclosing that information to teachers and other school officials who have legitimate educational interest in the student's behavior.

III. Right to Consent to the Disclosure of Education Records

As originally enacted, covered institutions could not have a policy of permitting the release of personally identifiable records or files (or personal information contained therein)(§1232g(b)(1)), or a policy or practice of furnishing, in any form, any personally identifiable information contained in personal school records (§1232g(b)(2)), unless there is written consent from parents specifying records to be released, reasons for release, and parties to whom records may be released. The 1974 amendments clarified that agencies and institutions may not have "a policy or practice of permitting the release of [or providing access to] education records (or personally identifiable information contained therein other than directory information" without a parent's prior written consent.

"Directory information" in the 1974 amendments was defined to include "the student's name, address, telephone listing, date and place of birth, major field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, degrees and awards received, and the most recent previous educational agency or institution attended by the student." Educational agencies and institutions were required to provide public notice of any designated categories of directory information and to allow a reasonable time for parents to refuse to allow release of directory information without prior consent.

The *No Child Left Behind Act of 2001*, P.L. 107-110 (Jan. 8, 2002), addresses the disclosure of directory-type information (students' names, addresses, and telephone listings) to military recruiters. Congress included similar language in the *National Defense Authorization Act for Fiscal Year 2002*. Both laws, with some exceptions, require schools to provide directory-type information to military recruiters who request it. Typically, recruiters request information on junior and senior high school students that will be used for recruiting purposes and college scholarships offered by the military.

## Exceptions to the "Prior Written Consent" Rule

As first enacted, FERPA contained five exceptions to the prior written consent rule for disclosures to:

1. Other school officials, including teachers within the educational institution or local educational agency who have legitimate educational interests. The 1974 amendments clarified that the agency or institution determines which school officials have "legitimate educational interests." The 1994 IASA amendments added a requirement that the specific educational interests of the child for whom consent would otherwise be required are included among legitimate educational interests of school officials.

The 1994 amendments also clarified that nothing in FERPA prohibited an agency or institution from disclosing information about disciplinary actions taken against students to teachers and school officials, including those in other schools, who have legitimate educational interests in the behavior of the student. The *No Child Left Behind Act* amended the Elementary and Secondary Education Act to require each State to provide an assurance to the Secretary that it has a procedure in place to facilitate the transfer of disciplinary records regarding a student's suspension or expulsion to any elementary or secondary school where the student is enrolled or intends to enroll.

2. Officials of other schools or school systems in which the student intends to enroll, upon condition that the student's parents be notified of the transfer, receive a copy of the record if desired, and have an opportunity for a hearing to challenge the content of the record. The 1974 amendments added "seeks or" before "intends to enroll."

3. Authorized representatives of (i) the Comptroller General of the U.S.; (ii) the Secretary; (iii) an administrative head of an education agency (as defined in section 409 of GEPA) (deleted after reorganization of the Department); or (iv) State educational authorities.

As first enacted, FERPA provided that these recipients may have access to records "which may be necessary in connection with the audit and evaluation of Federally-supported education programs, or in connection with the enforcement of the Federal legal requirements which relate to such programs" provided that, except when collection of personally identifiable data is specifically authorized by Federal law, "data collected by such officials with respect to individual students shall not include information (including

social security numbers) which would permit the personal identification of such students or their parents after the data so obtained has been collected."[3] The final clause was amended on December 31, 1974, to read: "any data collected by such officials shall be protected in a manner which will not permit the personal identification of students and their parents by other than those officials, and such personally identifiable data shall be destroyed when no longer needed for such audit, evaluation, and enforcement of Federal legal requirements."

On August 6, 1979, Congress clarified that FERPA does not "prohibit State and local educational officials from having access to student or other records which may be necessary in connection with the audit and evaluation of any federally or State supported education program or in connection with the enforcement of the Federal legal requirements which relate to any such program," subject to the conditions on redisclosure set forth elsewhere in the statute. The legislative history explains that this amendment corrects an "anomaly" caused by the Department's interpretation of FERPA as precluding State auditors from requesting student records in order to conduct State audits of local and State-supported programs.

The 1998 Higher Education Amendments added a provision that also allows disclosure to authorized representatives of "the Attorney General for law enforcement purposes" under the same conditions as apply to the Secretary under this provision, as described above.

4. Appropriate officials in connection with a student's application for, or receipt of, financial aid. The conferees of the 1974 Amendments stated their intention that this exception should allow the use of social security numbers in connection with a student's application for, or receipt of, financial aid.

5. Designees of a judicial order or any lawfully issued subpoena, upon condition that parents and students are notified in advance of compliance by the educational institution or agency. The 1994 IASA amendments added a new, related exception for law enforcement purposes that allows agencies and institutions to disclose information to designees of a Federal grand jury subpoena without first notifying parents or students, and to designees in any other subpoena issued for a law enforcement purpose with notice to parents or students at the discretion of the court or other issuing agency.

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[3] Conference Report No. 93-1026 of the Joint Explanatory Statement of the Committee of Conference adds that "nothing in these provisions … shall preclude official audits of federally supported education programs, but that data so collected shall not be personally identifiable …. In approving this provision concerning the privacy of information about students, the conferees are very concerned to assure that requests for information associated with evaluations of Federal education programs do not invade the privacy of students or pose any threat of psychological damage to them. At the same time, the amendment is not meant to deny the Federal government the information it needs to carry out the evaluations …. The need to protect students' rights must be balanced against legitimate Federal needs for information."

The 1974 amendments added five additional exceptions to the prior written consent rule:

6. State and local officials or authorities to whom such information is specifically required to be reported or disclosed pursuant to State statute adopted prior to November 19, 1974 ("grandfather clause"). The Joint Statement explained that in establishing a minimum Federal standard for record confidentiality and access, FERPA was not intended to preempt the States' authority in the field. Accordingly, States may further limit the number or type of State or local officials who will continue to have access or provide parents and students with greater access to records than under FERPA.

The 1994 IASA amendments eliminated the "grandfather clause" and substituted an exception for disclosure to State and local officials in connection with the State's juvenile justice system under specified conditions.

7. Organizations conducting studies for, or on behalf of, educational agencies or institutions for the purpose of developing, validating or administering predictive tests, administering student aid programs, and improving instruction, if such studies are conducted in such a manner as will not permit the personal identification of students and their parents by persons other than representatives of such organizations and such information will be destroyed when no longer needed for the purpose for which it is conducted.

The Senate amendment permitted access for testing purposes if the "information will not permit the identification of any person by the organization receiving such information." The House amendment, which was adopted, provides that this exemption for such agencies as the College Entrance Examination Board or the Educational Testing Service will allow representatives of those organizations to have access to personally identifiable information under the conditions stated. Conference Report No. 93-1409.

The 1994 IASA amendments added that if an organization conducting studies fails to destroy information in violation of the requirements, the educational agency or institution may not permit access to that organization for not less than five years.

8. Accrediting organizations in order to carry out their accrediting functions.

9. Parents of dependent students as defined in the Internal Revenue Code.

10. Appropriate persons in connection with an emergency, if the knowledge of such information is necessary to protect the health or safety of the student or other persons. The Joint Statement explains: "In order to assure that there are adequate safeguards on this exception, the amendments provided that the Secretary shall promulgate regulations to implement this subsection. It is expected that he will strictly limit the applicability of this exception."

In 1990, Congress enacted the Campus Security Act, which added a new exception to the prior written consent rule:

11. Postsecondary institutions may disclose to an alleged victim of any crime of violence (as defined in U.S. Code Title 18, § 16) the results of any disciplinary proceeding conducted by the institution against the alleged perpetrator of the crime, regardless of the outcome of the proceeding. Congress amended this provision in the Higher Education Amendments of 1998 by including "nonforcible sex offenses" and clarifying that only "final results" may be disclosed (i.e., name of student perpetrator, violation committed, and sanction imposed. Written consent is still required to disclose the name of any other student).

The following new exception was also added in the 1998 HEA amendments.

12. Postsecondary institutions may disclose the final results of any disciplinary proceeding for a crime of violence (as defined above) or nonforcible sex offense to anyone, including members of the general public, if the institution determines that the student committed a violation of its rules or policies with respect to the crime.

13. The 1998 HEA amendments also added a new exception that allows institutions of higher education to disclose to a parent or legal guardian information regarding a student's violation of any law or institutional rule or policy governing the use or possession of alcohol or a controlled substance if the student is under 21 and the institution determines that the student has committed a disciplinary violation with respect to the use or possession.

Since 1998 Congress has enacted two additional exceptions to the statutory prior consent rule:

14. The 2000 Campus Sex Crimes Prevention Act added a new subsection (b)(7) to the statute to ensure that an educational institution may disclose information concerning registered sex offenders provided to it under State sex offender registration and community notification programs.

15. The USA Patriot Act of 2001 added a new subsection (j) that allows the U.S. Attorney General to apply for an *ex parte* court order requiring an educational agency or institution to allow the Attorney General to collect and use education records relevant to investigations and prosecutions of specified crimes or acts of terrorism (domestic or international). The Attorney General must certify that there are specific facts giving reason to believe that the records are likely to contain the required information. An educational agency or institution that in good faith produces records in accordance with the court's order is not liable to any person for that production.

## Administrative Requirements Applicable to Educational Agencies and Institutions

### I. Recordkeeping

As first enacted, FERPA required those desiring access to education records to sign a written form, kept permanently with the student's file, indicating specifically the "legitimate educational or other interest" the person had in seeking the information. The 1974 amendments modified this provision so that each educational agency or institution is required to maintain a record, kept with the education records of each student, indicating all individuals, agencies, or organizations that have requested or obtained access to a student's education records and indicating specifically the legitimate interest that each has in obtaining the information. School officials with legitimate educational interests were excluded. The record of access is available only to parents and school officials responsible for custody of records and auditing the system.

The 2001 USA Patriot Act excludes from the recordkeeping requirement disclosures in response to a court's *ex parte* order based upon the Attorney General's certification regarding terrorism investigations and prosecutions.

### II. Redisclosure of records

As first enacted, FERPA provided that personal information from covered records could only be transferred to a third party on the condition that the recipient would not permit any other party to have access without a parent's written consent. The 1994 IASA amendments added that if a third party recipient permits access to education records without prior written consent (except in compliance with a subpoena or court order), the educational agency or institution may not permit access to that party for not less than five years.

### III. Notification of rights

As first enacted, FERPA required the recipient of funds to inform parents and eligible students of their rights. The 1994 IASA amendments changed the term to "effectively informs" to ensure that agencies and institutions carry out this requirement in a way that ensures that parents and students actually receive notice.

## Administrative Requirements Applicable to the Department

As originally enacted, FERPA required the Department to issue regulations to protect privacy rights of students and families in connection with any surveys or data-gathering activities conducted, assisted, or authorized by the Department. These activities must also be authorized by law. The 1994 IASA amendments directed the Department to adopt or identify appropriate regulations within 8 months.

Any action to terminate Federal financial assistance may be taken only if the Secretary finds that there has been a failure to comply, and compliance cannot be secured voluntarily.

In accordance with the statute, the Secretary has designated an office and review board within the Department to investigate, process, review and adjudicate FERPA violations and complaints of alleged FERPA violations.

The 1974 amendments prohibit the regionalization of the enforcement of FERPA by providing that, except for the conduct of hearings, none of the functions of the Secretary may be carried out in any regional offices of the Department.

***Last updated June 2002***

**U.S. Department of Justice**

**Federal Bureau of Investigation**
*Washington, D.C. 20535*

February 14, 2025

MICHAEL A. AYELE
ASSOCIATION FOR THE ADVANCEMENT OF CIVIL LIBERTIES (AACL)
POST OFFICE BOX 20438
ADDIS ABABA 10013
ETHIOPIA

FOIPA Request No.: 1531505-000
Subject: BEIERLE, SCOTT PAUL

Dear Michael Ayele:

The FBI has completed its review of records subject to the Freedom of Information/Privacy Acts (FOIPA) that are responsive to your request. The enclosed documents were reviewed under the FOIPA, Title 5, United States Code, Section 552/552a. Below you will find check boxes under the appropriate statute headings which indicate the types of exemptions asserted to protect information which is exempt from disclosure. The appropriate exemptions are noted on the enclosed pages next to redacted information. In addition, a deleted page information sheet was inserted to indicate where pages were withheld entirely and identify which exemptions were applied. The checked exemption boxes used to withhold information are further explained in the enclosed Explanation of Exemptions.

| Section 552 | | Section 552a |
|---|---|---|
| ☐ (b)(1) | ☐ (b)(7)(A) | ☐ (d)(5) |
| ☐ (b)(2) | ☐ (b)(7)(B) | ☐ (j)(2) |
| ☑ (b)(3) | ☑ (b)(7)(C) | ☐ (k)(1) |
| 50 U.S.C. § 3024 (i)(1) | ☑ (b)(7)(D) | ☐ (k)(2) |
| | ☑ (b)(7)(E) | ☐ (k)(3) |
| | ☐ (b)(7)(F) | ☐ (k)(4) |
| ☐ (b)(4) | ☐ (b)(8) | ☐ (k)(5) |
| ☐ (b)(5) | ☐ (b)(9) | ☐ (k)(6) |
| ☑ (b)(6) | | ☐ (k)(7) |

190 pages were reviewed and 59 pages are being released.

Please see the paragraphs below for relevant information specific to your request as well as the enclosed FBI FOIPA Addendum for standard responses applicable to all requests.

Document(s) were located which originated with, or contained information concerning, Other Government Agency(ies) [OGA(s)]. This information has been referred to the OGA(s) listed below for review and direct response to you. Inquiries regarding your OGA direct referral(s), designated within the release as “Referral/Direct,” may be directed to:

Department of Defense
Office of Freedom of Information
1155 Defense Pentagon (OSD Mailroom – Room 3C843)
Washington, D.C. 20301-1155

Based on the information you provided, we conducted a main entity record search of the Central Records System (CRS) per our standard search policy. For more information about records searches and the standard search policy, see the enclosed FBI FOIPA Addendum General Information Section.

This is the final release of information responsive to your FOIPA request. This material is being provided to you at no charge.

Please refer to the enclosed FBI FOIPA Addendum for additional standard responses applicable to your request. **"Part 1"** of the Addendum includes standard responses that apply to all requests. **"Part 2"** includes additional standard responses that apply to all requests for records about yourself or any third party individuals. **"Part 3"** includes general information about FBI records that you may find useful. Also enclosed is our Explanation of Exemptions.

Additional information about the FOIPA can be found at www.fbi.gov/foia. Should you have questions regarding your request, please feel free to contact foipaquestions@fbi.gov. Please reference the FOIPA Request number listed above in all correspondence concerning your request.

