

Notice of Meeting

Members of the Board of Education

Ladies and Gentlemen:

You are hereby notified that there will be a Regular Meeting of the Board of Education, School District No. 40, immediately following the Committee of the Whole Meeting on Monday, May 13, 2024, at the John Deere Middle School, 2035 11th Street, Moline, Illinois 61265.

Dr. Matthew DeBaene
Secretary, Board of Education

AGENDA AND RECOMMENDATIONS

Board of Education
Moline, Illinois
Monday, May 13, 2024

Join from a device:

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Passcode: 344469

Description: School Board meeting to be held on May 13, 2024.

Or One tap mobile:

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Or join by phone:

Dial: US: +1 312 626 6799 or +1 309 205 3325

Webinar ID: 862 6950 3449

1. Opening of Meeting - Roll Call

A. Approval of any Board of Education Member Participating Remotely

2. Recitation of Pledge of Allegiance

3. Approval of Minutes

A. Minutes of the Regular Meeting of the Board of Education of April 22, 2024

Moline, Illinois, April 22, 2024
Minutes
Board of Education
School District No. 40

The meeting of the Board of Education was called to order by Board President Andrew Waeyaert at 6:00 p.m. at the Bartlett Performing Arts Center (Black Box) 3600 Avenue of the Cities, Moline, IL 61265.

Roll Call

Members Present: Audrey Adamson, Chet DeSmet, Ramona Dixon, Lindsey Hines, Andrew Waeyaert, Erin Waldron-Smith

Member Absent: Jason Farrell

Student Member Present: Abigail Greenlee

Student Member Absent: Jathinram Kollarapu

The Board of Education Members led those in attendance in reciting the Pledge of Allegiance.

APPROVAL OF MINUTES

The minutes of the Open Session of the Regular Board of Education Meeting of April 8, 2024 were presented for approval as presented.

A motion was made by Audrey Adamson, seconded by Erin Waldron-Smith, all in favor, that the minutes of the Open Session of the Regular Board of Education meeting of April 8, 2024 be approved as presented and placed on file.

The minutes of the Closed Session of the Regular Board of Education Meeting on April 8, 2024 were presented for approval as presented.

A motion was made by Chet DeSmet, seconded by Lindsey Hines, all in favor, that the minutes of the Closed Session of the Regular Board of Education meeting of April 8, 2024 be approved as presented and placed on file.

COMMUNICATION, PUBLIC COMMENT AND PARTICIPATION

There was no public comment or communication.

STUDENT SPOTLIGHT PRESENTATION - BICENTENNIAL

Sarah Dembosky, Jamie Fetty Ward, and Christine Watts, Bicentennial Elementary staff presented a slideshow on Maker Culture at Bicentennial. The three components that define Maker Culture are iterative design thinking, student-led exploration and choice, and differentiated low barriers to entry. Some of the values that are being promoted would be grit & growth mindset, creative problem-solving, and collaboration & teamwork.

Ms. Dembosky, spoke about Maker Fest. Maker Fest is when Makers of all ages come together to showcase their thoughts and ideas on a certain subject or issue they find interesting or are passionate

about. They use a problem-based learning outline to come up with their issue, the solution, and the process of how they got there. Maker Fest was started because students were retaining a lot of skills from the library STEM challenges and the activities being presented during the school day. Staff wanted to grow with their students and provide more opportunities. Students wanted more time exploring and discovering their love for tinkering, making, and finding solutions to various problems that were provided. Students showcased their projects: Swiftie Scrubs and RC Car Garage.

-Ms. Watts spoke about the 3D Print Club & Lego Robotics. Lego Robotics introduces science, technology, engineering, and math (STEM) to children. Participants gain real-world problem-solving experiences. The First Lego League Challenge for this year was how to use technology and the arts to help engage others or increase participation in what you love to do. Bicentennial focused on video games and Pokemon for their challenge. 3D Print Club is a Level I and Level II club with over 120 2nd- 5th graders who learned the basics of designing in Tinkercad and created designs using the problem-solving process. As students progress in Level II, their task is to create a solution for a real-life problem not only in their lives but in their world. The Level II students went on a Culminating Field Trip this year to visit the Rock Island Arsenal and see multiple 3D Printers in action.

-Ms. Fetty Ward spoke about Library Makerspace and how students at all levels get weekly opportunities to make, tinker, and innovate. Ms. Fetty Ward's goal is to be the hub for reading and maker space materials and "the library belongs to all". Library maker spaces enable students to engage with coding, robotics, electrical circuits, 3D printing, design thinking, structural engineering, and dozens of other areas weekly. Students develop in-demand skills without cutting into time for core content areas. Makerspace can be the learning and support learning. Makerspace does fit into the standards of HB4625, I-Sail, and Core Curriculum. Makerspace can be broken down into three themes. Building & Publishing which is replacing worksheets with hands-on activities. Coding & Robotics which engage activities that build tech skills and Electronics & Circuitry which brings the science to life. The sky is the limit and with the right support (collaboration time, budget, facilities) we can bring maker culture to all students.

Erin Waldron-Smith, a Board Member, asked the students a couple of questions about their Swiftie Scrub products, RC cars, and 3D printing. Ms. Waldron-Smith thanked Mr. Roach for serving our community and teaching the students about 3D printing.

Abigail Greenlee, Student Board Member, stated how impressed she is with the students' talents and the opportunity to join the many clubs offered.

Ramona Dixon, a Board Member, appreciates the staff for taking the time and effort to teach and prepare students for things that haven't even evolved yet.

WOMEN IN STEM PRESENTATION - DR. MATT DEBAENE

Abigail Greenlee, President of Women in STEM, presented a slideshow on Women in STEM. Ms. Greenlee spoke about the club's mission and how this is broken into two parts. The club encourages high schoolers to explore careers and job opportunities in STEM and for the middle school and elementary schools the club helps expose young girls to opportunities in STEM and encourages them to participate in STEM activities and MHS Women in STEM.

Rowan Smith, a Member of Women in STEM, spoke about the STEM Goes RED field trip to Cedar Rapids, Iowa for the Freshman and Sophomore girls. The club also celebrated Women's History Month by researching notable women throughout history and creating posters and signs that were hung. Ms. Smith stated that the club also tries to give back to the community and this year the club collected items and donated them to the Argrow's House

Ms. Greenlee stated that another group went on a field trip to John Deere and toured the Moline Technology Innovation Center. The group has had various guest speakers throughout the year from Zimmerman Honda-Parts Manager & Auto Tech, John Deere-Product Support Manager & Pilot and a Physician's Assistant. The club was able to participate in a couple of events this year such as; the Egg Drop challenge that was hosted by Western Illinois University and the solar eclipse at the Moline Public Library which was hosted by the Quad City Astronomy Club. The club participated in its first outreach event held at Hamilton Elementary which was the Hamilton Family STEM Night, the club had technology-related activities set up for the families. Ms. Greenlee spoke about plans to increase outreach at the elementary and middle schools by planning a Girl Scout event, hosting activities at the middle schools, and more volunteering or charity events. Plans for the high school include additional guest speakers, fundraising, and field trips.

Lindsey Hines, a Board Member, stated that she was at the Hamilton Family STEM Night and thanked Women in STEM for coming and supporting the event. Ms. Hines stated that she is part of a professional mentorship program called Lead(h)er and wanted to know if there may be an opportunity for both groups to work together.

Audrey Adamson, a Board Member, is impressed with the club and the amount of things accomplished in just one year and they should be proud of themselves.

Ramona Dixon, Board Member added that she has a partnership with Girl Scouts and she would like to connect the two groups.

CONSENT AGENDA

-The Board of Education considered Consent Agenda Items **A through B5 and B7 through X** as presented:

A motion was made by Chet DeSmet, seconded by Erin Waldron-Smith, that the Board of Education approve the actions contained in Consent Agenda Items A through B5 and B7 through X as presented.

A. Employment – Certified Staff

- 1) the regular employment of the following named certified staff member for the 2024-2025 school year with wages in accordance with District schedules:

Prowant, Jessica
Counselor, Butterworth Elementary
M.A. Degree, Olivet Nazarene University
To serve on a regular contract basis

Nine years previous experience in Illinois

- 2) the temporary employment of the following named Certified Hourly Instructor for the 2023-2024 school year with wages in accordance with district schedules:

<u>Name</u>	<u>Location</u>
Tubbs, Sara	Jane Addams/Roosevelt
VanSpeybroeck, Kevin	Homebound

- 3) the temporary employment of the following named certified substitute teachers for the 2023-2024 school year with wages according to District schedules:

<u>Name</u>
Gillette, Tavien
Kapolnek, Celine
O'Brien, Ryleigh
Sodadasi, Pushparani

B. Employment - Summer School - Certified Staff

- 1) the employment of the following named certified staff members for the Extended School Year Special Education Summer Learning Program with wages as determined in accordance with established rates of pay:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Anderson, Stacey	Teacher	Hamilton
Larson, Jessica	Teacher	Hamilton
Piehl, Tiffany	Teacher	Hamilton
Scholl, Cathryn	Teacher	Hamilton
Sunken, Rebecca	Teacher	Hamilton
Tarchinski, Alison	Teacher	Hamilton
Timerman, Dawn	Teacher	Hamilton
Kobylski, Paula	Teacher	High School
Spence, Emma	Teacher	High School
Clark, Jerilyn	Substitute Teacher	High School/Hamilton
Sondgeroth, Jennifer	Teacher	High School/Hamilton
Casey, Stephanie	Site Coordinator	High School/Hamilton