If you are not satisfied with the Federal Bureau of Investigation's determination in response to this request, you may administratively appeal by writing to the Director, Office of Information Policy (OIP), United States Department of Justice, 441 G Street, NW, 6th Floor, Washington, D.C. 20530, or you may submit an appeal through OIP's FOIA STAR portal by creating an account following the instructions on OIP's website: https://www.justice.gov/oip/submit-and-track-request-or-appeal. Your appeal must be postmarked or electronically transmitted within ninety (90) days of the date of my response to your request. If you submit your appeal by mail, both the letter and the envelope should be clearly marked "Freedom of Information Act Appeal." If possible, please provide a copy of your original request and this response letter with your appeal.

You may seek dispute resolution services by emailing the FBI's FOIA Public Liaison at foipaquestions@fbi.gov. The subject heading should clearly state "Dispute Resolution Services." Please also cite the FOIPA Request Number assigned to your request so it may be easily identified. You may also contact the Office of Government Information Services (OGIS). The contact information for OGIS is as follows: Office of Government Information Services, National Archives and Records Administration, 8601 Adelphi Road-OGIS, College Park, Maryland 20740-6001, e-mail at ogis@nara.gov; telephone at 202-741-5770; toll free at 1-877-684-6448; or facsimile at 202-741-5769.

Sincerely,

Michael G. Seidel
Section Chief
Record/Information Dissemination Section
Information Management Division

Enclosures

**FBI FOIPA Addendum**

**As referenced in our letter responding to your Freedom of Information/Privacy Acts (FOIPA) request, the FBI FOIPA Addendum provides information applicable to your request. Part 1 of the Addendum includes standard responses that apply to all requests. Part 2 includes standard responses that apply to requests for records about individuals to the extent your request seeks the listed information. Part 3 includes general information about FBI records, searches, and programs.**

**Part 1: The standard responses below apply to all requests:**

(i) **5 U.S.C. § 552(c).** Congress excluded three categories of law enforcement and national security records from the requirements of the FOIPA [5 U.S.C. § 552(c)]. FBI responses are limited to those records subject to the requirements of the FOIPA. Additional information about the FBI and the FOIPA can be found on the www.fbi.gov/foia website.

(ii) **Intelligence Records**. To the extent your request seeks records of intelligence sources, methods, or activities, the FBI can neither confirm nor deny the existence of records pursuant to FOIA exemptions (b)(1), (b)(3), and as applicable to requests for records about individuals, PA exemption (j)(2) [5 U.S.C. §§ 552/552a (b)(1), (b)(3), and (j)(2)]. The mere acknowledgment of the existence or nonexistence of such records is itself a classified fact protected by FOIA exemption (b)(1) and/or would reveal intelligence sources, methods, or activities protected by exemption (b)(3) [50 USC § 3024(i)(1)]. This is a standard response and should not be read to indicate that any such records do or do not exist.

**Part 2: The standard responses below apply to all requests for records on individuals:**

(i) **Requests for Records about any Individual—Watch Lists.** The FBI can neither confirm nor deny the existence of any individual's name on a watch list pursuant to FOIA exemption (b)(7)(E) and PA exemption (j)(2) [5 U.S.C. §§ 552/552a (b)(7)(E), (j)(2)]. This is a standard response and should not be read to indicate that watch list records do or do not exist.

(ii) **Requests for Records about any Individual—Witness Security Program Records.** The FBI can neither confirm nor deny the existence of records which could identify any participant in the Witness Security Program pursuant to FOIA exemption (b)(3) and PA exemption (j)(2) [5 U.S.C. §§ 552/552a (b)(3), 18 U.S.C. 3521, and (j)(2)]. This is a standard response and should not be read to indicate that such records do or do not exist.

(iii) **Requests for Confidential Informant Records.** The FBI can neither confirm nor deny the existence of confidential informant records pursuant to FOIA exemptions (b)(7)(D), (b)(7)(E), and (b)(7)(F) [5 U.S.C.§ § 552 (b)(7)(D), (b)(7)(E), and (b)(7)(F)] and Privacy Act exemption (j)(2) [5 U.S.C.§ 552a (j)(2)]. The mere acknowledgment of the existence or nonexistence of such records would reveal confidential informant identities and information, expose law enforcement techniques, and endanger the life or physical safety of individuals. This is a standard response and should not be read to indicate that such records do or do not exist.

**Part 3: General Information:**

(i) **Record Searches and Standard Search Policy.** The Record/Information Dissemination Section (RIDS) searches for reasonably described records by searching systems, such as the Central Records System (CRS), or locations where responsive records would reasonably be found. The CRS is an extensive system of records consisting of applicant, investigative, intelligence, personnel, administrative, and general files compiled by the FBI per its law enforcement, intelligence, and administrative functions. The CRS spans the entire FBI organization, comprising records of FBI Headquarters, FBI Field Offices, and FBI Legal Attaché Offices (Legats) worldwide; Electronic Surveillance (ELSUR) records are included in the CRS. The standard search policy is a search for main entity records in the CRS. Unless specifically requested, a standard search does not include a search for reference entity records or administrative records of previous FOIPA requests.

a. *Main Entity Records* – created for individuals or non-individuals who are the subjects or the focus of an investigation
b. *Reference Entity Records*- created for individuals or non-individuals who are associated with a case but are not known subjects or the focus of an investigation

(ii) **FBI Records.** Founded in 1908, the FBI carries out a dual law enforcement and national security mission. As part of this dual mission, the FBI creates and maintains records on various subjects; however, the FBI does not maintain records on every person, subject, or entity.

(iii) **Foreseeable Harm Standard.** As amended in 2016, the Freedom of Information Act provides that a federal agency may withhold responsive records only if: (1) the agency reasonably foresees that disclosure would harm an interest protected by one of the nine exemptions that FOIA enumerates, or (2) disclosure is prohibited by law (5 United States Code, Section 552(a)(8)(A)(i)). The FBI considers this foreseeable harm standard in the processing of its requests.

(iv) **Requests for Criminal History Records or Rap Sheets.** The Criminal Justice Information Services (CJIS) Division provides Identity History Summary Checks – often referred to as a criminal history record or rap sheet. These criminal history records are not the same as material in an investigative "FBI file." An Identity History Summary Check is a listing of information taken from fingerprint cards and documents submitted to the FBI in connection with arrests, federal employment, naturalization, or military service. For a fee, individuals can request a copy of their Identity History Summary Check. Forms and directions can be accessed at www.fbi.gov/about-us/cjis/identity-history-summary-checks. Additionally, requests can be submitted electronically at www.edo.cjis.gov. For additional information, please contact CJIS directly at (304) 625-5590.

**EXPLANATION OF EXEMPTIONS**

**SUBSECTIONS OF TITLE 5, UNITED STATES CODE, SECTION 552**

(b)(1) (A) specifically authorized under criteria established by an Executive order to be kept secret in the interest of national defense or foreign policy and (B) are in fact properly classified to such Executive order;

(b)(2) related solely to the internal personnel rules and practices of an agency;

(b)(3) specifically exempted from disclosure by statute (other than section 552b of this title), provided that such statute (A) requires that the matters be withheld from the public in such a manner as to leave no discretion on issue, or (B) establishes particular criteria for withholding or refers to particular types of matters to be withheld;

(b)(4) trade secrets and commercial or financial information obtained from a person and privileged or confidential;

(b)(5) inter-agency or intra-agency memorandums or letters which would not be available by law to a party other than an agency in litigation with the agency;

(b)(6) personnel and medical files and similar files the disclosure of which would constitute a clearly unwarranted invasion of personal privacy;

(b)(7) records or information compiled for law enforcement purposes, but only to the extent that the production of such law enforcement records or information ( A ) could reasonably be expected to interfere with enforcement proceedings, ( B ) would deprive a person of a right to a fair trial or an impartial adjudication, ( C ) could reasonably be expected to constitute an unwarranted invasion of personal privacy, ( D ) could reasonably be expected to disclose the identity of confidential source, including a State, local, or foreign agency or authority or any private institution which furnished information on a confidential basis, and, in the case of record or information compiled by a criminal law enforcement authority in the course of a criminal investigation, or by an agency conducting a lawful national security intelligence investigation, information furnished by a confidential source, ( E ) would disclose techniques and procedures for law enforcement investigations or prosecutions, or would disclose guidelines for law enforcement investigations or prosecutions if such disclosure could reasonably be expected to risk circumvention of the law, or ( F ) could reasonably be expected to endanger the life or physical safety of any individual;

(b)(8) contained in or related to examination, operating, or condition reports prepared by, on behalf of, or for the use of an agency responsible for the regulation or supervision of financial institutions; or

(b)(9) geological and geophysical information and data, including maps, concerning wells.

**SUBSECTIONS OF TITLE 5, UNITED STATES CODE, SECTION 552a**

(d)(5) information compiled in reasonable anticipation of a civil action proceeding;

(j)(2) material reporting investigative efforts pertaining to the enforcement of criminal law including efforts to prevent, control, or reduce crime or apprehend criminals;

(k)(1) information which is currently and properly classified pursuant to an Executive order in the interest of the national defense or foreign policy, for example, information involving intelligence sources or methods;

(k)(2) investigatory material compiled for law enforcement purposes, other than criminal, which did not result in loss of a right, benefit or privilege under Federal programs, or which would identify a source who furnished information pursuant to a promise that his/her identity would be held in confidence;

(k)(3) material maintained in connection with providing protective services to the President of the United States or any other individual pursuant to the authority of Title 18, United States Code, Section 3056;

(k)(4) required by statute to be maintained and used solely as statistical records;

(k)(5) investigatory material compiled solely for the purpose of determining suitability, eligibility, or qualifications for Federal civilian employment or for access to classified information, the disclosure of which would reveal the identity of the person who furnished information pursuant to a promise that his/her identity would be held in confidence;

(k)(6) testing or examination material used to determine individual qualifications for appointment or promotion in Federal Government service the release of which would compromise the testing or examination process;

(k)(7) material used to determine potential for promotion in the armed services, the disclosure of which would reveal the identity of the person who furnished the material pursuant to a promise that his/her identity would be held in confidence.

FBI/DOJ

Gmail

Michael Ayele <waacl13@gmail.com>

# RE: [EXTERNAL EMAIL] - FOIPA Request No.: 1531505 - 000

**FBI.FOIPA.NEGOTIATION@FBI.GOV** <FBI.FOIPA.NEGOTIATION@fbi.gov> Mon, Jun 3, 2024 at 9:43 PM
To: Michael Ayele <waacl13@gmail.com>

Good Afternoon Mr. Ayele,

Thank you for the email confirmation concerning this request. We have noted that you are still interested in the potentially responsive documents at this time.

Any future status inquires please go to foipaquestions@fbi.gov.

Sincerely,

Negotiation Team

Federal Bureau of Investigation

Fbi.foipa.negotiation@fbi.gov

Status Checks: https://vault.fbi.gov/fdps-1/@@search-fdps | foipaquestions@fbi.gov

For additional information, please visit the www.fbi.gov/foia website.



**From:** Michael Ayele <waacl13@gmail.com>
**Sent:** Friday, May 24, 2024 8:28 AM
**To:** FBI.FOIPA.NEGOTIATION <FBI.FOIPA.NEGOTIATION@FBI.GOV>; FOIPAQUESTIONS <FOIPAQUESTIONS@FBI.GOV>; ogis@nara.gov
**Cc:** Michael Ayele <waacl1313@gmail.com>; Michael Ayele <waacl42913@gmail.com>; Michael Ayele (W) <waacl13@gmail.com>
**Subject:** [EXTERNAL EMAIL] - FOIPA Request No.: 1531505 - 000

W (AACL)
Michael A. Ayele
P.O.Box 20438
Addis Ababa, Ethiopia
E-mail: waacl13@gmail.com ; waacl1313@gmail.com ; waacl42913@gmail.com

Date.: May 24th 2024

Subject.: Scott Paul Beierle - FOIPA Request No.: 1531505 - 000

This is Michael A. Ayele sending this message though I now go by W and I prefer to be referred to as such.

I am writing this letter in response to your correspondence dated May 24th 2024, which I received and reviewed on the same day.

Please be advised that I have concerns with the Department of Justice (DOJ) Federal Bureau of Investigation (FBI) failure to process my FOIPA request pertaining to the Department of Homeland Security (DHS) March 2022 report because [1] a FOIPA request submitted about femicide in the territory of the United States of America (U.S.A) (such as the one committed by racist and sexist Scott Paul Beierle on or around November 02nd 2018) merits to be expedited and all fees waived (at least in my judgment); [2] the DHS have noted (in their March 2022 report) that shootings such as the one that was perpetrated by Scott Paul Beierle on (or around) November 02nd 2018 could again happen in the future in the territory of the U.S.A; [3] the DHS have recommended (in their March 2022 report) for United States local, state and federal government to work constructively and collaboratively together to prevent in the future similar shootings such as the one perpetrated by Scott Paul Beierle on (or around) November 02nd 2018; [4] I am willing to provide you a personal guarantee that if you disclose the records I have requested and waive the fees associated with my request, I will not use it for commercial purposes and I will widely disseminate it on the platforms I have a presence in at no financial expense to members of the general public and representatives of the media.

I'd prefer if you send responsive records that are in your possession to my email address listed above. However, if you must, you can also send it via postal mail.

Be well. Stay well. Take care. Keep yourselves at arms distance.

Michael A. Ayele (a.k.a) W
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

**U.S. Department of Justice**

**Federal Bureau of Investigation**

*Washington, D.C. 20535*

May 24, 2024

MR. MICHAEL A. AYELE
ASSOCIATION FOR THE ADVANCEMENT OF CIVIL LIBERTIES (AACL)
POST OFFICE BOX 20438
ADDIS ABABA
ETHIOPIA

FOIPA Request No.: 1531505-000
Subject: BEIERLE, SCOTT PAUL

Dear Mr. Ayele

Reference is made to your Freedom of Information/Privacy Acts (FOIPA) request. The FBI has located approximately 190 pages of potentially responsive documents. Requests are processed in the order in which they are received through our multi-track processing system, and the FBI receives a voluminous amount of requests on a daily, weekly, monthly, and annual basis.

Requests are divided into two primary tracks--simple (under 50 pages of potentially responsive documents) and complex (over 50 pages of potentially responsive documents). Complex requests are further divided into small (51-250 pages), medium (251-500 pages), large (501-4,999 pages), and extra-large (over 5,000 pages) sub-tracks based upon request size. Simple track requests typically require the least amount of time to process. The more potentially responsive pages a request has, the more complex it becomes, greatly increasing the time required for processing. Generally, the larger the file, the longer it takes to process.