- 2) the employment of the following named certified staff members for the Elementary Summer Programs with wages as determined in accordance with established rates of pay:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Henderson, Corey	Coordinator	Boys & Girls Club
Matkovich, Emily	Teacher	Boys & Girls Club
Aguirre, Abigail	Teacher	Skip-a-Long
Freeman, Christina	Teacher	Springbrook
Pena, Anthony	Teacher	Springbrook

Smith, Shirley	Teacher	Springbrook
Henderson, Alma	Teacher	YMCA
McMillion, Beth	Teacher	YMCA
McMillion, Lacey	Teacher	YMCA
Roseman, Heather	Teacher	YMCA

- 3) the employment of the following named certified staff members for the High School Credit Recovery Program with wages as determined in accordance with established rates of pay:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Stuedemann, Erin	Substitute Teacher	High School
Beckwith, Lisa	Teacher	High School
Bosold, Traci	Teacher	High School
Edwards, Tia-Farrah	Teacher	High School
Ekoh, Regine	Teacher	High School
Guerdet, Colette	Teacher	High School
Hazen, Katie	Teacher	High School
Karl, Scott	Teacher	High School
Morrissey, Erin	Teacher	High School
Rhea, Phil	Teacher	High School

- 4) the employment of the following named certified staff member for the Middle School Academic Recovery Program with wages as determined in accordance with established rates:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Wharfield, Jennifer	Teacher	High School

- 5) the employment of the following named certified staff members for the Lights on for Learning Summer Program with wages as determined in accordance with established rates of pay:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Potter, Chad	Program Coordinator	High School
Trost, Jamie	Site Coordinator	High School
Gunneman, Connor	Teacher	High School
Malzewski, Amarah	Teacher	High School
Ryser, Alex	Teacher	High School

- 7) the employment of the following named certified staff members for High School Driver's Education and Consumer Education with wages as determined in accordance with established rates of pay:

<u>Name</u>	<u>Position</u>	<u>Course</u>	<u>Location</u>
Ehlers, Joseph	Teacher	Consumer Ed	High School

Nelson, Daniel	Substitute Teacher	Driver's Ed	High School
Timerman, Jason	Substitute Teacher	Driver's Ed	High School
Dexter, Frank	Teacher	Driver's Ed	High School
Hunter, Scott	Teacher	Driver's Ed	High School
Schafer, Doug	Teacher	Driver's Ed	High School
Vasquez, Luis	Teacher	Driver's Ed	High School

- 8) the employment of the following named certified staff members for Step Up and Success 101 with wages as determined in accordance with established rates of pay:

<u>Name</u>	<u>Position</u>	<u>Location</u>
David, Brian	Teacher	High School

C. Resignation/Termination – Certified Staff

the resignation/termination of the following named certified staff members:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Garrity, Ellen	Counselor	High School	06/12/24

D. Approval of Family Medical Leave Act - Certified Staff

that the Board of Education grant approval of a family medical leave for the following certified staff member:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Vijayaraghavan, Lavanya	Business Education	High School	Beginning approximately 04/29/24 with a return date of 05/17/24

E. Employment – Educational Support Personnel

- 1) the employment of the following named educational support personnel for the 2023-2024 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
McMeekan, Tabbytha	Lunchroom Aide	Logan	04/15/24
Mendoza, Erika	Personal Care Attendant	Hamilton	04/01/24
Pitman, Alecia	Special Ed Paraprofessional	Wilson	04/15/24
Sanchez, Brandon	Special Ed Paraprofessional	High School	04/08/24

- 2) the temporary employment of the following named educational support personnel for the 2023-2024 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Galindo, Rosalie	Student Worker	John Deere	04/23/24
Garcia-Aleman, Jennifer	Parent Coordinator	Logan	04/08/24

- 3) the temporary employment of the following named substitute educational support personnel for the 2023-2024 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Position</u>
Kelley, Gage	Custodian

F. Summer Employment - Educational Support Personnel

- 1) the employment of the following named educational support personnel for the Extended School Year Special Education Summer Learning Program with wages as determined in accordance with established rates of pay:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Kelli, Avila	Health Professional (RN)	Hamilton
Bargren, Mary	Paraprofessional	High School
Blackert, Jamie	Health Professional (RN)	Hamilton
Brotherton, Jessica	Health Professional (RN)	Hamilton
Burrill, Jennifer	Paraprofessional	Hamilton
Carnahan, Dawn	Health Professional (RN)	Hamilton
Carpenter, Sarah	Paraprofessional	Hamilton
Dare, Kayla	Health Professional (RN)	Hamilton
Gellerstedt, Sabrina	Paraprofessional	High School
Hansen, Amanda	Health Professional (RN)	Hamilton
Hunt, Cynthia	Paraprofessional	High School
Hull, Elizabeth	Paraprofessional	Hamilton
Jackson, Pamela	Health Professional (RN)	Hamilton
Larson, Connie	Paraprofessional	Hamilton
Lofgren, Stephanie	Paraprofessional	Hamilton
Lopez, Baily	Paraprofessional	Hamilton
Lopez, Carrie	Paraprofessional	High School
Luzano, Kelly	Paraprofessional	Hamilton
Mock, Jennifer	Health Professional (RN)	Hamilton
Neal, Tammy	Paraprofessional	Hamilton
Padilla, Ashley	Paraprofessional	Hamilton
Pancrazio, Jennifer	Health Professional (RN)	Hamilton
Self, Meggan	Paraprofessional	Hamilton
Stevens, Shayna	Paraprofessional	Hamilton
Wiley, Penny	Paraprofessional	Hamilton
Witherspoon, Conni	Paraprofessional	High School

- 2) the employment of the following named educational support personnel for the Traditional Summer Learning Program with wages as determined in accordance with established rates of pay:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Bowman, Theresa	Paraprofessional	Skip-a-Long
Covington, John	Paraprofessional	Springbrook
Ross, Jamie	Paraprofessional	Boys & Girls Club

- 3) the employment of the following named educational support personnel for Moline High School Summer Learning Program with wages as determined in accordance with established rates of pay:

<u>Name</u>	<u>Position</u>
Adams, Christine	Paraprofessional
Avila, Kelli	Health Professional (RN)
Anderson, Julie	Administrative Assistant
Blackert, Jamie	Health Professional (RN)
Brotherton, Jessica	Health Professional (RN)
Carnahan, Dawn	Health Professional (RN)
Dare, Kayla	Health Professional (RN)
Finch, Julia	Paraprofessional
Hansen, Amanda	Health Professional (RN)
Jackson, Pamela	Health Professional (RN)
Lauer, Kathryn	Paraprofessional
Mock, Jennifer	Health Professional (RN)
Ohlsen, Lisa	Security
Pancrazio, Jennifer	Health Professional (RN)
Poston, Stephanie	Substitute Administrative Assistant
Reaves, Darrick	Security
Sanchez, Rick	Substitute Security
Spirewka, Kate	Paraprofessional
Witherspoon, Conni	Paraprofessional

- 4) the appointment of the following named educational support personnel to Lights on for Learning Summer Program at Moline High School with wages according to District policy:

<u>Name</u>	<u>Position</u>
Bargren, Mary	Paraprofessional

G. Transfer/Reassignment

- 1) the transfer of Ana Alvarez from the 1st Shift Custodial position at Hamilton to the 1st Shift Custodial position at Franklin, effective July 1, 2024.
- 2) the transfer of Kristofor Beck from 2nd Shift Cafeteria/Kitchen Custodial position at Moline High School to the 1st Shift Custodial position at Hamilton, effective July 1, 2024.

H. Resignation/Termination - Educational Support Personnel

- 1) the resignation/termination from employment of the following named educational support personnel:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Mendoza, Erika	Lunchroom Aide	Hamilton	03/22/24
O’Hern, Jennifer	District Accountant	Allendale	06/17/24
Pitman, Alecia	Lunchroom Aide	Logan	04/12/24

- 2) the resignation/termination from employment of the following named substitute educational support personnel:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Mital, Shirley	Custodian	Varied	04/08/24

I. Approval of Family Medical Leave Act - Educational Support Personnel

that the Board of Education grant approval of a family medical leave for the following educational support personnel:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Oetgen, Debra	Custodian	Butterworth	Beginning 04/09/24 and lasting 60 days

J. Resignation of Additional Stipend Duties - Educational Support Personnel

the resignation of the following named educational support personnel for stipend position:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Stanley, Michele	Athletic Ticket Manager	High School	06/30/24

K. Appointment to Differential Assignment - Non-Certified

the temporary appointment of the following named non-certified staff member to differential assignment, effective for the 2024-2025 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Fortner, McKensie	Assistant Fall & Winter Cheer	High School
O’Brien, Ryleigh	Head Grade 7/8 Girls Soccer	John Deere
O’Brien, Ryleigh	Assistant Grade 7/8 Boys Soccer	John Deere
Ramirez, Andres	Head Grade 7/8 Boys Soccer	John Deere
Ramirez, Andres	Assistant Grade 7/8 Girls Soccer	John Deere

L. Resignation from Differential Assignment - Non-Certified

the resignation of the following named non-certified staff members from differential assignment, effective for the 2024-2025 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Scurlock, Kiersten	Assistant Fall & Winter Cheer	High School

M. Payments for Board Approval

approval of payments:

Fund 1 Educational	1,430,096.71
Fund 2 Operations & Maintenance	57,551.17
Fund 3 Debt Service	0.00
Fund 4 Transportation	14,294.76
Fund 5 Retirement	0.00
Fund 6 Capital Projects	202,867.55
Fund 7 Working Cash	0.00
Fund 8 Tort Fund	4,320.56
Fund 9 Life Safety Code	3,067.50
Fund 10 Group Insurance	16,915.79
Fund 11 Student Activity	<u>12,557.50</u>
TOTAL	1,741,671.54

See Exhibit A in the official minutes.

N. Freedom of Information Act Requests

- 1) Two amended Freedom of Information Act requests were received from Kyle Bales of KWQC-TV6, requesting an email sent to school board member Jason Farrell on April 1, 2024, and any and all notes, emails, correspondence to or about Jason Farrell from March 27, 2024 to April 8, 2024. The District has responded to this request.
- 2) An amended Freedom of Information Act request was received from Mathew Christopher Harris to expand the search dates of requested emails to include April 24, 2023 to April 1, 2024. The District has responded to this request.

O. Acceptance of Gifts

A donation in the amount of \$1,000 from the Moline Rotary Foundation to be used to support the purchase of books for the 2nd Grade author visit.

P. Facility Usage Request Recommended for Approval Subject to Compliance with Board of Education Policy 8:20

- 1) Bartlett Performing Arts Center by Turning Pointe Dance Studio for two performances on Sunday, May 5, 2024 from 1:00 p.m until 6:30 p.m. Building rental fees as stated in the contract. **Please note that Sunday use is an exception to Board Policy.**

- 2) Holmgren Field at Moline High School by Moline Legion Baseball for home games and practices. Practice will be held weekdays starting June 10, 2024 from 2:00 p.m. until 4:00 p.m. Home games will be held June 11, 12, 21, 25, 26, and July 5, and 9 starting at 5:30 p.m. A double header will be held on July 6, 2024 starting at 12:00 p.m. Compensation to be received only if custodial services are required as a result of their program. Custodial fees will be billed in the amount of \$54.00 per hour.
- 3) Bartlett Performing Arts Center by US Coast Guard Band for a performance on Saturday, June 29, 2024 from 4:00 p.m. until 10:00 p.m. Building rental fees as stated in the contract.
- 4) Bartlett Performing Arts Center by Academy for the Performing Arts for a performance on Saturday, December 7, 2024 from 10:00 a.m. until 3:00 p.m. Building rental fees as stated in the contract.

Q. Approval to Purchase - A/V Equipment for Jane Addams Gymnasium - Bradfield's Inc.

that the Board of Education approve the purchase of a projector, corresponding mounting hardware, audio, and labor for the Jane Addams Gymnasium from Bradfield's Inc., Peoria, Illinois, for a total cost of \$11,100. See **Exhibit B in the official minutes.**

R. Approval to Purchase - Interactive SMART Panels for Washington - Bradfield's Inc.

that the Board of Education approve the purchase of 13 SMART interactive panels for Washington Elementary from Bradfield's Inc., Peoria, Illinois, for a total cost not to exceed \$31,000. See **Exhibit C in the official minutes.**

S. Approval to Purchase - Interactive SMART Panels for Hamilton - Bradfield's Inc.

that the Board of Education approve the purchase of 23 SMART interactive panels for Hamilton Elementary from Bradfield's Inc., Peoria, Illinois, for a total cost not to exceed \$46,600. See **Exhibit D in the official minutes.**

T. Approval to Purchase - John Deere Middle School Wrestling Mats

that the Board of Education approve the purchase of wrestling mats for John Deere Middle School from Dollamur Sports Surfaces, Fort Worth, Texas for a total cost not to exceed \$15,000. See **Exhibit E in the official minutes.**

U. Approval of Vibrant Coffeehouse & Kitchen Logo Use Agreement

that the Board of Education approve the logo use agreement with Vibrant Coffeehouse & Kitchen, Moline, Illinois. See **Exhibit F in the official minutes.**

V. Award of Bid - Wilson Auditorium Ceiling Improvements

that the Board of Education award the bid for the Wilson Auditorium Ceiling improvements to Scott Painting & Decorating, Rock Island, Illinois, in the amount of \$17,000. **See Exhibit G in the official minutes.**

W. Award of Bid - Wilson Fire Alarm System Improvements

that the Board of Education award the bid for the Wilson Fire Alarm System improvements to Koehler Electric, Davenport, Iowa, in the amount of \$288,700. **See Exhibit H in the official minutes.**

X. Amended Vendor for Award of Bid - Moline High School Physical Education Center Bleachers

that the Board of Education award the bid for the six portable bleachers as described above to J&D Enterprises, Crystal Lake, Illinois, in the amount of \$18,994. **See Exhibit I in the official minutes.**

Ayes: Ramona Dixon, Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Chet DeSmet, Andrew Waeyaert

Nays: None

Absent: Jason Farrell

-The Board of Education considered Consent Agenda Item **B6** as presented.

A motion was made by Chet DeSmet, seconded by Audrey Adamson, that the Board of Education approve the actions contained in Consent Agenda Item **B6** as presented.

Employment - Summer School - Certified Staff

- 6) the employment of the following named certified staff members for the Jump Start Summer Learning Program with wages as determined in accordance with established rates of pay:

<u>Name</u>	<u>Position</u>	<u>Location</u>
McMillion, Beth	Teacher	Butterworth
Bennison, Jenna	Teacher	Franklin
Carpenter, Bailey	Teacher	Franklin
Roman, Sarah	Teacher	Franklin
Wallarab, Cammi	Teacher	Franklin
Comp, Becky	Teacher	Hamilton
Crawford, Amy	Teacher	Hamilton
Ehlers, Emily	Teacher	Hamilton

Frederick, Jenna	Teacher	Hamilton
Stuedemann, Erin	Teacher	Hamilton
Teed, Sarah	Counselor	Hamilton

Ayes: Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Chet DeSmet, Ramona Dixon

Nays: None

Abstain: Andrew Waeyaert

Absent: Jason Farrell

APPROVAL OF THE COORDINATOR OF MULTILINGUAL LEARNERS (ML) & EARLY CHILDHOOD PROGRAMS POSITION

A motion was made by Lindsey Hines, seconded by Chet DeSmet, that the Board of Education approve the new Coordinator of Multilingual Learners (ML) & Early Childhood Programs position, effective at the beginning of the 2024-2025 school year. **See Exhibit J in the official minutes.**

Ayes: Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Chet DeSmet, Ramona Dixon, Andrew Waeyaert

Nays: None

Absent: Jason Farrell

APPROVAL OF SHIFTING JOB POSITIONS, NEW JOB DESCRIPTIONS, AND SALARY PERCENTAGES - EDUCATIONAL TECHNOLOGY DEPARTMENT (EDTECH)

A motion was made by Chet DeSmet, seconded by Audrey Adamson, that the Board of Education accept the administration’s recommendations for the departmental job shifting, percentage addition, percentage increases, and Network Technician Job Description, as presented. **See Exhibit K in the official minutes.**

Audrey Adamson, Board Member, appreciates the work put forth by the EdTech Department into making the department more efficient and the shifting of job duties to cover the District needs.

Ayes: Erin Waldron-Smith, Audrey Adamson, Chet DeSmet, Ramona Dixon, Lindsey Hines, Andrew Waeyaert

Nays: None

Absent: Jason Farrell

APPROVAL OF DATA SHARING AGREEMENT WITH UNITED WAY QUAD CITIES

A motion was made by Audrey Adamson, seconded by Erin Waldron-Smith, that the Board of Education approve the data-sharing agreement with United Way Quad Cities so the district can participate in the regional study. **See Exhibit L in the official minutes.**

Ayes: Audrey Adamson, Chet DeSmet, Ramona Dixon, Lindsey Hines, Erin Waldron-Smith, Andrew Waeyaert

Nays: None

Absent: Jason Farrell

APPROVAL OF AGREEMENT BETWEEN UPPER IOWA UNIVERSITY AND THE MOLINE-COAL VALLEY SCHOOL DISTRICT NO. 40

A motion was made by Chet DeSmet, seconded by Lindsey Hines, that the Board of Education approve the School District Clinical Placement Agreement between Upper Iowa University and the Moline-Coal Valley School District No. 40 for the 2024-2025 school year. **See Exhibit M in the official minutes.**

Ayes: Chet DeSmet, Ramona Dixon, Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Andrew Waeyaert

Nays: None

Absent: Jason Farrell

FIRST READING OF REVISED BOARD OF EDUCATION POLICY 5:10 - EQUAL EMPLOYMENT OPPORTUNITY AND MINORITY RECRUITMENT

A revised motion was made by Chet DeSmet, seconded by Audrey Adamson, that the Board of Education waive the second reading and allow the first reading to stand for both the first and second reading for Board of Education Policy 5:10, Equal Employment Opportunity and Minority Recruitment, as presented. **See Exhibit N in the official minutes.**

Ayes: Ramona Dixon, Lindsey Hines, Erin Waldron-Smith, Audrey Admason, Chet DeSmet, Andrew Waeyaert

Nays: None

Absent: Jason Farrell

FIRST READING OF REVISED BOARD POLICY 5:20 - WORKPLACE HARASSMENT PROHIBITED

A revised motion was made by Erin Waldron-Smith, seconded by Chet DeSmet, that the Board of Education waive the second reading and allow the first reading to stand for both the first and second reading for Board of Education Policy 5:20, Workplace Harassment Prohibited, as presented. **See Exhibit O in the official minutes.**

Ayes: Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Chet DeSmet, Ramona Dixon, Andrew Waeyaert

Nays: None

Absent: Jason Farrell

FIRST READING OF REVISED BOARD POLICY 5:100 - STAFF DEVELOPMENT PROGRAM

A revised motion was made by Audrey Adamson, seconded by Chet DeSmet, that the Board of Education waive the second reading and allow the first reading to stand for both the first and second reading for Board of Education Policy 5:100, Staff Development Program, as presented. **See Exhibit P in the official minutes.**