A review of your request determined it is currently in the small track. Given the passage of time and a potential change in circumstance, this communication is to inquire if you are still interested in having the above mentioned FOIPA request processed. Please contact my representative at 540-868-4593 or fbi.foipa.negotiation@fbi.gov to confirm your interest in receiving this material, or if you would like to reduce to a smaller processing track. If you are unable to call or email, please mail your response to: **Initial Processing Operations Unit; Record/Information Dissemination Section; Information Management Division; Federal Bureau of Investigation; 200 Constitution Drive; Winchester, VA 22602**, providing an alternate point of contact with their name, phone number, and/or email. **If a response is not received within 30 days of the date of this letter, your request will be administratively closed.**

If you are not satisfied with the Federal Bureau of Investigation's determination in response to this request, you may administratively appeal by writing to the Director, Office of Information Policy (OIP), United States Department of Justice, 441 G Street, NW, 6th Floor, Washington, D.C. 20530, or you may submit an appeal through OIP's FOIA STAR portal by creating an account following the instructions on OIP's website: https://www.justice.gov/oip/submit-and-track-request-or-appeal. Your appeal must be postmarked or electronically transmitted within ninety (90) days of the date of this response to your request. If you submit your appeal by mail, both the letter and the envelope should be clearly marked "Freedom of Information Act Appeal." Please cite the FOIPA Request Number assigned to your request so it may be easily identified.

You may seek dispute resolution services by emailing the FBI's FOIA Public Liaison at foipaquestions@fbi.gov. The subject heading should clearly state "Dispute Resolution Services." Please also cite the FOIPA Request Number assigned to your request so it may be easily identified. You may also contact the Office of Government Information Services (OGIS). The contact information for OGIS is as follows: Office of Government Information Services, National Archives and Records Administration, 8601 Adelphi Road-OGIS, College Park, Maryland 20740-6001, e-mail at ogis@nara.gov; telephone at 202-741-5770; toll free at 1-877-684-6448; or facsimile at 202-741-5769.

Sincerely,

Michael G. Seidel
Section Chief
Record/Information Dissemination Section
Information Management Division

**EXPLANATION OF EXEMPTIONS**

**SUBSECTIONS OF TITLE 5, UNITED STATES CODE, SECTION 552**

(b)(1) (A) specifically authorized under criteria established by an Executive order to be kept secret in the interest of national defense or foreign policy and (B) are in fact properly classified to such Executive order;

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(b)(3) specifically exempted from disclosure by statute (other than section 552b of this title), provided that such statute (A) requires that the matters be withheld from the public in such a manner as to leave no discretion on issue, or (B) establishes particular criteria for withholding or refers to particular types of matters to be withheld;

(b)(4) trade secrets and commercial or financial information obtained from a person and privileged or confidential;

(b)(5) inter-agency or intra-agency memorandums or letters which would not be available by law to a party other than an agency in litigation with the agency;

(b)(6) personnel and medical files and similar files the disclosure of which would constitute a clearly unwarranted invasion of personal privacy;

(b)(7) records or information compiled for law enforcement purposes, but only to the extent that the production of such law enforcement records or information ( A ) could reasonably be expected to interfere with enforcement proceedings, ( B ) would deprive a person of a right to a fair trial or an impartial adjudication, ( C ) could reasonably be expected to constitute an unwarranted invasion of personal privacy, ( D ) could reasonably be expected to disclose the identity of confidential source, including a State, local, or foreign agency or authority or any private institution which furnished information on a confidential basis, and, in the case of record or information compiled by a criminal law enforcement authority in the course of a criminal investigation, or by an agency conducting a lawful national security intelligence investigation, information furnished by a confidential source, ( E ) would disclose techniques and procedures for law enforcement investigations or prosecutions, or would disclose guidelines for law enforcement investigations or prosecutions if such disclosure could reasonably be expected to risk circumvention of the law, or ( F ) could reasonably be expected to endanger the life or physical safety of any individual;

(b)(8) contained in or related to examination, operating, or condition reports prepared by, on behalf of, or for the use of an agency responsible for the regulation or supervision of financial institutions; or

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**SUBSECTIONS OF TITLE 5, UNITED STATES CODE, SECTION 552a**

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(j)(2) material reporting investigative efforts pertaining to the enforcement of criminal law including efforts to prevent, control, or reduce crime or apprehend criminals;

(k)(1) information which is currently and properly classified pursuant to an Executive order in the interest of the national defense or foreign policy, for example, information involving intelligence sources or methods;

(k)(2) investigatory material compiled for law enforcement purposes, other than criminal, which did not result in loss of a right, benefit or privilege under Federal programs, or which would identify a source who furnished information pursuant to a promise that his/her identity would be held in confidence;

(k)(3) material maintained in connection with providing protective services to the President of the United States or any other individual pursuant to the authority of Title 18, United States Code, Section 3056;

(k)(4) required by statute to be maintained and used solely as statistical records;

(k)(5) investigatory material compiled solely for the purpose of determining suitability, eligibility, or qualifications for Federal civilian employment or for access to classified information, the disclosure of which would reveal the identity of the person who furnished information pursuant to a promise that his/her identity would be held in confidence;

(k)(6) testing or examination material used to determine individual qualifications for appointment or promotion in Federal Government service he release of which would compromise the testing or examination process;

(k)(7) material used to determine potential for promotion in the armed services, the disclosure of which would reveal the identity of the person who furnished the material pursuant to a promise that his/her identity would be held in confidence.

**U.S. Department of Justice**
Office of Information Policy
*Sixth Floor*
*441 G Street, NW*
*Washington, DC 20530-0001*

*Telephone: (202) 514-3642*

April 25, 2022

waacl13@gmail.com

Dear Michael Ayele:

This is to advise you that the Office of Information Policy (OIP) of the U.S. Department of Justice received your administrative appeal from the action of the FBI regarding Request No. 1531505-000 on 04/25/2022.

In an attempt to afford each appellant equal and impartial treatment, OIP has adopted a general practice of assigning appeals in the approximate order of receipt. Your appeal has been assigned number A-2022-01165. Please refer to this number in any future communication with OIP regarding this matter. Please note that if you provided an email address or another electronic means of communication with your request or appeal, this Office may respond to your appeal electronically even if you submitted your appeal to this Office via regular U.S. Mail.

We will notify you of the decision on your appeal as soon as we can. If you have any questions about the status of your appeal, you may contact me at (202) 514-3642. If you have submitted your appeal through FOIA STAR, you may also check the status of your appeal by logging into your account.

Sincerely,

Priscilla Jones

Priscilla Jones
Supervisory Administrative Specialist

[redacted] b7E

FD-1057 (Rev. 5-8-10)

UNCLASSIFIED//~~FOUO~~

# FEDERAL BUREAU OF INVESTIGATION

**Electronic Communication**

**Title:** (U) Subfile closing **Date:** 10/24/2019

**From:** JACKSONVILLE
**Contact:** [redacted] b6 b7C b7E

**Approved By:** A/SSRA [redacted]

**Drafted By:** [redacted]

**Case ID #:** [redacted] (U//~~FOUO~~) Mass shooting in Tallahassee, Fl
INTELPRODS

**Synopsis:** (U) Closing of subfile

**Details:**

Main case was already closed, the subfile was inadvertently left open.

♦♦

[redacted] b7E

FD-1057 (Rev. 5-8-10)

UNCLASSIFIED//~~FOUO~~

# FEDERAL BUREAU OF INVESTIGATION

**Electronic Communication**

**Title:** (U) Subfile Opening Document **Date:** 08/02/2019

**From:** JACKSONVILLE
**Contact:** [redacted] b6 b7C b7E

**Approved By:** SSRA [redacted]

**Drafted By:** [redacted]

**Case ID #:** [redacted] (U//~~FOUO~~) Mass shooting in Tallahassee, Fl
INTELPRODS

**Synopsis:** (U) INTELPRODS subfile opening.

**Details:**

INTELPRODS subfile being opened for captioned case.

♦♦

UNCLASSIFIED//~~FOUO~~

FEDERAL BUREAU OF INVESTIGATION
FOI/PA
DELETED PAGE INFORMATION SHEET
FOI/PA# 1531505-000

Total Deleted Page(s) = 131
Page 3 ~ b6; b7C; b7D; b7E;
Page 4 ~ b3; b7D; b7E;
Page 5 ~ b6; b7C; b7D; b7E;
Page 8 ~ b7E;
Page 9 ~ b7E;
Page 10 ~ b7E;
Page 11 ~ b7E;
Page 12 ~ b7E;
Page 13 ~ b7E;
Page 14 ~ b6; b7C; b7E;
Page 15 ~ b6; b7C; b7E;
Page 16 ~ b7E;
Page 17 ~ b7E;
Page 18 ~ b7E;
Page 19 ~ b7E;
Page 20 ~ b7E;
Page 21 ~ b7E;
Page 22 ~ b7E;
Page 23 ~ b7E;
Page 24 ~ b6; b7C; b7E;
Page 25 ~ b7E;
Page 26 ~ b7E;
Page 27 ~ b7E;
Page 28 ~ b6; b7C; b7E;
Page 29 ~ b7E;
Page 30 ~ b6; b7C; b7E;
Page 31 ~ b6; b7C; b7E;
Page 32 ~ b6; b7C; b7E;
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Page 37 ~ b6; b7C; b7E;
Page 38 ~ b7E;
Page 39 ~ b6; b7C; b7E;
Page 40 ~ b7E;
Page 41 ~ b6; b7C; b7E;
Page 42 ~ b6; b7C; b7E;
Page 43 ~ b6; b7C; b7E;
Page 44 ~ b6; b7C; b7E;
Page 45 ~ b6; b7C; b7E;
Page 46 ~ b6; b7C; b7E;
Page 47 ~ b6; b7C; b7E;
Page 48 ~ b6; b7C; b7E;
Page 49 ~ b6; b7C; b7E;
Page 50 ~ b6; b7C; b7E;
Page 51 ~ b6; b7C; b7E;
Page 52 ~ b6; b7C; b7E;
Page 53 ~ b6; b7C; b7E;
Page 54 ~ b6; b7C; b7E;
Page 55 ~ b6; b7C; b7E;
Page 56 ~ b6; b7C; b7E;
Page 57 ~ b6; b7C; b7E;
Page 58 ~ b6; b7C; b7E;
Page 59 ~ b7E;
Page 60 ~ Referral/Direct;
Page 61 ~ Referral/Direct;
Page 62 ~ Referral/Direct;
Page 63 ~ Referral/Direct;
Page 64 ~ Referral/Direct;
Page 65 ~ Referral/Direct;
Page 66 ~ Referral/Direct;
Page 67 ~ Referral/Direct;
Page 68 ~ Referral/Direct;
Page 69 ~ Referral/Direct;
Page 70 ~ Referral/Direct;
Page 71 ~ Referral/Direct;

[redacted] b7E

FD-1036 (Rev. 10-16-2009)

UNCLASSIFIED//~~FOUO~~

# FEDERAL BUREAU OF INVESTIGATION

**Import Form**

**Form Type:** OTHER - Other **Date:** 03/24/2022

**Title:** (U) USSS NTAC Case Study of Misogynistic Extremism: Hot Yoga Tallahassee

**Approved By:** SIA [redacted] b6 b7C

**Drafted By:** [redacted]

**Case ID #:** [redacted] (U//~~FOUO~~) Mass shooting in Tallahassee, Fl b7E

[redacted]

**Synopsis:** (U) To provide the U.S. Secret Service, U.S. Department of Homeland Security, National Threat Assessment Center (NTAC) case study report of misogynistic extremism, "Hot Yoga Tallahassee," prepared March 2022.

♦♦

[redacted] b7E

FD-1057 (Rev. 5-8-10)

UNCLASSIFIED//~~FOUO~~

# FEDERAL BUREAU OF INVESTIGATION

**Electronic Communication**

**Title:** (U) Guardian [redacted] **Date:** 11/05/2018 b7E

**From:** JACKSONVILLE
JK-TALLAHASSEE RA
**Contact:** [redacted] b6 b7C b7E

**Approved By:** [redacted]

**Drafted By:** [redacted]

**Case ID #:** [redacted] (U//~~FOUO~~) Mass shooting in Tallahassee, Fl b7E

**Synopsis:** (U//~~FOUO~~) Mass shooting in Tallahassee, Fl

**Assessment Initiated:** 11/05/2018, set to expire 12/05/2018

**Details:** On 11/2/2018 at approximately 5:30 pm, a white male entered the Hot Yoga Tallahassee studio at 1950 Thomasville Road, Tallahassee, Florida, carrying a yoga mat and black duffle bag. The white male, later identified as Scott Paul Beierle, date of birth 10/6/1978, SSN 051-70-4963, signed in at the front desk and paid to take the yoga class that was just starting. Beierle entered the adjacent yoga room, reached into the black duffle bag, pulled out a 9mm handgun, and began shooting the members of the yoga class. At some point after shooting numerous rounds, Beierle had an issue with his weapon and stopped firing. A male member of the class then attempted to stop Beierle's attack by hitting him with a broom handle and then a vacuum, which allowed several class members to escape. Beierle thereafter committed suicide in the studio.

There were 7 class members present, two were shot and killed, four were wounded by gunshots, and one had a head injury by blount force.

Tallahassee Police Department is the lead investigative agency. The Tallahassee FBI RA responded to the scene and assisted with the investigation. An FBI mobile fingerprint device was utilized on scene to confirm the subject's identity.

Investigation is continuing.

Title: (U) Guardian [redacted] b7E
Re: [redacted], 11/05/2018

♦♦

[redacted] b7E

FD-1036 (Rev. 10-16-2009)

UNCLASSIFIED/~~LES~~

# FEDERAL BUREAU OF INVESTIGATION

**Import Form**

**Form Type:** FD-71A **Date:** 02/25/2019

**Title:** U/~~FOUO~~ Mass shooting in Tallahassee, Fl

**Approved By:** [redacted] b6 b7C

**Drafted By:** [redacted]

**Case ID #:** [redacted] (U/~~FOUO~~) Mass shooting in Tallahassee, Fl b7E

**Synopsis:** U/~~FOUO~~ DOCUMENT SYNOPSIS CREATED ON 02-25-2019 11:43 AM--SEE GUARDIAN [redacted] FOR CURRENT ASSESSMENT DATA. b7E
On 11/2/2018 at approximately 5:30 pm, a white male entered the Hot Yoga Tallahassee studio at 1950 Thomasville Road, Tallahassee, Florida, carrying a yoga mat and black duffle bag. The white male, later identified as Scott Paul Beierle, date of birth 10/6/1978, SSN 051-70-4963, signed in at the front desk and paid to take the yoga class that was just starting. Beierle entered the adjacent yoga room, reached into the black duffle bag, pulled out a 9mm handgun, and began shooting the members of the yoga class. At some point after shooting numerous rounds, Beierle had an issue with his weapon and stopped firing. A male member of the class then attempted to stop Beierle's attack by hitting him with a broom handle and then a vacuum, which allowed several class members to escape. Beierle thereafter committed suicide in the studio.
There were 7 class members present, two were shot and killed, four were wounded by gunshots, and one had a head injury by blount force. Tallahassee Police Department is the lead investigative agency. The Tallahassee FBI RA responded to the scene and assisted with the investigation. An FBI mobile fingerprint device was utilized on scene to confirm the subject's identity.
Investigation is continuing.