Ayes: Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Chet DeSmet, Ramona Dixon, Andrew Waeyaert

Nays: None

Absent: Jason Farrell

FIRST READING OF REVISED BOARD POLICY 5:120 - EMPLOYEE ETHICS; CODE OF PROFESSIONAL CONDUCT AND CONFLICT OF INTEREST

A revised motion was made by Chet DeSmet, seconded by Lindsey Hines, that the Board of Education waive the second reading and allow the first reading to stand for both the first and second reading for Board of Education Policy 5:120, Employee Ethics; Code of Professional Conduct; and Conflict of Interest, as presented. **See Exhibit Q in the official minutes.**

Ayes: Erin Waldron-Smith, Audrey Adamson, Chet DeSmet, Ramona Dixon, Lindsey Hines, Andrew Waeyaert

Nays: None

Absent: Jason Farrell

FIRST READING OF REVISED BOARD POLICY 5:300 - SCHEDULES AND EMPLOYMENT YEAR

A revised motion was made by Erin Waldron-Smith, seconded by Audrey Adamson, that the Board of Education waive the second reading and allow the first reading to stand for both the first and second reading for Board of Education Policy 5:300, Schedules and Employment Year, as presented. **See Exhibit R in the official minutes.**

Ayes: Ramona Dixon, Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Chet DeSmet, Andrew Waeyaert

Nays: None

Absent: Jason Farrell

REPORTS, REQUESTS, AND OPEN DISCUSSION

Superintendent's Report

Dr. Savage, Superintendent, recognized 4th-grade teacher Samantha O'Donnell from Washington for going above and beyond in the classroom. Ms. O'Donnell's lesson was for students to plan a travel experience to anywhere in the world, for this lesson Ms. O'Donnell brought in tents, make-believe fires for roasting marshmallows, and even flashlights for kids to pretend to read under the stars. After the lesson was complete Ms. O'Donnell constructed a book of all the students' adventures.

This week is National Volunteer Appreciation Week. Dr. Savage thanked the community for all of the ways they step up and support our schools, the community volunteers are amazing in all of our schools and the District is incredibly grateful for them.

Dr. Savage thanked our local Army Corp of Engineers for continuing their amazing program called "Every Kid Outdoors". This program provides a free national park pass to every 4th-grade student in the district and represents just another amazing community program that enriches the educational experience for our students.

Dr. Savage thanked the Moline Rotary for all of the ways they support our schools, especially for their focus on supporting literacy. The Rotary most recently supported a second-grade author visit from Jill Esbaum who has written over 60 books over the past 20 years, as well as provided dictionaries to all third-grade students in the district.

Close Out of 2023-2024 PACE Goals

Dr. Savage, Superintendent, presented the closeout of the 2023-2024 District PACE goals. Dr. Savage reviewed the 2023-2024 goals and explained how the goals are determined, noting that some goals are dependent on report card data. Dr. Savage thanked District leadership, including Cabinet members as well as Extended Cabinet members, for all the work put in to help move the District forward. The goal is to have the 2024-2025 PACE goals finalized and presented at the end of July with implementation in August 2024.

Board Member Erin Waldron-Smith stated that she appreciates all of Dr. Savage's hard work.

Audrey Adamson, a Board Member, asked if there are ideal things that Dr. Savage would like to see happen that maybe she thinks would help this process be more effective. Dr. Savage answered that it is a time crunch because we want to be able to look at the information with our district leaders who are not 12-month employees and we try to grab them before they leave for the summer and the steps need to happen in order.

Ramona Dixon, a Board Member, suggested that maybe a quarterly benchmark would be beneficial to help us indicate that we are on our way to meeting our mark or goals.

Financial Reports

Mr. Gallo, Chief Financial Officer, stated that the revenue and expenditures for the year are on track and there is nothing new to report.

Student BOE Member Report

Abigail Greenlee, Student Board Member, reported that PSAT and SATs have been completed at the High School and now it's time for AP tests for students. Ms. Greenlee stated that she has heard positive feedback on the new lifeguard program at the High School and has heard so many positive comments about the Grow Your Own Program offered at the High School.

Erin Waldron-Smith, a Board Member, commended Abigail on her leadership with Women in STEM and also her dedication and time as a student board member.

A motion was made by Audrey Adamson, seconded by Erin Waldron-Smith, all in favor, that the Board of Education meeting be adjourned. Time: 7:21 p.m.

President

Secretary

4. Communications, Public Comment and Participation

5. Consent Agenda

20

Recommended Motion: that the Board of Education approve the actions contained in the Consent Agenda as presented.

5. **Consent Agenda**

Recommended Motion: that the Board of Education approve the actions contained in Consent Agenda Items **A2** through **V** as presented:

A. Employment – Certified Staff

- 2) the temporary employment of the following named certified substitute teachers for the 2023-2024 school year with wages in accordance with District schedules:

Name

Chan, Diana

Hutchinson, Elaine

B. Employment - Summer School - Certified Staff

the employment of the following named certified staff members for the Jump Start Summer Learning Program with wages as determined in accordance with established rates of pay:

Name

Johnson, Laura

Ross, Elisabeth

Viaene, Jacob

Guyton, Jenifer

Kane, Ashlyn

Smith, Shirley

Position

Teacher

Teacher

Teacher

Teacher

Teacher

Teacher

Location

Hamilton

Roosevelt

Roosevelt

Washington

Washington

Washington

C. Appointment to Differential Assignment

- 1) the appointment of the following named certified staff member to differential assignment, effective for the 2024-2025 school year:

Name

Stone, Casey

Position

Counseling, Department Chair

Location

High School

- 2) the temporary appointment of the following named non-certified staff member to differential assignment, effective for the 2024-2025 school year:

Name

Agent, Jadelyn

Position

Assistant Fall & Winter Cheer

Location

High School

D. Resignation from Differential Assignment

the resignation from differential assignment of the following named certified staff member, effective for the 2024-2025 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Morton, Jennifer	Band Rental Equipment/Assistant Marching Band	High School

E. Resignation for the Purpose of Retirement – Certified Staff

the resignation for the purpose of retirement of the following named certified staff members at the end of the 2027-2028 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Foltz, Christina	Science	Wilson

F. Resignation/Termination – Certified Staff

the resignation/termination of the following named certified staff member:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Emrich Muise, Jacob	Certified Hourly Instructor	High School	06/07/24

G. Employment – Educational Support Personnel

1) the employment of the following named educational support personnel with wages in accordance with District policies:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Barton, Jennifer	District Accountant	Allendale	07/01/24

2) the temporary employment of the following named educational support personnel for the 2023-2024 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Hillyer, Juliann	1:1 Special Ed Paraprofessional	Jane Addams	05/07/24

3) the temporary employment of the following named substitute educational support personnel for the 2023-2024 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Position</u>
King, Dominic D.	Custodian
Larson, Lauren	Classroom Paraprofessional
Sheley, Regan	Custodian

H. Transfer/Reassignment

- 1) the transfer of Frederick Pearce from the Cafeteria/J Wing 3rd floor Custodial position at the High School to the Cafeteria/Kitchen Split Shift Custodial position at the High School, effective July 1, 2024
- 2) the transfer of Marc Ellis from E1, B1, C1 1st floor Custodial position at the High School to Cafeteria/J Wing 3rd floor Custodial position at the High School, effective July 1, 2024
- 3) the transfer of Michael Roland from Logan 2nd Shift Custodial position to the 2nd Shift Custodial position at John Deere, effective May 7, 2024

I. Summer Employment - Educational Support Personnel

- 1) the employment of the following named educational support personnel for the Extended School Year Special Education Summer Learning Program with wages as determined in accordance with established rate of pay:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Harper, Karlee	Paraprofessional	Hamilton
Hurd, Lori	Paraprofessional	High School
Kale, Stephan	Paraprofessional	High School
Mandoline, Anthony	Paraprofessional	High School
Mielke, Amber	Health Professional (RN)	Hamilton
Yerrapothu, Sarada	Paraprofessional	Hamilton

- 2) the employment of the following named educational support personnel for the Traditional Summer Learning Program with wages as determined in accordance with established rates of pay:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Moore, Charles	Paraprofessional	Springbrook

- 3) the employment of the following named educational support personnel for Moline High School Summer Learning Program with wages as determined in accordance with established rates of pay:

<u>Name</u>	<u>Position</u>
Mielke, Amber	Health Professional (RN)
Naab, Ethan	Hall Security

- 4) the appointment of the following named educational support personnel and administrative assistant for Jefferson Summer Child Find Program:

<u>Name</u>	<u>Position</u>
Davis, Alice	Parent Coordinator 2
Titus, Susanne	Administrative Assistant

J. Resignation/Termination – Educational Support Personnel

the resignation/termination of the following named educational support personnel:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Bain, Katie	Health Professional (RN)	Hamilton	06/07/24
Cluney, Johnnie	Lunchroom Aide	Roosevelt	06/07/24
Daigle, Jess	Special Ed Paraprofessional	Roosevelt	06/07/24
Duffy, Cheryl	Lunchroom Aide	Hamilton	06/07/24
Hansen, Amanda	Health Professional (RN)	Washington	06/07/24
Jauregui, Laura	Custodian	John Deere	04/29/24
Valdes, Emme	Special Ed Paraprofessional	Roosevelt	06/07/24

K. Approval of Family Medical Leave Act - Non-Certified

that the Board of Education grant approval of a family medical leave for the following non-certified staff member:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
O’Hern, Jennifer	District Accountant	Allendale	Beginning 05/01/24 and lasting intermittently through 06/17/24

L. Payments for Board Approval

approval of payments:

Fund 1 Educational	1,766,757.09
Fund 2 Operations & Maintenance	99,544.81
Fund 3 Debt Service	0.00
Fund 4 Transportation	123,998.30
Fund 5 Retirement	220,077.09
Fund 6 Capital Projects	480,093.37
Fund 7 Working Cash	0.00
Fund 8 Tort Fund	4,805.93
Fund 9 Life Safety Code	48.06
Fund 10 Group Insurance	962,410.41
Fund 11 Student Activity	<u>49,499.78</u>
TOTAL	3,707,234.84

See Attachment No. 1.

M. Freedom of Information Act Requests

- 1) A Freedom of Information Act request was received from Hali Riley requesting emails between Jason Farrell and Rachel Savage and Jason Farrell and Andrew Waeyaert from April 1, 2024 until April 16, 2024. The District has responded to this request.

- 2) A Freedom of Information Act request was received from Stephanie Murphy requesting all records related to the Moline High School Cheer Account for the 2023-2024 school year. Specifically, access to financial statements, budgets, receipts, invoices, transaction logs, correspondence, and any other records pertaining to the financial activities and management of the Moline High School Cheer account. The District has responded to this request.

N. Acceptance of Gifts

- 1) A donation in the amount of \$2,400 from the William Butterworth Foundation to be divided among the elementary school art teachers and librarians to be used to purchase art and library supplies for students.
- 2) An anonymous donation in the amount of \$1,000 to be used for the Instrumental Music Department at Moline High School.
- 3) A donation in the amount of \$500 from the Illinois Reading Council Inc. to be used to purchase supplies for the Wilson Middle School Morning Coffee Club.

O. Engage Services - Horace Mann Asbestos Air Sampling and Analysis

that the Board of Education engage the services of Morland Environmental Services, Woodhull, Illinois, for Horace Mann asbestos sampling, analysis, and final report in the amount of \$14,950. **See Attachment No. 2.**

P. Engage Services - VLP Consulting and Leadership Development, LLC

that the Board of Education engage the services of Victor Simon III of VLP Consulting and Leadership Development, LLC, Lockport, Illinois, for 5Essentials professional development services for a total cost not to exceed \$52,000. **See Attachment No. 3.**

Q. Engage Services - Property & Casualty Insurance

that the Board of Education engage services for Property & Casualty Insurance with IPMG, through USI Midwest, LLC, Moline, Illinois, for the policy year July 1, 2024 through June 30, 2025 as listed. **See Attachment No. 4.**

R. Agreement with the City of Moline for Moline High School, MHS - ASPIRE, John Deere Middle School, and Wilson Middle School Police Liaison Officers

that the Board of Education approve the agreement with the City of Moline for Moline High School, MHS - ASPIRE, John Deere Middle School, and Wilson Middle School Police Liaison Officers in the amount of \$190,711 for the 2024-2025 school year. **See Attachment No. 5.**

S. **Agreement with Village of Coal Valley for Police Liaison Officer**

that the Board of Education approve the Agreement with the Village of Coal Valley for Bicentennial Elementary Police Liaison Officer for the 2024-2025 school year. **See Attachment No. 6.**

T. **Award of Bid - Districtwide Photography RFP**

that the Board of Education award the bid for photography services to Photographic Arts, Moline, Illinois. **See Attachment No. 7.**

U. **Approval to Purchase - Interactive SMART Panels for Hamilton - Bradfield's Inc.**

that the Board of Education approve the purchase of 10 SMART interactive panels for Hamilton Elementary from Bradfield's Inc., Peoria, Illinois, for a total cost not to exceed \$37,000. **See Attachment No. 8.**

V. **Approval to Purchase - Heggerty Bridge to Reading Foundational Skills**

that the Board of Education approve the purchase of Heggerty Bridge for Reading classroom kits for Grades Kindergarten through 2nd, from Heggerty, Oak Park, Illinois, for a total cost not to exceed \$135,000. **See Attachment No. 9.**

Recommended Motion: that the Board of Education approve the actions contained in Consent Agenda Item **A1** as presented:

A. **Employment – Certified Staff**

- 1) the regular employment of the following named certified staff member for the 2024-2025 school year with wages in accordance with District schedules:

Christensen, Katherine
Grade 5, Bicentennial Elementary
B.A. +15 Degree, Missouri State University
To teach on a regular contract basis
Two years previous teaching experience

Ehlers JR, Scott
Grade 5, Bicentennial Elementary
B.A. Degree, University of Iowa
To teach on a regular contract basis
No previous teaching experience

Frazelle, Elizabeth

Elementary Teacher, School To Be Determined
B.A. Degree, Western Illinois University
To teach on a temporary contract basis
One year previous experience in the District

Jennessee, Jeffrey

Cross Categorical SpEd, Moline High School
B.A. Degree, St Ambrose University
To teach on a regular contract basis
Twenty-three years previous teaching experience

Roseman, Heather

Grade 2, Butterworth Elementary
B.A. +15 Degree, Monmouth College
To teach on a regular contract basis
Five years previous teaching experience

Spiegel, Luke

Cross Categorical SpEd, Moline High School
M.A. Degree, University of Phoenix
To teach on a regular contract basis
Two years previous teaching experience

Spindel, Bailey

Grade 5, Roosevelt Elementary
B.A. Degree, Western Illinois University
To teach on a regular contract basis
No previous teaching experience


VanVooren, Truman

Elementary Teacher, School To Be Determined
B.A. Degree, Western Illinois University
To teach on a temporary contract basis
One year previous teaching experience

Zelnio, Zoe

Cross Categorical SpEd, Wilson Middle School
B.A. Degree, Iowa State University
To teach on a regular contract basis
No previous teaching experience

TO: Members of the Board of Education

FROM: Vincent Gallo, Chief Financial Officer 
Keith Karstens, Director of Facilities

DATE: May 09, 2024

SUBJECT: Engage Services – Horace Mann Asbestos Air Sampling and Analysis

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested.

Facts: Morland Environmental Service has performed an inspection of Horace Mann School in preparation for the expanded space request from High Road School of the QC. Morland Environmental Services has discovered the Southeast classrooms not currently in use contain asbestos floor tile, miscellaneous steam pipe fittings, and domestic water piping. The abatement work is required in order to add additional space to the lease.

The Illinois Department of Public Health requires air sampling during the abatement process. Morland Environmental Services, Woodhull, Illinois, will provide the sampling, analysis, and final report for a cost not to exceed \$14,950.00. Therefore, it is the recommendation of the administration that the Board of Education approve the District to engage services with Morland Environmental for this service.

Cost: The cost of the air sampling, analysis, and final report is \$14,950, which will be supported through funding received from the lease funds and paid out of Capital Projects Fund (Fund 6).

Recommended Motion: That the Board of Education engage the services of Morland Environmental Services, Woodhull, Illinois, for Horace Mann asbestos sampling, analysis, and final report in the amount of \$14,950.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

TO: Members of the Board of Education
FROM: Dr. Brian Prybil, Deputy Superintendent (65)
DATE: May 09, 2024
SUBJECT: Engage Services – VLP Consulting and Leadership Development, LLC

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Approval from the Board of Education is sought to continue the services of VLP Consulting and Leadership Development, LLC into the 2024-2025 school year.


Facts: In year three of our collaboration with VLP Consulting, our focus shifts to building internal capacity within our district to sustain the 5 Essential Framework (5E) into the future. We're prioritizing the education of a core group of administrators and teachers to ensure they understand and champion the 5E framework effectively. Simultaneously, we're forming an administrative team to develop a tailored program with VLP's assistance, aiming to disseminate 5E principles and training comprehensively across our staff and administration beyond year three.

Furthermore, VLP will continue working closely with all building administrators individually and in small groups to seamlessly integrate 5E data into each school's improvement goals. Meanwhile, our Teacher Leader groups, already engaged in professional development, will play a pivotal role in spreading knowledge and fostering a culture of continuous improvement. Through these collaborative efforts, we're committed to enhancing the educational experience for all stakeholders within the Moline-Coal Valley School District.


Cost: The total cost of this service is \$52,000 from VLP Consulting of Lockport, Illinois. Federal Title funds will pay for this purchase.

Recommended Action: That the Board of Education engage the services of Victor Simon III of VLP Consulting and Leadership Development, LLC, Lockport, Illinois, for 5Essentials professional development services for a total cost not to exceed \$52,000.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

TO: Members of the Board of Education
FROM: Vince Gallo, Chief Financial Officer 
DATE: May 09, 2024
SUBJECT: Engage Services - Property & Casualty Insurance

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested.

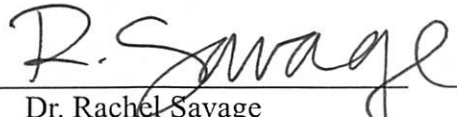
Facts: The Board of Education requested and received bids for Property & Casualty Insurance from the District insurance agent, USI Midwest, to seek competitive renewals of existing coverage. After a careful and thorough review, it was determined the most favorable coverage and premium would be to renew with the current carrier, Insurance Program Manager Group (IPMG). IPMG operates out of St. Charles, Illinois and concentrates their business on municipalities and school districts. They currently insure numerous school districts in Illinois.

The overall premium has increased due mainly to the property values being updated to more accurately reflect current property values. Therefore, it is the recommendation of the administration that the Board of Education approve the property and casualty coverage, as well as the worker compensation coverage with IPMG. Exhibit A shows specific insurance line coverages and their associated premiums compared to last year.