**Enclosure(s):** Enclosed are the following items:
1. U/~~FOUO~~ [redacted]
2. U/~~FOUO~~ Beierle military record b6 b7C b7E
3. U [redacted]
4. U/~~FOUO~~ Fingerprints taken on scene by SA [redacted] which identify Beierle with criminal history results

UNCLASSIFIED/~~LES~~

Title: U/~~FOUO~~ Mass shooting in Tallahassee, Fl b7E
Re: [redacted] 02/25/2019

♦♦

LEAVE BLANK | CRIMINAL

E20183060000000270597
RET Y

(STAPLE HERE)

STATE USAGE
NFF SECOND
SUBMISSION | APPROXIMATE CLASS | AMPUTATION | SCAR

LEAVE BLANK

STATE USAGE

LAST NAME, FIRST NAME, MIDDLE NAME, SUFFIX

UNKNOWN, UNKNOWN

SIGNATURE OF PERSON FINGERPRINTE

SOCIAL SECURITY NO.

LEAVE BLANK

ALIASES/MAIDEN
LAST NAME, FIRST NAME, MIDDLE NAME, SUFFIX

| FBI NO. | STATE IDENTIFICATION NO. | DATE OF BIRTH MM DD YY | SEX | RACE | HEIGHT | WEIGHT | EYES | HAIR |
|---|---|---|---|---|---|---|---|---|
| | | 10 06 1978 | M | | 7' 06" | 200 | XXX | BRO |


1. R.THUMB


2. R.INDEX


3. R.MIDDLE


4. R.RING


5. R.LITTLE


6. L.THUMB


7. L.INDEX

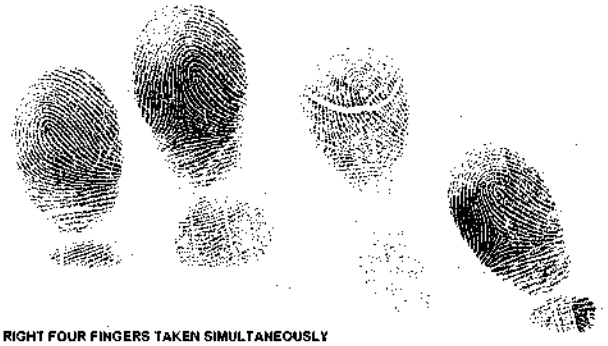

8. L.MIDDLE


9. L.RING


10. L.LITTLE


LEFT FOUR FINGERS TAKEN SIMULTANEOUSLY


L.THUMB | R.THUMB


RIGHT FOUR FINGERS TAKEN SIMULTANEOUSLY

UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION
CRIMINAL JUSTICE INFORMATION SERVICES DIVISION
CLARKSBURG, WV 26306

FLFBIJK00 ICN E2018306000000270597
TCN ZZZZ00480-20181102223625-ARES-1100-11833

THE ENCLOSED RECORD, DATED 2018/11/02, WITH THE FBI NO. 634908FC5 AND NGI CONTROL NUMBER (NCN) E2018306000000270597 IS BEING PROVIDED AS THE RESULT OF CIVIL RETAIN IDENT TEN-PRINT SUBMISSION.
THE TENPRINT BIOGRAPHICS AS SUBMITTED IN THE ORIGINAL TRANSACTION ARE:
NAME: UNKNOWN,UNKNOWN DOB 1978/10/06

A CRIMINAL HISTORY REQUEST NOTIFICATION(S) WAS SENT BY THE FBI TO THE FOLLOWING ORGANIZATIONS, EXCEPT FOR THOSE INDICATING THAT THE REFERENCED SUBJECT IS DECEASED.

NEW YORK - STATE ID/NY1777706R
FLORIDA - STATE ID/FL07828694
FBI - FBI/634908FC5

SINCE THIS RESPONSE CONTAINS NATIONAL FINGERPRINT FILE (NFF) AND/OR III PARTICIPANT STATE(S) REGULATED DATA, THE RESPONSE MAY NOT BE COMPLETE. HOWEVER THE FBI MAINTAINED DATA FROM THE NON-RESPONDING III PARTICIPANT STATE(S) IS INCLUDED IN THE RESPONSE.

FLFBIJK00
SPECIAL AGENT IN CHARGE
FEDERAL BUREAU INVEST
6061 GATE PKWY
JACKSONVILLE,FL 32256

UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION
CRIMINAL JUSTICE INFORMATION SERVICES DIVISION
CLARKSBURG, WV 26306

FLFBIJK00 ICN E2018306000000270597

THE FOLLOWING FBI IDENTIFICATION RECORD FOR 634908FC5 IS FURNISHED ~~FOR OFFICIAL USE ONLY.~~
THE TENPRINT BIOGRAPHICS AS SUBMITTED IN THE ORIGINAL TRANSACTION ARE:
NAME UNKNOWN,UNKNOWN DOB 1978/10/06

DESCRIPTORS ON FILE ARE AS FOLLOWS:

NAME UNKNOWN,UNKNOWN

| SEX | RACE | BIRTH DATE | HEIGHT | WEIGHT | EYES | HAIR |
|---|---|---|---|---|---|---|
| M | U | 1978/10/06 | 706 | 200 | UNK | BROWN |

| BIRTH CITY | BIRTH PLACE |
|---|---|
| UNREPORTED | UNKNOWN |

PATTERN CLASS
LS LS LS LS LS

| OTHER BIRTH DATES | SCARS-MARKS-TATTOOS | SOCIAL SECURITY | MISC NUMBERS |
|---|---|---|---|
| NONE | NONE | NONE | NONE |

ALIAS NAME(S)
NONE

END OF COVER SHEET

UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION
CRIMINAL JUSTICE INFORMATION SERVICES DIVISION
CLARKSBURG, WV 26306

FLFBIJK00 ICN E2018306000000270597

- FBI IDENTIFICATION RECORD -

| NAME | FBI NO. | DATE REQUESTED |
|---|---|---|
| BEIERLE,SCOTT PAUL | 634908FC5 | 2018/11/02 |

| SEX | RACE | BIRTH DATE | HEIGHT | WEIGHT | EYES | HAIR |
|---|---|---|---|---|---|---|
| M | W | 1978/10/06 | 602 | 220 | BLU | BRO |

BIRTH PLACE
NEW YORK

PATTERN CLASS
LS LS LS LS LS

CITIZENSHIP
UNITED STATES

1-DATE OF APPLICATION 2005/08/11R (DATE FP)
AGENCY-CJIS CENT REP REC BALTIMORE (MD004455Y)
AGENCY CASE-013026178675
REASON FINGERPRINTED-RETURN CIVIL PRINT - 10/24/2005

FINGERPRINT INFORMATION
BSI/2000124380949
PRINT DATE/2005/08/11

2-DATE OF APPLICATION 2007/12/28R (DATE FP)
AGENCY-OPM BOYERS (US0PM000Z)
AGENCY CASE-80187475
REASON FINGERPRINTED-NON-CRIMINAL JUSTICE EMPLOYMENT

FINGERPRINT INFORMATION
BSI/2000177111266
PRINT DATE/2007/12/28

*****THIS PAGE SHOULD NOT BE DISSEMINATED OUTSIDE THE FBI*****
END OF BUREAU SHEET

********** CRIMINAL HISTORY RECORD **********

********** Itroduction **********

This rap sheet was produced in response to the following request:

| | |
|---|---|
| FBI Number | 634908FC5 |
| State Id Number | FL07828694 () |
| Purpose Code | C |
| Attention | E20183060000000270597;T |

The information in this rap sheet is subject to the following caveats:

BECAUSE ADDITIONS OR DELETIONS MAY BE MADE AT ANY TIME, A NEW COPY SHOULD BE REQUESTED WHEN NEEDED FOR FUTURE USE

THIS RECORD CONTAINS FLORIDA INFORMATION ONLY. WHEN EXPLANATION OF A CHARGE OR DISPOSITION IS NEEDED, COMMUNICATE DIRECTLY WITH THE AGENCY THAT CONTRIBUTED THE RECORD INFORMATION. THIS RECORD MAY ONLY BE USED FOR CRIMINAL JUSTICE PURPOSES AS DEFINED BY THE CODE OF FEDERAL REGULATIONS.

THIS IS A MULTI-SOURCE OFFENDER RECORD.

********** IDENTIFICATION **********

Subject Name(s)

BEIERLE, SCOTT PAUL

Subject Description

| FBI Number | State Id Number | |
|---|---|---|
| 634908FC5 | FL07828694 | |
| **Sex** | **Race** | |
| Male | White | |
| **Height** | **Weight** | **Date of Birth** |
| 6'01" | 240 | 1978-10-06 |
| **Hair Color** | **Eye Color** | |
| Brown | Blue | |

Residence
Residence as of

2566 W TENNESSEE STR, TALLAHASSEE, FL

********** CRIMINAL HISTORY **********

========== Cycle 001 ==========

| | | | |
|---|---|---|---|
| Tracking Number | 001 | | |
| Earliest Event Date | 2012-12-07 | Incident Date | 2012-12-07 |

| | |
|---|---|
| Arrest Date | 2012-12-07 |
| Arrest Case Number | 2000026300 |
| Arresting Agency | FL0370600 |

FLORIDA STATE UNIVERSITY PD

```
Arrest Type               ADULT
Charge                    001
         Charge Number    2000026300
Charge Tracking Number    3702132852
         Charge Literal   BATTERY-
    Charge Description    BATTERY TOUCH OR STRIKE

                Statute    (FL784.03(1A1) FL
)
     NCIC Offense Code    1319
    State Offense Code
                  Counts   002
               Severity    MISDEMEANOR
       Inchoate Charge
      Enhancing Factor
-------------------------------------------------------------------------
Prosecutor Disposition    (Cycle 001)
Prosecutor Case Number    372012MM005256AXXXXX
Prosecution Date          2012-12-07
Prosecutor Agency         FL037015A OFFICE OF ATTORNEY GENERAL - DEPT
                          LEGAL AFFAIRS

Charge                    001
         Charge Number    001
Charge Tracking Number    3702132852
         Charge Literal   BATTERY-
    Charge Description    Suppl Arr Degree:1ST
    Charge Description    Suppl Arr Level:MISDEMEANOR
    Charge Description    BATTERY TOUCH OR STRIKE

                Statute    (FL784.03(1A1) )
     NCIC Offense Code    1319
    State Offense Code
                  Counts   001
               Severity    MISDEMEANOR
       Inchoate Charge
      Enhancing Factor
           Disposition    Dismissed( 2013-05-16; NOLLE PROSSED
)
-------------------------------------------------------------------------
Prosecutor Disposition    (Cycle 001)
Prosecutor Case Number    372012MM005256AXXXXX
Prosecution Date          2012-12-07
Prosecutor Agency         FL037035A STATE ATTORNEY'S OFFICE -
                          TALLAHASSEE

Charge                    001
         Charge Number    002
Charge Tracking Number    3702132852
         Charge Literal   BATTERY-
    Charge Description    Suppl Arr Degree:1ST
    Charge Description    Suppl Arr Level:MISDEMEANOR
    Charge Description    BATTERY TOUCH OR STRIKE

                Statute    (FL784.03(1A1) )
     NCIC Offense Code    1319
    State Offense Code
                  Counts   001
               Severity    MISDEMEANOR
       Inchoate Charge
      Enhancing Factor
           Disposition    Charges Dropped( 2013-01-03; DROPPED/ABANDONED
)
============================== Cycle 002 ==============================
Tracking Number           002
```

```
Earliest Event Date     2014-07-02 Incident Date          2014-07-02
-------------------------------------------------------------------
Arrest Date             2014-07-02
Arrest Case Number      2000044470
Arresting Agency        FL0370600
FLORIDA STATE UNIVERSITY PD

Arrest Type             ADULT
Charge                  001
         Charge Number  2000044470
Charge Tracking Number  3702146480
        Charge Literal  TRESPASSING-
    Charge Description  TRESPASSING OCCUPIED STRUCTURE OR CONVEYANCE

               Statute   (FL810.08(2B) FL
)
     NCIC Offense Code  5707
    State Offense Code
                Counts  001
              Severity  MISDEMEANOR
       Inchoate Charge
      Enhancing Factor
-------------------------------------------------------------------
Prosecutor Disposition  (Cycle 002)
Prosecutor Case Number  372014MM001946AXXXXX
Prosecution Date        2014-07-02
Prosecutor Agency       FL037035A STATE ATTORNEY'S OFFICE -
                        TALLAHASSEE

Charge                  001
         Charge Number  001
Charge Tracking Number  3702146480
        Charge Literal  TRESPASSING-
    Charge Description  Suppl Arr Degree:1ST
    Charge Description  Suppl Arr Level:MISDEMEANOR
    Charge Description  TRESPASSING OCCUPIED STRUCTURE OR CONVEYANCE

               Statute   (FL810.08(2B) )
     NCIC Offense Code  5707
    State Offense Code
                Counts  001
              Severity  MISDEMEANOR
       Inchoate Charge
      Enhancing Factor
           Disposition  Charges Dropped( 2015-01-26; DROPPED/ABANDONED
)
============================== Cycle 003 ==============================
Tracking Number         003
Earliest Event Date     2016-06-08
-------------------------------------------------------------------
Arrest Date             2016-06-08
Arrest Case Number      3000065712
Arresting Agency        FL0370300
TALLAHASSEE POLICE DEPARTMENT

Arrest Type             ADULT
Charge                  001
         Charge Number  3000065712
Charge Tracking Number  3703006778
        Charge Literal  BATTERY-
    Charge Description  TOUCH OR STRIKE

               Statute   (FL784.03(1A1) FL
)
     NCIC Offense Code  1319
    State Offense Code
```

```
                Counts  001
              Severity  MISDEMEANOR
      Enhancing Factor
-------------------------------------------------------------------
Prosecutor Disposition  (Cycle 003)
Prosecutor Case Number  372016MM001610AXXXXX
Prosecution Date        2016-06-08
Prosecutor Agency       FL037035A STATE ATTORNEY'S OFFICE -
                        TALLAHASSEE

Charge                  001
         Charge Number  001
Charge Tracking Number  3703006778
        Charge Literal  BATTERY-
    Charge Description  Suppl Arr Degree:1ST
    Charge Description  Suppl Arr Level:MISDEMEANOR
    Charge Description  BATTERY TOUCH OR STRIKE

               Statute   (FL784.03(1A1) )
     NCIC Offense Code  1319
    State Offense Code
                Counts  001
              Severity  MISDEMEANOR
       Inchoate Charge
      Enhancing Factor
           Disposition  Dismissed( 2017-05-17; NOLLE PROSSED
)
*************************  INDEX OF AGENCIES  ***************************

Agency                  FLORIDA STATE UNIVERSITY PD
; FL0370600;
Address
DEPARTMENT OF PUBLIC SAFETY AND SECURITY,
                        TALLAHASSEE, FL 32306


-------------------------------------------------------------------
Agency                  OFFICE OF ATTORNEY GENERAL - DEPT LEGAL
                        AFFAIRS
; FL037015A;
Address
PL-01 THE CAPITOL, TALLAHASSEE, FL 32399


-------------------------------------------------------------------
Agency                  STATE ATTORNEY'S OFFICE - TALLAHASSEE
;
                        FL037035A;
Address
301 SOUTH MONROE, ROOM 475, TALLAHASSEE, FL
                        32301


-------------------------------------------------------------------
Agency                  TALLAHASSEE POLICE DEPARTMENT
; FL0370300;
Address
234 EAST SEVENTH AVENUE, TALLAHASSEE, FL 32303


-------------------------------------------------------------------
Agency
FLORIDA STATE UNIVERSITY PD
; FL0370600;

-------------------------------------------------------------------
```