Cost: Approximate cost for all coverage lines is \$874,423 (increase of \$86,251 from the 2023-2024 or 10.9%), which will be supported from the Liability Insurance (Tort) Fund.

Recommended Action: That the Board of Education engage services for Property & Casualty Insurance with IPMG, through USI Midwest, LLC, Moline, Illinois, for the policy year July 1, 2024 through June 30, 2025 as listed.


Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

PREMIUM SUMMARY				
Preliminary Amounts				
	IPMG	IPMG	FY23 to FY24	
	2023-2024	2024-2025	\$ Δ	% Δ
Package (Property & General Liability) ¹	\$418,470	\$482,870	64,400	15.4%
Automobile	\$10,395	\$12,288	1,893	18.2%
Umbrella	\$23,609	\$28,883	5,274	22.3%
Catastrophic Student Accident	\$8,206	\$8,206	0	0.0%
Cyber & Crime ³	\$31,208	\$28,342	-2,867	-9.2%
Workers Compensation	\$292,402	\$303,978	11,576	4.0%
Sub-Total	\$784,290	\$864,567	80,277	10.2%
Flood Insurance (Horace Mann&Vibrant) ⁴	\$3,882	\$9,856	5,974	153.9%
Total	\$788,172	\$874,423	86,251	10.9%

TO: Members of the Board of Education

FROM: Vince Gallo, Chief Financial Officer 

DATE: May 09, 2024

SUBJECT: Agreement with the City of Moline for Moline High School, MHS-ASPIRE, John Deere Middle School, and Wilson Middle School Police Liaison Officers

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested.

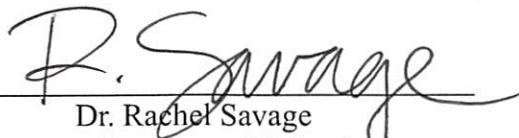
Facts: The District and the City of Moline agree to share services for the High School, MHS ASPIRE, John Deere, and Wilson Middle School Police Liaison Officers as presented for renewal. As a result of the creation of the City of Moline TIF Redevelopment Project Area, the City agreed to support 60% of the cost of providing funding for the Liaison Officers. The District will support the remaining 40% cost with local funds. See the attached chart for the cost analysis for these agreements. The costs vary annually depending on the actual Liaison Officers chosen for this program.

The language in the Agreement is the same as was in place for this school year. Therefore, based on the past success of this cooperation, the District administration and the City of Moline Police Department desire that the agreement be renewed under the same terms and conditions as the current school year agreement.

Cost: Total budgeted cost is estimated at \$190,711 (compared to \$185,722 for 2023-2024) to be paid from the Tort Fund.

Recommended Action: That the Board of Education approve the Agreement with the City of Moline for Moline High School, MHS- ASPIRE, John Deere Middle School, and Wilson Middle School Police Liaison Officers in the amount of \$190,711 for the 2024-2025 school year.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

Exhibit A

Projected Amounts

		2022-2023		2023-2024		2024-2025		Δ from FY24-FY25	
		<u>Actual</u>	<u>%</u>	<u>Proj Cost</u>	<u>%</u>	<u>Proj Cost</u>	<u>%</u>	<u>\$</u> <u>Change</u>	<u>%</u>
Moline High School	Moline PD	\$83,451	60%	\$68,325	60%	\$72,097	60%	\$3,772	5.5%
			40		40		40		
	District	<u>\$55,634</u>	%	<u>\$45,551</u>	%	<u>\$48,065</u>	%	<u>\$2,514</u>	<u>5.5%</u>
	Total \$	\$139,085		\$113,876		\$120,162		\$6,286	5.5%
MHS - ASPIRE	Moline PD	\$85,622	60%	\$71,759	60%	\$72,349	60%	\$590	0.8%
			40		40		40		
	District	<u>\$57,082</u>	%	<u>\$47,839</u>	%	<u>\$48,232</u>	%	<u>\$393</u>	<u>0.8%</u>
	Total \$	\$142,704		\$119,598		\$120,581		\$983	0.8%
Deere Middle School	Moline PD	\$84,086	60%	\$68,995	60%	\$69,907	60%	\$912	1.3%
			40		40		40		
	District	<u>\$56,057</u>	%	<u>\$45,997</u>	%	<u>\$46,605</u>	%	<u>\$608</u>	<u>1.3%</u>
	Total \$	\$140,143		\$114,992		\$116,512		\$1,520	1.3%
Wilson Middle School	Moline PD	\$95,506	60%	\$69,501	60%	\$71,714	60%	\$2,213	3.2%
			40		40		40		
	District	<u>\$63,670</u>	%	<u>\$46,335</u>	%	<u>\$47,809</u>	%	<u>\$1,474</u>	<u>3.2%</u>
	Total \$	\$159,176		\$115,836		\$119,523		\$3,687	3.2%
Total Costs	Moline PD	\$348,665	60%	\$278,580	60%	\$286,067	60%	\$7,487	2.7%
			40		40		40		
	District	<u>\$232,443</u>	%	<u>\$185,722</u>	%	<u>\$190,711</u>	%	<u>\$4,989</u>	<u>2.7%</u>
	Total \$	\$581,108		\$464,302		\$476,778		\$12,476	2.7%

**SCHOOL POLICE LIAISON OFFICERS
AGREEMENT**

This Agreement made and entered into this _____ day of _____, 2024, by and between the CITY OF MOLINE, ILLINOIS, a municipal corporation, hereinafter referred to as "City", and, the BOARD OF EDUCATION OF MOLINE – COAL VALLEY SCHOOL DISTRICT NO. 40, a body politic and corporate, hereinafter referred to as "School Board".

WITNESSETH:

WHEREAS, 105 ILCS 5/10-1 et seq., provides that school boards have control of school property and are responsible for pupil and staff safety; and

WHEREAS, 105 ILCS 5/10-1 et seq., provides that school boards may contract for work for the district and may hire educational support personnel; and

WHEREAS, Art. VII, § 10, Ill. Const. provides that school districts and cities may contract to share any power not prohibited by law; and

WHEREAS, the City, with a population greater than 25,000, has plenary police powers pursuant to Art. VII, § 6(a), Ill. Const.; and

WHEREAS, both the School Board and the City believe that having police officers, properly trained in juvenile justice programs, assigned to and stationed at Moline High School, the Alternative High School, Wilson Middle School and John Deere Middle School will increase pupil and staff safety, further juvenile prevention programs, and will deter juvenile crime; and

WHEREAS, the City is willing to assign such officers to the schools only if the School Board participates in a cost sharing of the salary and benefit costs of such officers; and

WHEREAS, the School Board is willing to participate in such cost sharing only upon certain guarantees about approval of personnel, work of personnel, and delineation of duties;

NOW, THEREFORE, in consideration of the mutual promises and covenants contained hereinbelow, the parties hereto agree as follows:

Article I. Purpose.

The purpose of this Agreement is for the City to agree to assign and station a police officer, employed by the City, at each of the following four schools: Moline High School, Alternative High School, Wilson Middle School, and John Deere Middle School, and for the City to set forth with particularity said police officers' duties and chain of command and for the School Board to delineate its financial responsibilities for such assignment and for the School Board to establish its obligations in respect to supervision, provision of office space and equipment, and right of veto over personnel selection. Furthermore, the purpose of this Agreement is to establish certain operational guidelines, termination rights, and division of liability.

Article II. Term.

The term of this Agreement is from August 1, 2024, to July 31, 2025.

Article III. Termination Rights.

3.1 Either party may terminate this Agreement for cause upon fifteen (15) days written notice delivered to the other party. "For cause" is defined for purposes herein as written notice of deficiency which deficiency is not corrected to the mutual satisfaction of both parties within fifteen (15) days after receipt of such notice.

3.2 Either party may terminate this Agreement without cause upon ninety (90) days written notice delivered to the other party.

3.3 Termination of this Agreement under either 3.1 or 3.2 shall not relieve either party of any obligation incurred up to and including the date of termination; and, if the School Board terminates under 3.2, it shall be responsible for payment of its share of the cost of the assigned officers as outlined in 5.3.

Article IV. City's Duties.

4.1 The City shall assign four Moline Police Officers to and station said officers at the aforesaid schools for all pupil attendance days between August 1, 2024 and July 31, 2025, and for five (5) workdays prior to the Fall, 2024 start of classes (as staff orientation), if requested by the School Board. The City shall not be required to assign an alternate officer in the event of sickness of an officer, other than an extended illness, or when on paid leave status; however, the City reserves the right to assign an alternate on such days or other days.

4.2 Said assigned officers, and any alternate, shall be selected, supervised, and instructed to perform in accordance with the Job Description attached hereto and incorporated herein as Exhibit "A".

4.3 It is understood that the assigned officers may not be able to continuously remain on school property. Court appearances, training and police emergencies may require assigned officers to be off school property. While the City will attempt to keep those incidents to a minimum, both parties acknowledge that such matters are not completely within the control of the City. In addition, the School Board understands that training of officers will benefit not only the City and the police department, but also the School Board, faculty, staff and students. Payments due to the City as per Exhibit B shall not be reduced or adjusted in the event of such incidents as described in this paragraph.

4.4 The City shall authorize overtime not associated with school activities and pay for any overtime so authorized.

4.5 The City shall provide each of the assigned officers with a City owned vehicle. The

City shall be responsible for all costs associated with such vehicle use.

4.6 The City shall provide the School Board with quarterly statements for the School Board's share of the cost of the four assigned police officers for the period of this agreement in accordance with the Statement of Cost attached hereto and incorporated herein as Exhibit "B."