Agency
FLORIDA STATE UNIVERSITY PD
; FL0370600;

---

Agency
TALLAHASSEE POLICE DEPARTMENT
; FL0370300;

---

Agency OFFICE OF ATTORNEY GENERAL - DEPT LEGAL AFFAIRS
; FL037015A;

---

Agency STATE ATTORNEY'S OFFICE - TALLAHASSEE
;
FL037035A;

---

Agency STATE ATTORNEY'S OFFICE - TALLAHASSEE
;
FL037035A;

---

Agency STATE ATTORNEY'S OFFICE - TALLAHASSEE
;
FL037035A;

* * * END OF RECORD * * *

********** CRIMINAL HISTORY RECORD **********

********** Introduction **********

This rap sheet was produced in response to the following request:

| | |
|---|---|
| FBI Number | 634908FC5 |
| State Id Number | 1777706R () |
| Request Id | 0098470581 |
| Purpose Code | C |
| Attention | E20183060000000270597;T |

The information in this rap sheet is subject to the following caveats:

Multi-Source - Subject has information maintained by other states or in multiple NYS files maintained by the FBI available through the Interstate Identification Index. Refer to FBI Number: 634908FC5

This NYSID Number was used previously and is now reassigned to this individual.

Sentencing - Where an individual is sentenced June 1, 1981 or later on more than one charge within a docket, the sentence may be considered to be concurrent unless identified as consecutive.

********** IDENTIFICATION **********

Subject Name(s)

BEIERLE, SCOTT P

Subject Description

| FBI Number | State Id Number |
|---|---|
| 634908FC5 | 01777706R |

Social Security Number
051704963

| Sex | Race | Skin Tone |
|---|---|---|
| Male | White | Light |

| Height | Weight | Date of Birth |
|---|---|---|
| 6'02" | 220 | 1978-10-06 |

| Hair Color | Eye Color |
|---|---|
| Brown | Blue |

Place of Birth
New York

Unknown

Residence
Residence as of

924 TAYLOR DRIVE
VESTAL, NY

********** CRIMINAL HISTORY **********

========== Cycle 001 ==========

| | | | |
|---|---|---|---|
| Tracking Number | 31279580R | | |
| Earliest Event Date | 2004-09-25 | Incident Date | 2004-09-25 |

---

| | |
|---|---|
| Arrest Date | 2004-09-25 |
| Arresting Agency | NY0030300 Johnson City Village Police Department |
| Subject's Name | BEIERLE, SCOTT, P |
| Charge Tracking Number | 31279580R |
| Statute | Operate Motor Veh With .08 of 1% Alcohol Or More In Blood- 1st Offense (1192 SUB 02 ) |
| NCIC Offense Code | 5404 |
| State Offense Code | VTL 1192 SUB 02 |
| Counts | 1 |
| Severity | Misdemeanor |
| Inchoate Charge | Completed |

---

| | |
|---|---|
| Court Disposition | (Cycle 001) |
| Court Case Number | 04100048 |
| Final Disposition Date | 2004-12-03 |
| Court Agency | NY003061J Johnson City Village Court |
| Charge Tracking Number | 31279580R |
| Statute | Operate Motor Veh With .08 of 1% Alcohol Or More In Blood- 1st Offense (1192 SUB 02 ) |
| State Offense Code | VTL 1192 SUB 02 |
| Counts | 1 |
| Severity | Misdemeanor |
| Inchoate Charge | Completed |
| Disposition | ( 2004-12-03; Convicted Upon Plea Of Guilty) |

---

| | |
|---|---|
| Sentencing | (Cycle 001) |
| Sentence Date | 2004-12-03 |
| Court Case Number | 04100048 |
| Charge Tracking Number | 31279580R |
| Statute | Operate Motor Veh With .08 of 1% Alcohol Or More In Blood- 1st Offense (1192 SUB 02 ) |
| NCIC Offense Code | 5404 |
| State Offense Code | VTL 1192 SUB 02 |
| Counts | 1 |
| Severity | Misdemeanor |
| Inchoate Charge | Completed |
| Disposition | ( 2004-12-03; ) |
| Sentence | Conditional dischargeFine Amount: $500 Status at the time of sentencing: Adjourned for Payment |

********** INDEX OF AGENCIES **********

| | |
|---|---|
| Agency | Johnson City Village Police Department; NY0030300; |

---

| | |
|---|---|
| Agency | Johnson City Village Court; NY003061J; |

* * * END OF RECORD * * *

* Federal Deoxyribonucleic Acid (DNA) Indicator *
*
* DNA Not in CODIS - Collect DNA *
*

NGI PHOTOS FOR 634908FC5



This record is being sent for identification purposes only. It does not convey the individual's immigration status and is not an immigration detainer.

Statement on Disclosure of Visa Records

According to the Immigration and Nationality Act, section 222(f): The records of the Department of State and of diplomatic and consular offices of the United States pertaining to the issuance or refusal of visas or permits to enter the United States shall be considered confidential and shall be used only for the formulation, amendment, administration, or enforcement of the immigration, nationality, and other laws of the United States.
The attached visa record may only be used for the purposes for which it is being shared. Information in this record may not under any circumstances be disclosed to any entity other than the receiving agency, including the general public, without the express written consent of the Department of State (DOS). Any questions concerning the interpretation of DOS visa records or the parameters for disclosure of such records under INA section 222(f) must be addressed by the DOS. However, should access to DOS visa records generate inquiries by receiving agencies about a person's legal status in the United States, such inquiries should be directed to the Department of Homeland Security (DHS), which has jurisdiction over questions of legal status in the United States.

------ NO MATCH ------

**DOD NO MATCH**

(U) ~~LAW ENFORCEMENT SENSITIVE~~: The information marked (U//~~LES~~) in this document is the property of FBI and may be distributed within the Federal Government (and its contractors), US intelligence, law enforcement, public safety or protection officials and individuals with a need to know. Distribution beyond these entities without FBI authorization is prohibited. Precautions should be taken to ensure this information is stored and/or destroyed in a manner that precludes unauthorized access. Information bearing the ~~LES~~ caveat may not be used in legal proceedings without first receiving authorization from the originating agency. Recipients are prohibited from subsequently posting the information marked ~~LES~~ on a website on an unclassified network.

Generated: 02/25/2019 11:43 AM EST

## Incident Summary

[redacted] (U//~~FOUO~~) Mass shooting in Tallahassee, Fl b7E [redacted]

---

Scott Paul Beierle [redacted] b7E

Status: Closed (on 02/25/2019)
This relates to or enhances [redacted]

(U) Scott Paul Beierle (Male, 10/06/1978)
Social Security: 051704963
Race: White
Birth Place: New York
US Person: Yes
Subject Type: Main
In Custody: Yes
Contact Information: [redacted]
Attachments: [redacted]

[redacted]

Status: Closed
Type 1/Type 2

Threat to Life: No
Report Type: [redacted]
Activity Type: Personal Injury/Attack, Mass shooting
Observed: 11/02/2018 05:30:00 PM b6
Time Zone: GMT -05:00 US/Canada Eastern b7C
Origin Agency: FBI b7E
Recipt Method: In Person
Reported By: Tallahassee Police Department
Field Office: [redacted]
Assigned Squad: [redacted]
Approver(s): [redacted]
Report Creator: [redacted]
Report Owner: [redacted]
Authorized Purpose: The authorized purpose is to assist the locals with their investigation and determine if there is a federal case to investigate.
Sentinel Case: [redacted]

[redacted] b7E

(U//~~FOUO~~) On 11/2/2018 at approximately 5:30 pm, a white male entered the Hot Yoga Tallahassee studio at 1950 Thomasville Road, Tallahassee, Florida, carrying a yoga mat and black duffle bag. The white male, later identified as Scott Paul Beierle, date of birth 10/6/1978, SSN 051-70-4963, signed in at the front desk and paid to take the yoga class that was just starting. Beierle entered the adjacent yoga room, reached into the black duffle bag, pulled out a 9mm handgun, and began shooting the members of the yoga class. At some point after shooting numerous rounds, Beierle had an issue with his weapon and stopped firing. A male member of the class then attempted to stop Beierle's attack by hitting him with a broom handle and then a vacuum, which allowed several class members to escape. Beierle thereafter committed suicide in the studio.

There were 7 class members present, two were shot and killed, four were wounded by gunshots, and one had a head injury by blount force.
Tallahassee Police Department is the lead investigative agency. The Tallahassee FBI RA responded to the scene and assisted with the investigation. An FBI mobile fingerprint device was utilized on scene to confirm the subject's identity.
Investigation is continuing.

## Subjects

(U) Scott Paul Beierle (Male, 10/06/1978)

| | |
|---|---|
| Social Security: | 051704963 |
| Race: | White |
| Birth Place: | New York |
| US Person: | Yes |
| Subject Type: | Main |
| In Custody: | Yes |
| Contact Information: | |
| Attachments: | |

b7E

## Attachments

## Notes

b7E

## Disposition

(U//~~FOUO~~) Disposition

Note:

The guardian matter should be closed down and referred to the captioned file number

b7E

Investigation Type:

Disposition:

This relates to or enhances

[redacted] b7E

FD-1036 (Rev. 10-16-2009)

UNCLASSIFIED//~~FOUO~~

# FEDERAL BUREAU OF INVESTIGATION

**Import Form**

**Form Type:** EMAIL - Email **Date:** 02/25/2019

**Title:** (U) Sentinel Serial: (U) Guardian [redacted] b7E

**Approved By:** SSRA [redacted] b6 b7C

**Drafted By:** [redacted]

**Case ID #:** [redacted] (U//~~FOUO~~) Mass shooting in Tallahassee, Fl

**Synopsis:** (U) Sentinel Serial: (U) Guardian [redacted] b7E

♦♦

UNCLASSIFIED//~~FOUO~~

**To:** [redacted](BN) (FBI)
**Subject:** Sentinel Serial: (U) Guardian [redacted] -- UNCLASSIFIED/~~FOUO~~

b6
b7C
b7E

**SentinelCaseId:** [redacted]
**SentToSentinel:** 2/25/2019 4:50:35 PM

Classification: UNCLASSIFIED/~~FOUO~~
==========
Sent for Approval for RECORD//Sentinel Case [redacted]

Hi [redacted] just checking in with you to see if anything has been returned [redacted] on the below case. [redacted] Please advise, and thank you again for the assistance.

b6
b7C
b7E

The following document has been forwarded to you:

Title: (U) Guardian [redacted]

Synopsis: (U/~~FOUO~~) Mass shooting in Tallahassee, Fl

Link to Document: [redacted]

SA [redacted]
Jacksonville Div/Tallahassee RA
[redacted]

b6
b7C
b7E

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Classification: UNCLASSIFIED/~~FOUO~~

[redacted] b7E

FD-1036 (Rev. 10-16-2009)

UNCLASSIFIED/~~FOUO~~

# FEDERAL BUREAU OF INVESTIGATION

**Import Form**

**Form Type:** OTHER - Other **Date:** 01/11/2019

**Title:** (U) Response [redacted] b7D b7E

**Approved By:** LEGAT [redacted] b6 b7C

**Drafted By:** [redacted]

**Case ID #:** [redacted] b3 b7E

**Synopsis:** (U) Pursuant to lead set by JK Division, [redacted] b7D b7E

♦♦

[redacted] b7E

FD-1036 (Rev. 10-16-2009)

UNCLASSIFIED/~~FOUO~~

# FEDERAL BUREAU OF INVESTIGATION

**Import Form**

**Form Type:** EMAIL - Email **Date:** 05/02/2019

**Title:** (U) RE: Sentinel Serial: (U) Guardian [redacted] b7E

**Approved By:** SSRA [redacted] b6 b7C

**Drafted By:** [redacted]

**Case ID #:** [redacted] (U//~~FOUO~~) Mass shooting in Tallahassee, Fl b7E

**Synopsis:** (U) RE: Sentinel Serial: (U) Guardian [redacted]

♦♦

**To:** [redacted](BN) (FBI)
**Subject:** RE: Sentinel Serial: (U) Guardian [redacted] --- UNCLASSIFIED//~~FOUO~~

b6
b7C
b7E

**SentinelCaseId:** [redacted]
**SentToSentinel:** 2/27/2019 6:15:33 PM

Classification: UNCLASSIFIED//~~FOUO~~
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Sent for Approval for RECORD//Sentinel Case [redacted]

b6
b7C
b7E

Sorry [redacted] the document wasn't uploaded into my case file and I didn't see the reference in the lead coverage. No that was the only request. Thanks so much! [redacted]

---

**From:** [redacted](BN) (FBI)
**Sent:** Tuesday, February 26, 2019 6:40 AM
**To:** [redacted](JK) (FBI) [redacted]
**Subject:** RE: Sentinel Serial: (U) Guardian [redacted] --- UNCLASSIFIED/~~FOUO~~

b6
b7C
b7E

Classification: UNCLASSIFIED//~~FOUO~~
==========
Sent for Approval for RECORD//Sentinel Case [redacted]

Hi [redacted]

We did receive a response, which was uploaded to Sentinel in January

[redacted]

b6
b7C
b7E

That document should've been linked to the lead coverage. [redacted]

[redacted]

Was there a second request that I missed?

Thanks!
[redacted]

---

**From:** [redacted](JK) (FBI)
**Sent:** Monday, February 25, 2019 5:51 PM
**To:** [redacted](BN) (FBI) [redacted]
**Subject:** Sentinel Serial: (U) Guardian [redacted] --- UNCLASSIFIED//~~FOUO~~

b6
b7C
b7E

Classification: UNCLASSIFIED//~~FOUO~~
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Sent for Approval for RECORD//Sentinel Case [redacted]

Hi [redacted] just checking in with you to see if anything has been returned [redacted] on the below case. [redacted] Please advise, and thank you again for the assistance.

b6
b7C
b7D
b7E

The following document has been forwarded to you:

Title: (U) Guardian [redacted]

Synopsis: (U//~~FOUO~~) Mass shooting in Tallahassee, Fl

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b7E

Link to Document: [redacted]

SA [redacted]
Jacksonville Div/Tallahassee RA
[redacted]

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Classification: UNCLASSIFIED//~~FOUO~~

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Classification: UNCLASSIFIED//~~FOUO~~

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Classification: UNCLASSIFIED//~~FOUO~~

[redacted] b7E

FD-1057 (Rev. 5-8-10)

UNCLASSIFIED//~~FOUO~~

# FEDERAL BUREAU OF INVESTIGATION

**Electronic Communication**

**Title:** (U) Closing of case **Date:** 07/25/2019

**From:** JACKSONVILLE
**Contact:** [redacted] b6 b7C b7E

**Approved By:** A/SSRA [redacted]

**Drafted By:** [redacted]

**Case ID #:** [redacted] (U//~~FOUO~~) Mass shooting in Tallahassee, Fl

**Synopsis:** (U) Closing of case

**Details:**

All investigation of this matter is complete and there is no further assistance needed by the Tallahassee Police Department, who was the lead investigative agency. This matter is being closed.

♦♦

[redacted] b7E

FD-1057 (Rev. 5-8-10)

UNCLASSIFIED//~~FOUO~~

# FEDERAL BUREAU OF INVESTIGATION

**Electronic Communication**

**Title:** (U) Closing of case **Date:** 10/11/2019

**From:** JACKSONVILLE
**Contact:** [redacted] b6 b7C b7E

**Approved By:** A/SSRA [redacted]

**Drafted By:** [redacted]

**Case ID #:** [redacted] (U//~~FOUO~~) Mass shooting in Tallahassee, Fl b7E

**Synopsis:** (U) Assistance with the investigation is complete

**Details:**

See serial 7 regarding closing of case.

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MARCH 2022

# Hot Yoga Tallahassee

## A CASE STUDY OF MISOGYNISTIC EXTREMISM

**DEPARTMENT OF HOMELAND SECURITY**
UNITED STATES SECRET SERVICE
***National Threat Assessment Center***

This report was prepared by the staff of the U.S. Secret Service
**National Threat Assessment Center (NTAC)**

**NATIONAL THREAT ASSESSMENT CENTER**
**U.S. SECRET SERVICE**
**U.S. DEPARTMENT OF HOMELAND SECURITY**
March 2022

Although permission to reprint is not necessary, when quoting, paraphrasing, or otherwise referring to this document, the citation should be: National Threat Assessment Center. (2021). *Hot Yoga Tallahassee: A Case Study of Misogynistic Extremism*. Washington, DC: U.S. Secret Service, Department of Homeland Security.

# Introduction

On November 2, 2018, a 40-year-old gunman opened fire inside Hot Yoga Tallahassee, a yoga studio in Tallahassee, FL, killing two women and injuring four more before committing suicide. The attacker was motivated to carry out violence by his inability to develop or maintain relationships with women, along with his perception of women's societal power over men. For decades prior, he engaged in numerous instances of inappropriate and criminal behavior directed toward women and girls. These behaviors resulted in him losing several jobs, being barred from public locations, and having multiple contacts with law enforcement, some of which resulted in arrest.

The behavioral history of the Hot Yoga Tallahassee attacker illustrates many of the behavioral threat assessment themes identified through years of U.S. Secret Service research examining targeted violence. Further, this attacker's history highlights the specific threat posed by misogynistic extremism. This gender-based ideology, sometimes referred to as "male supremacy," has received increased attention in recent years from researchers, government agencies, and advocacy groups due to its association with high-profile incidents of mass violence. Some of these attacks were perpetrated by individuals who espoused specific types of misogynistic extremism, including "anti-feminists" and "involuntary celibates" (See Origins of the "Incel" Label). The Hot Yoga Tallahassee attacker did not appear to adopt any of these specific ideological labels, but his behavior and beliefs aligned with many who do. Although these labels and their origins vary, they all have proponents who have called for violence against women.

### *Origins of the "Incel" Label*

In the late 1990s, a Canadian woman created an Internet peer support forum for people who wanted a sexual relationship but were unable to find a partner. It was intended to be a safe place to seek support for those who felt sexually deprived due to social awkwardness, marginalization, or mental illness. She popularized the term "involuntary celibacy" as a nonjudgmental way for lonely people to identify as a group. Over time, the term would be shortened to "incel." This forum, along with similar communities, was intended to be positive and focused on providing support for overcoming one's "incel" status.

As the community grew, the ideas expressed in the forums changed and by the early 2000s, some of the more dominant voices were young heterosexual men with vindictive and aggressive views toward women. Though the original developer took down her website, the community continued to spread across other forums.

Today, the term "incel" is often used to describe men who feel unable to obtain romantic or sexual relationships with women, to which they feel entitled. The term is used to describe one online subculture that exists within the "manosphere" – a network of blogs and forums frequented by groups including incels, men's rights activists (MRAs), Men Going Their Own Way (MGTOW), and pickup artists (PUAs). Although these groups are known to promote male-dominant views, some members express extreme ideologies involving anti-woman hate, sexual objectification of women, and calls for violence targeting women.

For example, on May 23, 2014, a 22-year-old male killed six people and injured fourteen others in a shooting and stabbing spree near the campus of the University of California, Santa Barbara (UCSB). Among the victims were three women who were shot outside of a sorority house. The attacker viewed these young women as symbols of the type of woman he was unable to attract. Earlier that day, he posted a video on social media where he expressed his frustration of not being able to find a girlfriend. He also recorded details of his hatred for women, his contempt for interracial couples, and his plans for retribution. Although the UCSB killing spree is an example of a mass attack perpetrated by a self-identified incel, mass attacks have also been perpetrated by attackers motivated by other types of misogynistic extremism. For example, on July 19, 2020, a 72-year-old self-described "anti-feminist" lawyer attacked the family of a federal judge, killing the judge's son and wounding her husband. The attacker was a fervent men's rights advocate, motivated by a belief that "manhood is in serious jeopardy in America" and calling for a "revolution."[1] Unlike the UCSB attacker, this attacker did not identify as an incel. He had previously been married and was not known to visit incel-related websites.

It is further important to note that misogynistic violence is not restricted to high-profile incidents of mass violence. Misogyny frequently appears in more prevalent acts of violence, including stalking and domestic abuse. No matter the context, responding to the threat posed by these beliefs requires collaboration across multiple community systems, including law enforcement, courts, mental health providers, and domestic violence and hate crime advocacy groups.

The Hot Yoga Tallahassee case study demonstrates the opportunities that exist to prevent targeted violence while drawing particular focus to the risk posed by misogynistic extremism. Highlighted throughout the case study are behavioral threat assessment themes (see table on page 5) that were evident in the background of the Hot Yoga Tallahassee attacker. These behavioral themes are frequently seen in the backgrounds of other attackers and, as such, should be the focus of community-level violence prevention efforts to identify and intervene with those who pose a risk of engaging in targeted violence.

| Behavioral Threat Assessment Themes in the Attacker's Background | |
|---|---|
| ✔ Motive | ✔ Homicidal ideations |
| ✔ Concerning and threatening communications | ✔ Beliefs and fixations |
| ✔ Concerning online content | ✔ Harassment |
| ✔ Stressors (chronic & acute) | ✔ History of being bullied |
| ✔ Mental health history | ✔ Financial instability |
| ✔ Elicited concern in others | ✔ Failed life aspirations |
| ✔ Bizarre or inappropriate behavior | ✔ Lack of consequences |
| ✔ Interpersonal difficulties | ✔ Target-related behaviors |
| ✔ Blaming others | ✔ Attack planning |
| ✔ Intense/escalating anger | ✔ Final acts |
| ✔ Interest in violence | |

The themes and behaviors identified in this case study are not provided as predictors of violence, but rather as factors that should be evaluated in context when conducting a behavioral threat assessment. Further, some of the identified behaviors involve activities that are protected by the Constitution and should be viewed with those protections in mind.

# Early Life and Young Adulthood

***For the purposes of this case study, the attacker will be referred to using his initials.***

Born in 1978, SB and his two brothers were raised in Vestal, NY, where SB served as an acolyte in the United Methodist Church. SB delivered newspapers to his neighbors, mowed their lawns, and was active in Boy Scouts. SB avoided listening to pop or metal music, which referred to partying, the "rock and roll" lifestyle, and all the "action" others got because he found the lyrics unrelatable.[2] He felt pressured by society about sex and being in a relationship. From early adolescence and into his teen years, SB had limited friendships and no romantic relationships.

When SB was in eighth grade, around 1993, he experienced what he later described as the worst day of his life. He claimed to have done something that caused all the students in his school to turn against him. Though he did not share the details of the incident, he reported that even students he had not previously known treated him as an outcast for an entire day. The experience ended with him hiding under his sheets at home for hours in the dark and served as the inspiration for a song he wrote later in life, titled "Crying in the Dark." That same school year, a group of female students bullied SB during home economics class. He later described this bullying as the origin of his misogyny.

**History of Being Bullied**

**…described this bullying as the origin of his misogyny.**

As a teen, SB wrote four novels and a screenplay, including a 70,000-word, 81-page novella titled *Rejected Youth*, which he wrote the summer before his senior year. *Rejected Youth* was a revenge fantasy about a middle school boy turned serial killer who hated his female classmates who had shunned and humiliated him. In his story, the main character criticizes the girls' appearances, mocks their boyfriends, and becomes enraged by the girls' lack of respect for him. In the end, the main character murders the girls one by one, while still admiring their bodies, and then commits suicide as law enforcement arrives. The characters in the story represented SB's actual classmates from school, though the names were slightly changed. SB said he did not share the story with anyone until 17 years later.

**Homicidal Ideations**

**…a revenge fantasy about a middle school boy turned serial killer who hated his female classmates...**

At the end of his senior year, SB was highlighted in the local newspaper as one of three newspaper Carriers of the Month. He also received an athletic award in football, achieved the rank of Eagle Scout, and was elected vice president of his senior class. While running against a female opponent in the student body election, SB's campaign slogan was "Vote [SB], because we don't need no woman."[3]

According to a childhood friend, SB acted inappropriately with girls at school. At one point, he grabbed a female classmate's backside after she declined his invitation to a school dance. Despite having been disciplined for this behavior, SB continued to touch girls without their consent while drunk at social gatherings. Following the 2018 yoga studio attack, one female from SB's graduating class came forward and told police she had been inappropriately touched and stalked by him. In addition to his inappropriate behavior toward women, SB was said to openly admire Hitler and the Aryan Nations while in high school. He also prided himself on being asocial and looked down on peers who were involved in social activities. He bragged that he would achieve a more successful life than them because he focused more on academics.

**Inappropriate Behavior**

**…continued to touch girls without their consent...**

**Beliefs**

**…said to openly admire Hitler and the Aryan Nations...**

In 1997, SB graduated high school and moved to the West Coast to pursue his dream of becoming a screenwriter. When he failed to succeed in establishing a career, he moved back to Vestal, NY to live with his parents and enroll in college. SB continued to write scripts, stories, and songs that were described as "dark, violent, and misogynistic."[4]

**Failed Life Aspirations**

**…failed to succeed in establishing a career…**

As a college student, SB worked at an insurance call center but was fired for harassing a coworker. The coworker had told SB that she was also employed at the gym where he was a member. SB then sought her out at the gym. Though the details about his behavior during this encounter are unknown, local law enforcement contacted SB following the gym visit. Police informed him that the coworker was not pressing charges and directed SB to leave her alone. This event served as inspiration for two of SB's songs. One song, which he shared with his childhood friend who was also a musician, was about an employee killing all his coworkers in retaliation for being fired. He titled the other song "Stalker."

**Harassment/Stressor**

**…fired for harassing a coworker.**

When SB described his inspiration for "Stalker," he attempted to absolve himself of any wrongdoing when seeking out his coworker at the gym. SB argued that "aggression is a male trait, and it is criminalized. Evasiveness is a female trait, and it is NOT criminalized, but I think it could be."[5] He further complained of how he was told by police that he could not press charges against the coworker, writing "that really was the true onset of my psychosis. It sent me off the edge."[6] He continued, "I looked up the most extreme examples

**Interest in Violence**

**"I looked up the most extreme examples of stalking, that ended in mass shootings and such…"**

*- SB*

of stalking, that ended in mass shootings and such, and I wouldn't advocate stalking, as it can be construed as complimentary for the 'victim.'"[7] SB described three additional past incidents that involved him engaging in stalking behaviors, each of which contributed as inspiration for his song, "Stalker."

While still enrolled as a college student, SB harassed another woman, this time a classmate at his university. According to SB, he and the classmate had previously gone on a date, but when he approached her to chat after class one day, the classmate hid in the women's restroom. SB stood outside of the restroom waiting for her until she came out, at which point she exclaimed, "He's still out there!"[8] She reported the encounter to school officials, and the Dean's office subsequently instructed SB to leave the classmate alone. He responded that he would, if the classmate left him alone. This was one of the additional incidents that SB attributed as inspiration for his song, "Stalker." Other incidents reportedly occurred during this timeframe that involved SB getting kicked out of or banned from bars for groping women.

**Harassment**

**…stood outside of the restroom waiting for her…**

***SB's Behavior Toward Women Elicited Concern in Others***

- Gyms, bars, and campus officials banned him.
- Employers fired him.
- Classmates avoided him and reported him to school and campus officials.
- Roommates kept their friends away from him and called police.
- A sibling suspected he was a serial sniper and considered reporting him as a suspect.
- His parents removed him from a child's party and locked their door as they slept.
- The military found him guilty of conduct unbecoming an officer and fraternizing with an enlisted person.
- School district employees recommended he not be hired.
- Students complained to parents and school counselors when he was a teacher.
- His friend's wife called law enforcement about his disturbing writings.

In or around 2000, SB moved to the Washington, DC area for an undergraduate internship. According to SB, when his new roommates asked him if he had a girlfriend, SB replied, "sure, she's locked in my basement as we speak."[9] He later reported this interaction as the inspiration for writing a song titled "Locked in My Basement." The song described an assailant drugging and chaining a woman in his basement, then torturing and sexually assaulting her, after she rejected him. SB later claimed these roommates robbed him while he was on break. He also claimed that the roommates reported him to the police after becoming afraid for their lives. Neither the alleged robbery nor the police report could be confirmed, and SB did not specify why his roommates became fearful.