4.7 The City agrees to indemnify, defend, and hold harmless School Board for all claims under Workers Compensation, Occupational Disease, or similar statutes for injury or illness resulting to the assigned employee from such assignment. In addition, the City agrees to indemnify, defend, and hold harmless School Board for all claims, demands, damages, costs, expenses, suits, actions, or liability, whether at law or in equity, resulting to third parties if the events giving rise to same occurred off of school property even though said events involve said assigned officers. Such duty to indemnify, defend, and hold harmless School Board for events off school property does not extend, however, to events occurring outside the corporate limits of the City of Moline when the School Board seeks the assistance of the assigned officer outside said corporate limits - i.e. said assigned officer is requested to accompany school personnel to investigate a matter in Coal Valley or in unincorporated territory.

Article V. School Board Duties.

5.1 The School Board shall request four officers to be assigned at the aforesaid schools.

5.2 The School Board shall provide sufficient office space, furniture, office supplies, telephone, and secure filing cabinet for said assigned officers.

5.3 The School Board shall pay forty percent (40%) of the cost of the assigned officers including salary and benefits within thirty (30) days after receipt of a billing from the City. Billings will occur on a quarterly basis in accordance with the Statement of Cost attached hereto and incorporated herein as Exhibit "B."

5.4 Any time the School Board requests and authorizes overtime for an assigned officer, this shall be paid by the School Board at the assigned officer's overtime rate.

5.5 The School Board shall indemnify, defend, and hold harmless City for all claims, demands, damages, costs, expenses, suits, actions, or liability, whether at law or in equity, resulting to third parties if the events giving rise to same occurred on school property or if said events occurred off of school property and outside the corporate limits of the City and upon a request by School Board for assistance and if said events arise out of execution of this Agreement.

Article VI. Miscellaneous.

6.1 Both parties have certain duties to indemnify, defend, and hold harmless the other party under certain specified circumstances. Therefore, whenever a demand or suit is made or filed against the beneficiary of such duty, that party shall promptly notify in writing the burdened party of such demand or suit and such burdened party shall promptly notify the benefited party of the name of

the individual assigned to handle and defend such demand or suit.

6.2 While the School Board reserves the right to make final approval of assigned officers and alternates and to demand the removal of any such officer approved, the City reserves the sole and exclusive right to discipline such personnel. The School Board shall report promptly, however, to the Chief of Police any infractions or deficiency in performance and may file charges with the Board of Fire and Police Commissioners against said personnel only after ten (10) days have expired from so reporting same to the Chief of Police.

6.3 Both parties agree that the assigned officers shall have no authority to act as a Juvenile Officer outside the corporate limits of the City unless specifically authorized by the City.

6.4 Both parties agree that, if an assigned officer is expected to perform a search or seizure of persons or property, said officer shall be bound by and shall follow established City policies and directives. In the event of any conflict between school personnel directives and City Policy, the assigned officer shall call his designated police department supervisor for direction. Nothing herein shall prevent school personnel from acting under School Board policies and directives outside the presence of the assigned officer.

6.5 Should a dispute arise concerning the statement of costs, the School Board shall promptly pay the amounts not in dispute. The Chief of Police and Superintendent of Schools shall meet within ten (10) days to discuss the remaining amounts in dispute; and, if they are unable to resolve said dispute mutually within ten (10) days thereafter, the dispute shall be submitted to governing bodies of the parties.

6.6 Any change to this Agreement shall be in writing and approved by the governing bodies of both parties. The Chief of Police and the designated School Board representative may, however, approve non-substantive changes, i.e., matters not affecting the daily charge, the billing cycle, or the scope of authority, by reducing same to writing and executing same for the respective parties.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized agents to sign and seal, if any, these presents the day and year first above written.

MOLINE-COAL VALLEY
SCHOOL DISTRICT NO. 40

CITY OF MOLINE, ILLINOIS

By _____
President

By _____
Mayor

Attest:

Attest:

Secretary

City Clerk

JOB DESCRIPTION

POLICE LIAISON OFFICER

Job Title: Police Liaison Officer

Employment: The Police Liaison Officer is an officer of the Moline Police Department and an employee of the City of Moline on special assignment to Moline – Coal Valley School District No. 40.

Assignment Contract: The City of Moline and the Board of Education of the Moline – Coal Valley School District No. 40 will enter into an annual agreement to purchase liaison officer services.

Qualifications/Selection: The training, experience and other qualifications of the Police Liaison Officer shall be established by the Chief of Police. When selecting an officer for this position, the Chief of Police shall nominate a slate of qualified candidates, and the school principal shall make the final selection.

Professional Standards: The Police Liaison Officer must conduct himself/herself in a professional manner and must maintain a high level of respect and integrity within the school community. As a Juvenile Officer, the Police Liaison Officer must maintain a caring attitude towards students and must remain sensitive to the problems of students and staff in the school environment.

Attire: When functioning as the Police Liaison Officer, the officer shall normally be dressed in plain clothes, except on those occasions when, in the judgment of school authorities, the standard police uniform would be more appropriate.

Reports to: The Police Liaison Officer is primarily a police officer and as such is at all times under the command of his designated police department superiors. However, during those hours in which the officer is assigned to the school, he/she shall report to the principal or his/her designee. When the officer is not functioning as the Police Liaison Officer, he/she will report to his/her designated supervisor at the Moline Police Department.

Duties: The position of Police Liaison Officer is a staff liaison position and is considered an integral part of the pupil personnel services of the school. Specifically, the position is a part of the school administration and in this relationship the officer's duties are under the authority and responsibility of the school principal.

The Police Liaison Officer shall not be responsible for the enforcement of school district policies, but shall assist the staff in said enforcement when requested to do so.

As a member of the school staff, the Police Liaison Officer:

1. Serves as the liaison between the school and the Moline Police Department, promotes the development of effective communication between the school and legal authorities, and coordinates the provision of police services to the school.
2. Serves as a consultant to Moline – Coal Valley School District No. 40 in matters of crime prevention, law enforcement, community youth services and other related matters.
3. Pro-actively works with school personnel to prevent crime on school grounds, to protect students and staff, and to provide a safe and secure school environment. In this role the liaison officer patrols the school and grounds, supervises parking lots, monitors pedestrian and vehicular traffic on school grounds, and prevents loitering and trespassing on school property when requested to do so.
4. Conducts and/or coordinates the police investigation of incidents involving the school, its staff and students. The officer will also investigate other cases or perform other duties assigned by his designated police department supervisor.
5. As a Police Juvenile Officer, the Police Liaison Officer must develop and maintain a familiarity with community delinquency patterns, trouble spots, and other youth and community problems.
6. Confers with and assists deans, counselors, and other school staff concerning individuals, families and neighborhoods in the early identification of troubled, neglected or abused youths and delinquent behavior.
7. Participates in providing advice and guidance to students and parents and assists in referral to appropriate community services.
8. Assists school staff in the prevention of truancy, in processing truancy cases, and in making home visits when required.
9. Assists school staff in the supervision of extra-curricular school activities as requested.
10. Performs other duties as assigned by the school administration or by his/her designated police department supervisor.

JOB DESCRIPTION

POLICE LIAISON OFFICER

Job Title: Police Liaison Officer

Employment: The Police Liaison Officer is an officer of the Moline Police Department and an employee of the City of Moline on special assignment to Moline – Coal Valley School District No. 40.

Assignment Contract: The City of Moline and the Board of Education of the Moline – Coal Valley School District No. 40 will enter into an annual agreement to purchase liaison officer services.

Qualifications/Selection: The training, experience and other qualifications of the Police Liaison Officer shall be established by the Chief of Police. When selecting an officer for this position, the Chief of Police shall nominate a slate of qualified candidates, and the school principal shall make the final selection.

Professional Standards: The Police Liaison Officer must conduct himself/herself in a professional manner and must maintain a high level of respect and integrity within the school community. As a Juvenile Officer, the Police Liaison Officer must maintain a caring attitude towards students and must remain sensitive to the problems of students and staff in the school environment.

Attire: When functioning as the Police Liaison Officer, the officer shall normally be dressed in plain clothes, except on those occasions when, in the judgment of school authorities, the standard police uniform would be more appropriate.


Reports to: The Police Liaison Officer is primarily a police officer and as such is at all times under the command of his designated police department superiors. However, during those hours in which the officer is assigned to the school, he/she shall report to the principal or his/her designee. When the officer is not functioning as the Police Liaison Officer, he/she will report to his/her designated supervisor at the Moline Police Department.

Duties: The position of Police Liaison Officer is a staff liaison position and is considered an integral part of the pupil personnel services of the school. Specifically, the position is a part of the school administration and in this relationship the officer's duties are under the authority and responsibility of the school principal.

The Police Liaison Officer shall not be responsible for the enforcement of school district policies, but shall assist the staff in said enforcement when requested to do so.

As a member of the school staff, the Police Liaison Officer:

1. Serves as the liaison between the school and the Moline Police Department, promotes the development of effective communication between the school and legal authorities, and coordinates the provision of police services to the school.
2. Serves as a consultant to Moline – Coal Valley School District No. 40 in matters of crime prevention, law enforcement, community youth services and other related matters.
3. Pro-actively works with school personnel to prevent crime on school grounds, to protect students and staff, and to provide a safe and secure school environment. In this role the liaison officer patrols the school and grounds, supervises parking lots, monitors pedestrian and vehicular traffic on school grounds, and prevents loitering and trespassing on school property when requested to do so.
4. Conducts and/or coordinates the police investigation of incidents involving the school, its staff and students. The officer will also investigate other cases or perform other duties assigned by his designated police department supervisor.
5. As a Police Juvenile Officer, the Police Liaison Officer must develop and maintain a familiarity with community delinquency patterns, trouble spots, and other youth and community problems.
6. Confers with and assists deans, counselors, and other school staff concerning individuals, families and neighborhoods in the early identification of troubled, neglected or abused youths and delinquent behavior.
7. Participates in providing advice and guidance to students and parents and assists in referral to appropriate community services.
8. Assists school staff in the prevention of truancy, in processing truancy cases, and in making home visits when required.
9. Assists school staff in the supervision of extra-curricular school activities as requested.
10. Performs other duties as assigned by the school administration or by his/her designated police department supervisor.