In 2002, SB graduated with a bachelor's degree in political science and government. Soon after graduation, he moved to Alexandria, VA. In October of that year, a series of sniper attacks took place over a period of several weeks across the Washington, DC area, resulting in ten killed and three seriously wounded. At the time, SB's family was aware of his disturbing writings, and SB's brother and sister-in-law feared that SB might be the one perpetrating the killings. They were so concerned that they considered contacting police to report SB as a possible suspect.

This was not the first time that SB's family had been so alarmed by his behavior that they took action. For example, after becoming aware of SB's concerning writings, SB's parents reportedly slept with their bedroom door locked. At one point, SB's parents found that he had been keeping a firearm in the home without their knowledge and asked his brother to remove it. In another instance, SB's parents escorted him from his niece's birthday party after other parents complained about SB inappropriately touching the backsides of girls as he helped them from a waterslide. On another occasion, SB's brother became angry and demanded SB leave the house after learning that SB entered his wife's bedroom and stood over her at a time when he believed she was asleep.

## Teaching, the Military, and Graduate School

In 2003, SB moved to Maryland. The following year, he was charged with driving under the influence. He was also evicted by his roommate from their apartment, where afterwards, county police investigated SB for destruction of property.

**Stressor**

**…evicted by his roommate from their apartment…**

From 2005 to 2007, after he passed a criminal records check, SB taught English and social studies in a Maryland county school district. In May 2006, at age 28, he was investigated by the county police department for inappropriate contact with a female high school student. SB had made the student uncomfortable when he touched her arm, inappropriately stared at her, and asked if she would ever pose in *Playboy*. He also suggested she wear low-cut shirts. The school district made disciplinary recommendations; however, school officials never publicly confirmed if the recommendations were carried out or if SB was ever disciplined for his behavior. The police record for the investigation indicated the case was suspended, and SB continued to teach in the district for another year before he resigned.

**Lack of Consequences**

**…inappropriate contact with a high school student…[yet] continued to teach…**

On January 30, 2008, SB joined the U.S. Army and was commissioned as an officer six months later. He served for a period in Germany, during which he was assigned to supply and logistics. SB later said in a self-recorded video that he had a positive experience with a woman while in Germany. He described her as his girlfriend and said she was "the best I was able to do."[10] He also said that she was the only female he did not resent. Of note, his mother later told police that no one in the family ever met this woman or even knew her name.

**Blamed Others**

**…went on to complain that he was backstabbed by his military superiors…**

Sometime during SB's military service, four female airmen in the U.S. Air Force complained about his inappropriate interactions with them while in Amsterdam. In a video posted to social media years later, SB dismissed the accusation, simply stating, "I got too rowdy for their sensibilities."[11] He reflected that this incident contributed to the rebirth of his misogyny. SB went on to complain that he was backstabbed by his military superiors at the time because he felt that they should have believed his story instead of the four female airmen's account.

A U.S. Army evaluation dated January 21, 2010 noted SB displayed "difficulty assimilating to the Army and demonstrating Army values."[12] It also noted that SB violated a direct order and demonstrated poor judgment and decision-making. The evaluation described him as someone who would lie and lacked integrity. SB was not recommended for a promotion. At some point, an investigation was initiated against SB due to his "inappropriate contact with female soldiers."[13] It is not clear if this investigation was related to the earlier complaints against SB by the four female airmen in Amsterdam. Regardless, as a result of the investigation, the Army found SB guilty of conduct unbecoming an officer and fraternizing with an enlisted person. On June 9, 2010, SB was honorably discharged for "unacceptable conduct."[14]

**Stressor**

**…honorably discharged for "unacceptable conduct."**

Following his discharge, SB moved back home to Vestal, NY and lived with his parents for a short time. Then in 2011, he enrolled in graduate school at Florida State University (FSU) in Tallahassee, FL, where his behavior continued to elicit concern. One woman who knew him at the time noted that she and other classmates would go out of their way to avoid him because of his inappropriate behaviors. Those who met SB during open mic nights at a comedy club reported that he was strange and told offensive, racist, and antisemitic jokes. Other comedians said they did not like SB or his comedy. Though one of the employees at the club also worked at Hot Yoga Tallahassee, she did not remember SB from the comedy club or anywhere else.

**Elicited Concern**

**…classmates would go out of their way to avoid him…**

SB's roommates in Tallahassee later described him as odd and obnoxious. They said SB would sit in the living room drinking beer in his briefs and refused to put on pants, even when the roommates' friends came over. SB would also make inappropriate comments when their girlfriends visited. One roommate described how SB behaved towards women, stating "he was very weird and made everyone uncomfortable…it worried me at the time. There was concern for sure. But there wasn't enough evidence, and I would have been wasting the police's time if I had made any kind of report. I had nothing."[15] The roommate described how he thought SB was mentally ill and perhaps suffered from post-traumatic stress disorder from his time in the military. Eventually, SB's roommates decided they would not leave any of their guests alone with SB, regardless of whether the guests were women or men. "We compared him to Ted Bundy back then," the roommate later said, "it was the way he lurked and followed girls."[16]

**Bizarre Behavior/ Elicited Concern**

**"There was concern for sure. But there wasn't enough evidence…"**

**"We compared him to Ted Bundy…It was the way he lurked and followed girls."**
*- Former roommate*

**Interest in Violence**

**…references to notorious serial killers and serial rapists with whom he identified.**

SB admired Ted Bundy, the serial killer who confessed to killing 30 women in 7 states, including Florida, from 1974 to 1978. According to SB, he tried to locate the sorority house where Bundy targeted some of his victims. He documented this, writing "I drove down sorority row, so I can check that box. Christians have their Via Delorosa in Jerusalem- I walked that, not bad- and I have mine."[17] Scattered throughout SB's descriptions of his own songs were references to notorious serial killers and serial rapists with whom he identified. In addition to Bundy, these references included Paul Kenneth Bernardo and Christopher Bernard Wilder, also known as the Beauty Queen Killer. These serial killers and rapists were responsible for the murder or sexual assault of dozens of women in the 1980s and early 1990s, in locations including Florida. SB described his song "Wilder," writing:

> *"Incidentally enough, [Wilder] and Bundy both rubbed elbows in Tallahassee, spiritually, anyway- Bundy with his sorority house mayhem, and Wilder with his abduction from the Governor's Square parking lot. I suppose I've rubbed elbows with both of them as well, living there for as long as I did, and retracing their steps, visiting their old haunts, etc. What a fraternity. I think he and Ted must be great friends in hell, and have in-depth and fascinating conversations. They have so much in common. I've gotta get in on that, when I arrive."*[18]

On December 7, 2012, SB was arrested on two counts of misdemeanor battery after he grabbed two women's backsides in an FSU dining hall. One of the victims had been previously assaulted in a similar way by SB over the prior month. SB claimed to police that he may have bumped into several girls by accident. The criminal charges were dropped one month after his arrest, in part due to lack of evidence. In response to his behavior, SB was banned by FSU from the dining hall.

**Inappropriate Behavior**

**…grabbed two women's backsides in an FSU dining hall.**

In 2013, SB recorded numerous videos in which he aired his frustrations with women. Many of these videos were later uploaded to a popular website. SB referred to himself as Carnifex in these videos, a name referring to the public executioner in ancient Rome. He indicated that he was producing a video series that would serve as his last will and testament, and that he would be gone after the tenth video was completed. SB used this medium repeatedly to express his frustration with his lack of companionship and marriage, often employing derogatory language to blame women for his romantic failures. He described how he went on 14 first dates over a two-month period. Each time he hit "brick walls,"[19] and did not know how much longer he could take it. He offered an ominous warning to women, saying, "you bring this on yourselves," and predicted that women who abuse their power would be the cause of the "next columbine."[20]

**Threatening Communications**

**…predicted that women who abuse their power would be the cause of the "next columbine."**

In April 2013, SB met a woman through a social media website designed to help people connect with other members who share similar interests in person. Her profile image featured a photo of her in a yoga pose, and she mentioned yoga at least four times in her profile. She also told SB that she went to a hot yoga class in Tallahassee. Initially, their exchanges were pleasant. However, their relationship quickly went downhill after she declined all his invitations to meet, including a date at a shooting range. He sent her unwanted sexual text messages and suggested that the woman become a stripper. In response, the woman called him "crazy" and "weird and insulting" before she ceased communication.[21] SB ranted about the woman in his journal, writing that she "presents as carefree-happy-go-lucky; and tries to engage…. Endlessly… she snuffs me, whenever I try to engage her, she answers as quick as she can, then turns away. I saw her gruesome look tonight… I'll never think of her in the same way, I seem to bring out the ugliness in people… I'd like to put it to her."[22] Police later confirmed that the woman did indeed attend classes at Hot Yoga Tallahassee in 2013 and 2014; however, they also confirmed that she passed away before the 2018 mass shooting.

While still a graduate student, SB had another negative interaction with a woman on campus, which he referenced when describing his song "Stalker." In SB's version of events, a woman invited him to stop by the campus gym where she worked. When he visited the gym and asked her out on a date, he said the woman refused his offer angrily. The gym manager later called SB to their office to discuss his behavior, but no other consequences were noted.

On May 3, 2013, SB graduated from FSU with two master's degrees, one in public administration and the other in urban and regional planning. In the following years, SB attempted to maintain contact with a friend from graduate school. The two had spent time watching sports together but were not particularly close. Though the friend later moved to Colorado, SB called him constantly, sometimes throughout the night. Occasionally, the friend would call SB to check up on him, but their conversations were never personal and instead focused on sports. SB called this friend a total of 831 times over an unknown timeframe, and eventually the friend blocked SB's calls due to their intrusive nature. SB's last attempt to contact the friend was just two days before the shooting at Hot Yoga Tallahassee.

**Interpersonal Difficulties**

**…the friend blocked SB's calls due to their intrusive nature.**

**Inappropriate Behavior**

**A campus employee reported that SB was following a female volleyball coach…**

*Family Educational Rights and Privacy Act*

Despite having finished his studies, SB returned to the FSU campus in June 2014. A campus employee reported that SB was following a female volleyball coach at the campus gym, after which, police issued him a trespass warning. A few weeks later, SB was spotted on campus again and was arrested for trespassing. As a result of the charges, he completed a misdemeanor diversion program and a work program. He was also banned from the FSU campus. At the time, SB was unemployed and received $1,560 in annual Veterans Affairs (VA) disability benefits for tinnitus.

Even though it was SB's own inappropriate behavior towards women that got him kicked out of or banned from various locations, his anger grew with each occurrence. When he described his inspiration for his song "I Hate the Whole World," SB wrote "I add ammo and barrels of fuel to the warehouse, every time such persecution happens. How long, before it ignites, before the entire warehouse explodes, and wipes out everything in a lengthy radius? It may only take a spark, a match, a small, lighted match." [23]

**Intense/Escalating Anger**

**"I add ammo and barrels of fuel to the warehouse, every time such persecution happens."**

*- SB*

The following month, SB shared two of his stories with a childhood friend. The first story was *Rejected Youth*, the novella he wrote before his senior year in high school. The second, *18 and Life*, was also written during high school. *18 and Life* was the basis for his song "End of the World," which describes the end of a relationship.[24] As SB had no true experience with romantic relationships, he based the writings on the end of a brotherly friendship. The friend who received SB's stories found them too disturbing to read, but SB continued to send material of this nature up until the shooting at the yoga studio.

**Concerning Communications**

**The friend who received SB's stories found them too disturbing to read...**

In 2014, SB uploaded 17 of his videos to a popular video hosting website. The content of his videos was misogynistic, homophobic, and racist in nature. He spoke at length about his hatred of women and experiences of being rejected by them. He described his inability to connect with others, including the men with whom he served while in the Army. He also spoke about retribution, citing the mass shooting near the campus of UCSB in May 2014, which was carried out by a perpetrator motivated by misogyny and anger at his inability to have romantic or sexual relationships with women. When SB spoke of retribution, he stated, "I have a duty, an obligation, a moral obligation to proceed and act as such. I thought that may help explain things a bit."[25] Other content in his videos blamed television for establishing male sexual expectations along with his hatred of interracial couples and police.

**Concerning Online Activity**

**The content of his videos was misogynistic, homophobic, and racist in nature.**

**Interpersonal Difficulties**

**He described his inability to connect with others…He also spoke about retribution…**

Beginning April 25, 2015, SB was employed as a substitute teacher for a Florida county school district despite concerns aired by school district employees who interacted with him during the application process. SB was described as rude, nervous, and having a "scary and angry look on his face."[26] It was also noted that the password he used for his online application login was "Carnifex." The district employees were so afraid of him that they locked the door after he left. Considering SB had failed the Florida Teacher Certification Examination and his erratic behavior, the school district's employees recommended that SB not be hired for the teaching position. Despite these concerns, his application to teach was approved. In January 2016, SB conducted online searches for pornography that involved yoga and cheerleaders; some of these searches were done on school district devices. In March 2016, less than a year after he was hired, SB was fired for violating the district's Internet use policy.

**Elicited Concern**

**…was employed as a substitute teacher…despite concerns aired by school district employees…**

***Scott Beierle Florida State University Email Address?***

## Move to Deltona, FL

**Target-Related Behavior**

**…first known Internet search for "Tallahassee hot yoga."**

While unemployed in May 2016, SB conducted his first known Internet search for "Tallahassee hot yoga."[27] This search led him to the Hot Yoga Tallahassee website, which he then accessed.

Soon after, on June 1, 2016, SB approached a woman sunbathing at the swimming pool of his apartment complex in Tallahassee. After the woman refused his offer to apply sunscreen on her body, SB slapped, grabbed, and shook her backside. Law enforcement was notified, and SB was arrested and charged with battery. However, the charges were ultimately dropped after SB completed court-mandated counseling with a sex-addiction therapist. He later described the counseling as a "racket."[28] This was not the first time he was court-ordered to attend mental health services. According to SB, he was ordered to attend treatment four separate times due to his behavior with women and his mania, the first of which dated back to high school.

**Mental Health**

**…completed court-mandated counseling with a sex-addiction therapist.**

Meanwhile, just a week after his arrest, SB's apartment complex served him a lease termination due to his conduct at the pool. The termination instructed him to vacate his apartment within seven days or face legal action. That same day, SB conducted his first of many online searches for a cheerleading camp held at a resort in Panama City, FL. The complex filed an eviction complaint and lien with the county court after SB failed to vacate his apartment on time. The complaint was dismissed a few weeks later after SB moved out of the apartment.

**Stressor**

**…lease termination due to his conduct…**

In September 2016, SB rented a room in a single-family home in Deltona, FL that he found online. He resided there with his new roommate, who owned the home, until the shooting at the yoga studio. The roommate later described SB as a recluse and a loner, and said he never learned much about SB because they rarely spent time together. The roommate described SB's clothing as much too small for him and said SB ate his food straight out of cans, a habit SB claimed was developed during his two years in the military. Concerned for his wellbeing, the roommate purchased SB food and clothing. After the shooting at Hot Yoga Tallahassee, SB's mother told the roommate that SB "spoke well of him and must have liked him or else [SB] would have killed him."[29]

A few months after moving to Deltona, SB spent time with a woman he met through the same social media website that he used in 2013. The woman was a psychologist and later commented that she noticed SB's "disturbing character traits" and was offended by his racist comments.[30] On a few occasions, SB "flashed a pistol around."[31] The woman said she did not have any issue with the firearm itself, but she found the way he brandished it inappropriate. During a New Year's Eve party, SB reportedly made aggressive attempts to get the woman to go home with him. Other group members SB met through the same website referred to him as a Nazi because he would unexpectedly speak about weapons and his support for Hitler's genocide. He also bragged about killing people while in the military, though there is no evidence to support this claim.

**Beliefs**

**…he would unexpectedly speak about weapons and his support for Hitler's genocide.**

**Inappropriate Behavior**

**…would stare at female students and give them nicknames…**

Beginning in early 2017, SB applied for 55 jobs with the State of Florida but was not selected for any of the positions. He eventually found employment as a substitute teacher in a Florida county school district, and later obtained a full-time teaching position at a middle school for the start of the 2017-2018 school year. During this timeframe, SB continued to exhibit inappropriate interest in women and girls. In July, he conducted another online search for the cheerleading camp in Panama City. In addition, after he began his full-time middle school teaching position, three sisters who attended the school told a parent and a school guidance counselor that SB made them feel uncomfortable. The girls reported that SB would stare at female students and give them nicknames, but he did not act the same way toward male students. At the end of August 2017, just two weeks after starting the position, SB was fired from the middle school for "classroom performance issues," yet he could continue working as a substitute teacher in the same district.[32]

As a substitute teacher, SB worked in 21 different schools within the district, including elementary, middle, and high schools. In October 2017, a parent called the school where he was teaching to discuss her concerns about SB's prior arrests for battery, as well as his concerning social media content, which she referred to as "red flags" in his background.[33] Whether the school district addressed these concerns is unclear. Later, after the attack at the yoga studio, former middle school students of SB's recalled their concerns. These students described him as being "lazy, detached, and downright strange," that he gave off a "psychopath vibe, like someone crazy," that he "put you on edge," and that he "was really creepy."[34]

**Elicited Concern**

**"…lazy, detached, and downright strange."**

**…he gave off a "psychopath vibe..."**

**…he "put you on edge..."**

*- SB's former students*

***What Email Was Used To Apply For Jobs? FSU Email?***

In February 2018, while still employed as a substitute teacher, SB occasionally rented time in an individual's at-home recording studio to record songs. Over the years, he had written more than 100 songs, and recorded over two dozen of them. The owner of the studio described SB as "a bit odd…little slow…uncomfortable," noting "there were many flags."[35] Though SB had hired others to assist with accompanying music, some of his songs consisted of him simply tapping the beat as he recorded the vocals, which were significantly off-key. His songs often involved themes of misogyny, racism, blaming others, anger, and violence. SB listed the title and a description for each song that he posted on a website he purchased sometime after August 2017. For example:

*"Submit- A fun little ditty, in a horrendous and malevolent context, of course…If any female is reading, you have NO idea the nausea, the increased heart-rate, the fear that some poor adolescent must contend with and overcome, to approach a female and proposition her, because he is told that he must and she won't approach him, and if anything is going to occur, the onus is on him. This he endures, to approach YOU, whoever the individual is, and you should be honored. Do NOT pull a Chernobyl; do not run off all flustered; do NOT laugh at him or shoot him down, because when you do, you plant a seed of violence, whether or not you acknowledge it or not. I promise you."* [36]

**Blame Others**

**"…you plant a seed of violence, whether or not you acknowledge it or not. I promise you."**

*- SB*

*"Feeling the Impulse- My fury and indignity have been such a part of me for so long, I can hardly remember when I was free of them. Probably 7th grade. I go to sleep with them every night. A long time ago, I had sexual fantasies at night. Anymore, when I lie in bed at night, I picture in big red letters against the wall 'Kill', or 'There is, an Answer.' I have fantasies, much different than the ones I had as a kid- these became the basis of the ultimate and final version of the song."* [37]

**Intense Anger/ Homicidal Ideations**

**"…I picture in big red letters against the wall 'Kill'…"**

*- SB*

*"I Will Not Touch You (My Bullets Will)- This seems to have gained new relevance, with all the nonsense and shenanigans occurring nowadays, that are destroying so many men's lives. I recall hearing a narrative from caller into a radio show once, who'd been royally screwed by the system, saying, 'if I didn't have kids, I would do something terrible.' Well, I don't have kids, but, hmm…"* [38]

**Inappropriate Behavior**

**…asked a female student if she was ticklish and touched her stomach…fired by the school for "unprofessional conduct."…**

On May 23, 2018, SB conducted another online search for information on the Panama City cheerleading camp. Two days later, while he was substitute teaching at a middle school, SB asked a female student if she was ticklish and touched her stomach. The student became frightened and hid behind a classmate. The school removed SB from class following the incident. As he attempted to leave the campus, SB was contacted by a law enforcement officer, though the nature of this interaction was not described in public sources. A week later, on June 1, 2018, SB was fired by the school for "unprofessional conduct."[39]

Over the next few months, SB searched for employment but was unsuccessful. His average bank account balance during this time was less than $300, and he received monthly deposits from his parents. His account balance dipped to $26.25 by the time of the attack, according to his financial records. His mother later indicated that she thought he was depressed due to his unemployment and lack of benefits. Despite his lack of income and being supported by his parents, SB continued to record his music throughout the summer of 2018. He posted all of this music on his website and two other public music-sharing websites at different times.

**Financial Instability**

**His average bank account balance...was less than $300...**

***Failed Life Aspirations***

- Failed to establish romantic or sexual relationships with women
- Failed to establish platonic friendships
- Failed to support himself financially
- Multiple failed careers – screenwriter, teacher, military service member, musician

## Planning the Attack

In early summer 2018, while still unemployed, SB began planning for his attack. In June, he conducted more online searches for the Panama City cheerleading camp. In July, he searched for yoga-related pornography, performed additional searches for the cheerleading camp, and searched for the camp's schedule. Around this time, SB met with a psychiatrist at the VA medical center. Although the details of his treatment were not available in open sources, SB was later found to have prescription anxiety medication in his system during the attack at the yoga studio.

**Mental Health**

**…found to have prescription anxiety medication in his system…**

On July 23, SB purchased the Glock pistol that he would later use in the attack from a pawn shop in Orange City, FL. About a week later, on July 30, SB practiced firing for 30 minutes at an indoor shooting range in Tallahassee, about 280 miles from his home in Deltona. After leaving the range, he traveled an additional 100 miles to Panama City Beach where the cheerleading camp was located.

On August 3, a few days after the trip to Panama City, SB conducted an online search for cheerleading camps closer to his home. He also searched for a map of the area around Hot Yoga Tallahassee. After the shooting, police found SB to be in possession of a detailed engineering diagram of a plaza near the yoga studio, though it is unclear when or how he obtained it.

**Elicited Concern**

**…friend's wife reported SB to a federal law enforcement agency…**

In early August, SB sent a childhood friend a link to his website. Concerned by the violent and misogynistic content of the website and its songs, the friend's wife reported SB to a federal law enforcement agency on August 5, 2018. The agency deemed the tip non-actionable.[40] According to an official from the agency, "even violently themed lyrics are protected speech…unless they target a particular person, place or event. In this situation, there wasn't a specific threat."[41]

On August 15, 17, 18, and 20, SB conducted online searches for the class schedule at Hot Yoga Tallahassee. On August 17, he also called Hot Yoga Tallahassee twice by phone, but his back-to-back calls went unanswered because nobody was working at the time. On August 20, SB made two more calls that were answered by a Hot Yoga Tallahassee employee, who did not recall anything memorable about the brief conversations with SB.

During the month of October, SB made final preparations for his attack, which included:

- October 2: Accessed the online class schedule for Hot Yoga Tallahassee.
- October 8: Accessed the online class schedule for Hot Yoga Tallahassee and checked the local weather forecast.
- October 14: Made a reservation at a hotel located four minutes away from Hot Yoga Tallahassee for October 31 through November 1.
- October 18 and 19: Made calls to cancel his psychiatric appointment at the VA.
- October 25: Worked on the last song he uploaded to his website, called "Fuck 'Em All."
- October 27: Purchased ammunition consistent with what he used in the attack.
- October 29: Used the recording studio for the last time and called his childhood friend with whom he had shared his website, writings, and song lyrics. Nothing was noted as being unusual about SB's behavior by either contact.
- October 30: Pawned a handgun he had purchased in 2009.
- October 31: Checked into the hotel, purchased hearing protection and a yoga mat, texted his roommate to let him know he would pay rent when he returned on November 1, extended his hotel reservation by two additional days to November 3, and called a friend from graduate school to chat about sports.

***Planning Behaviors***

- Online research of two potential targets
- Traveled to potential target
- Contacted target by phone
- Weapons acquisition
- Weapons practice
- Acquired maps/diagrams
- Made hotel reservations, extended stay
- Purchased supplies (e.g., ear protection and yoga mat)
- Final acts:
  - *Cancelled psychiatric appointment*
  - *Wrote message*
  - *Called friends*
  - *Texted roommate about rent*
  - *Finished final song and uploaded content to the web*

On November 2, 2018, the day of the shooting, SB uploaded his song, "Fuck 'Em All," to a public music-sharing website. The song described SB's frustration over his failures in life, including failed employment, relationships with women, and overall life goals. He also uploaded 27 of his songs to another audio website. Prior to leaving his hotel room, SB left a note that referred to the then-U.S. president in racist language and railed against America's racially integrated society, writing in part:

> *"If I can't find one decent female to live with, I will find many indecent females to die with. If they are intent on denying me life, I will have no choice, but to deny them life… Their arrogance, indifference and treachery will finally be exposed, and punished. If I can't make a living, I will make a killing…I will be successful with females: if I can't be successful at being positive, I will be successful at being negative. This is in their court, however. This is not what I wanted. No kid sits in their room at night dreaming of this. It has come to this though, and I simply have no choice at this point. It is a moral imperative."* [42]

# The Attack at Hot Yoga Tallahassee

Around 4:35 p.m., SB left his hotel with a Glock pistol and a yoga mat. At 5:05 p.m., he made his last call to the owner of the recording studio. At 5:17 p.m., he arrived at Hot Yoga Tallahassee and signed up for the 5:30 p.m. class using his first and middle names. He then went outside and paced for about 20 minutes. He also entered and exited the studio several times. At one point, while inside the studio, he asked when the more crowded classes were held. The studio's employee later stated that SB looked disappointed there were so few people registered for the 5:30 p.m. class. SB entered the studio for the last time at 5:29 p.m. By 5:35 p.m., the class was already underway. The yoga instructor directed SB to remove his shoes and socks, and to leave his belongings in a cubby outside the room. SB exited the room to unwrap his yoga mat and begin stretching. He then reentered, stopped in the doorway, and said, "But I have a question."[43] He then put on his hearing protection and drew the Glock pistol. The instructor asked what he was doing as SB opened fire at random.

SB shot six people during the attack before his pistol malfunctioned, at which time a class member struck him with a vacuum cleaner and a broom. This allowed time for others to escape. Once he resolved the weapon malfunction, SB said something unintelligible and fatally shot himself. Tragically, two of the victims who were shot later died at the hospital.

*Is this report really superficial?*

# Conclusion

This case study demonstrates the importance of using a behavioral threat assessment approach that involves various community stakeholders who may be in a position to intervene with an individual who is escalating to violence. A superficial look at SB's personal history reveals an individual who pursued higher education, served in the military, and held highly regarded professional positions of trust. However, a more complete and multidisciplinary assessment reveals objectively concerning behavior that continued for decades (see table on page 23). At times, SB's behavior elicited concern from parents, siblings, friends, roommates, coworkers, workplace managers, school officials, students, law enforcement, the online community, neighbors, and other community members.

This case study also highlights the specific threat posed by misogynistic extremism. Hatred of women, and the gender-based violence that is associated with it, requires increased attention from everyone with a role in public safety. Regardless of whether an individual self-affixes a label to their extremist beliefs, such as "incel" or "anti-feminist," the individual's behavior should remain the primary focus. In this case, SB's misogynistic views and associated behavior resulted in him being fired from multiple jobs, being banned from public locations, and being arrested.

When conducting a behavioral threat assessment involving an individual who has elicited concern and subscribes to an extreme belief system, the investigation should not be limited to the ideology itself. NTAC research has shown that attackers' motives are often multifaceted. Beyond ideology, other personal elements also contribute to behaviors of concern, including desperation or despair, a need for belonging or connection with others, and a desire for attention or notoriety. Investigators should attempt to identify the origin and development of the ideology, which may help in assessing what the individual would hope to achieve through violence.

Also note that the decision to carry out a violent act may occur well before a specific target is selected. As demonstrated in this case study by SB researching yoga studios and cheerleading camps, an individual plotting an attack may explore multiple targets during the planning process before making their final selection. When seeking to prevent violent acts from coming to fruition, investigators must consider any potential targets that may achieve the plotter's intended goals and desired outcomes.

Finally, NTAC research has shown that there is no one profile of an individual who plans or executes an act of targeted violence. Attackers vary in age, race, sex, education level, employment history, and other characteristics. What most attackers share, however, are observable concerning behaviors displayed prior to engaging in violence. Although every act of targeted violence may not be prevented, the risk of future tragedies can be reduced if the appropriate systems are in place to identify the warning signs, gather information to assess the risk of violence, and apply the appropriate community resources.

| SB's Background | |
|---|---|
| • Eagle Scout<br>• High school senior class vice president<br>• High school athletic award for football | • Bachelor's degree and two master's degrees<br>• U.S. Army officer<br>• Public school teacher |

**SB's Concerning Behaviors**

- Self-described misogynist, aggrieved by his inability to obtain a relationship or sex with women
- Openly admired Hitler and Aryan Nations; other members of online social networks referred to him as a Nazi
- School district personnel recommended he not be hired for a teaching position due to concerning behavior during the application process
- Multiple school firings related to inappropriate behavior with female students
- Three arrests connected to incidents of groping women in public and trespassing on FSU campus after warning when seen following female coach
- Served a lease termination by apartment complex after assaulting a woman at the swimming pool
- Additional law enforcement contacts for destruction of property, following women on campus, and inappropriate contact with students while teaching
- Friend's wife reported violent and misogynistic writings to law enforcement
- Court-ordered mental health treatment on at least four occasions due to behavior with women and mania
- Banned from local bars for behavior toward women
- Parents slept with their door locked, removed him from his niece's birthday party for touching young girls, and had his brother remove a firearm that he kept
- Brother suspected him of being a serial sniper in DC
- Roommates compared him to Ted Bundy

# Endnotes

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