TO: Members of the Board of Education
FROM: Vince Gallo, Chief Financial Officer 
DATE: May 09, 2024
SUBJECT: Agreement with the Village of Coal Valley for Police Liaison Officer

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested.


Facts: The District and the Village of Coal Valley wish to place a Police Liaison Officer at Bicentennial Elementary for the 2024-2025 school year, as presented. This past year, the Police Department and Bicentennial Elementary had a Police Liaison Officer on school grounds when students were in-person. Both parties agreed there are benefits of the Police Liaison Officer presence for the students, families and Police Department, and wish to extend the agreement for the 2024-2025 school year.

The responsibilities of both parties' language in the Agreement is similar to the current language of the City of Moline and District Agreement for the Police Liaison Officers at the middle schools and the high schools. Therefore, based on the success of the program last year, District administration and the Village of Coal Valley desire an agreement be entered into for the 2024-2025 school year.

Cost: No cost.

Recommended Action: That the Board of Education approve the Agreement with the Village of Coal Valley for Bicentennial Elementary Police Liaison Officer for the 2024-2025 school year.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

**SCHOOL POLICE LIAISON OFFICERS
AGREEMENT**

**MOLINE-COAL VALLEY SCHOOLS AND
VILLAGE OF COAL VALLEY**

This Agreement made and entered into this _____ day of _____, 2024, by and between the VILLAGE OF COAL VALLEY, ILLINOIS, a municipal corporation, hereinafter referred to as "Village", and, the BOARD OF EDUCATION OF MOLINE-COAL VALLEY SCHOOL DISTRICT NO. 40, a body politic and corporate, hereinafter referred to as "School Board".

WITNESSETH:

WHEREAS, 105 ILCS 5/10-1 et seq., provides that school boards have control of school property and are responsible for pupil and staff safety; and

WHEREAS, 105 ILCS 5/10-1 et seq., provides that school boards may contract for work for the district and may hire educational support personnel; and

WHEREAS, Art. VII, § 10, Ill. Const. provides that school districts and cities may contract to share any power not prohibited by law; and

WHEREAS, both the School Board and the Village believe that having police officers, properly trained in juvenile justice programs, assigned to and stationed at Bicentennial Elementary will increase pupil and staff safety, further juvenile prevention programs, and will deter juvenile crime; and

WHEREAS, the Village is willing to assign such officers to the school only if the School Board participates at a no cost proposal of the salary and benefit costs of such officers; and

NOW, THEREFORE, in consideration of the mutual promises and covenants contained hereinbelow, the parties hereto agree as follows:

Article I. Purpose.

The purpose of this Agreement is for the Village to agree to assign and station a police officer, employed by the Village, at Bicentennial Elementary, and for the Village to set forth with particularity said police officers' duties and chain of command and for the School Board to delineate its financial responsibilities for such assignment and for the School Board to establish its obligations in respect to supervision, provision of office space and equipment, and right of veto over personnel selection. Furthermore, the purpose of this Agreement is to establish certain operational guidelines, termination rights, and division of liability.

Article II. Term.

The term of this Agreement is from August 16, 2024, to May 30, 2025

Article III. Termination Rights.

3.1 Either party may terminate this Agreement for cause upon fifteen (15) days written notice delivered to the other party. "For cause" is defined for purposes herein as written notice of deficiency which deficiency is not corrected to the mutual satisfaction of both parties within fifteen (15) days after receipt of such notice.

3.2 Either party may terminate this Agreement without cause upon ninety (90) days written notice delivered to the other party.

Article IV. Village's Duties.

4.1 The Village shall assign a Coal-Valley Police Officer to and station said officer at the school for all pupil attendance days as staffing permits. The Village shall not be required to assign an alternate officer in the event of sickness of the officer.

4.2 Said assigned officer, and any alternate, shall be selected, supervised, and instructed to perform in accordance with the Police Liaison Officer Expectation attached hereto and incorporated herein as Exhibit "A".

4.3 It is understood that the assigned officer may not be able to continuously remain on school property. Court appearances, training and police emergencies may require the assigned officer to be off school property. While the Village will attempt to keep those incidents to a minimum, both parties acknowledge that such matters are not completely within the control of the Village. In addition, the School Board understands that training of the officer will benefit not only the Village and the police department, but also the School Board, faculty, staff, and students.

4.4 The Village shall provide the assigned officers with a Village owned vehicle. The Village shall be responsible for all costs associated with such vehicle use.

4.5 The Village agrees to indemnify, defend, and hold harmless School Board for all claims under Workers Compensation, Occupational Disease, or similar statutes for injury or illness resulting to the assigned employee from such assignment. In addition, the Village agrees to indemnify, defend, and hold harmless School Board for all claims, demands, damages, costs, expenses, suits, actions, or liability, whether at law or in equity, resulting to third parties if the events giving rise to same occurred off of school property even though said events involve said assigned officer. Such duty to indemnify, defend, and hold harmless School Board for events off school property does not extend, however, to events occurring outside the corporate limits of the Village of Coal Valley when the School Board seeks the assistance of the assigned officer outside said corporate limits - i.e. said assigned officer is requested to accompany school personnel to investigate a matter in the City of Moline.

Article V. School Board Duties.

5.1 The School Board shall request an officer to be assigned at Bicentennial Elementary.

5.2 The School Board shall provide sufficient office space, furniture, office supplies, telephone, and secure filing cabinet for said assigned officer.

5.3 Any time the School Board requests and authorizes overtime for an assigned officer, this shall be paid by the School Board at the assigned officer's overtime rate.

5.4 The School Board shall indemnify, defend, and hold harmless the Village for all claims, demands, damages, costs, expenses, suits, actions, or liability, whether at law or in equity, resulting to third parties if the events giving rise to same occurred on school property or if said events occurred off of school property and outside the District boundaries of Coal Valley and upon a request by School Board for assistance and if said events arise out of execution of this Agreement.

Article VI. Miscellaneous.

6.1 Both parties have certain duties to indemnify, defend, and hold harmless the other party under certain specified circumstances. Therefore, whenever a demand or suit is made or filed against the beneficiary of such duty, that party shall promptly notify in writing the burdened party of such demand or suit and such burdened party shall promptly notify the benefited party of the name of the individual assigned to handle and defend such demand or suit.

6.2 While the School Board reserves the right to make final approval of assigned officer and alternates and to demand the removal of any such officer approved, the Village reserves the sole and exclusive right to discipline such personnel.

6.3 Both parties agree that, if an assigned officer is expected to perform a search or seizure of persons or property, said officer shall be bound by and shall follow established Village policies and directives. In the event of any conflict between school personnel directives and Village Policy, the assigned officer shall call his designated police department supervisor for direction. Nothing herein shall prevent school personnel from acting under School Board policies and directives outside the presence of the assigned officer.

6.4 Any change to this Agreement shall be in writing and approved by the governing bodies of both parties. The Chief of Police and the designated School Board representative may, however, approve non-substantive changes, i.e., the scope of authority, by reducing same to writing and executing same for the respective parties.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized agents to sign and seal, if any, these presents the day and year first above written.

MOLINE-COAL VALLEY
SCHOOL DISTRICT NO. 40

VILLAGE OF
COAL VALLEY, ILLINOIS

By _____
Board President

By _____
Mayor

Attest:

Attest:

By _____
Board Secretary

By _____
Village Clerk

POLICE LIAISON OFFICER EXPECTATIONS

The Village of Coal Valley ("Village") and Moline-Coal Valley School District No. 40 ("School Board") will enter into an annual agreement to purchase liaison officer services. The Police Liaison Officer is an officer of the Village of Coal Valley Police Department on special assignment to Moline-Coal Valley School District No. 40.

Qualifications/Selection: The training, experience and other qualifications of the Police Liaison Officer shall be established by the Chief of Police. When selecting an officer for this position, the Chief of Police shall nominate a qualified candidate, and the school principal shall make the final selection.

Professional Standards: The Police Liaison Officer must conduct themselves in a professional manner and must maintain a high level of respect and integrity within the school community. The Police Liaison Officer must maintain a caring attitude towards students and must remain sensitive to the problems of students and staff in the school environment.

Attire: When functioning as the Police Liaison Officer, the officer will be dressed as such to clearly identify themselves as a police officer. It will be at the discretion of the school principal to indicate to the officer on whether or not uniform or plain clothes will be necessary for any given day or special event.


Reports to: The Police Liaison Officer is primarily a police officer and as such is at all times under the command of his designated police department superiors. However, during those hours in which the officer is assigned to the school, they shall report to the principal or their designee. When the officer is not functioning as the Police Liaison Officer, they will report to their designated supervisor at the Village of Coal Valley Police Department.

Duties: The position of Police Liaison Officer is a staff liaison position and is considered an integral part of the pupil personnel services of the school. Specifically, the position is a part of the school administration and in this relationship the officer's duties are under the authority and responsibility of the school principal.

The Police Liaison Officer shall not be responsible for the enforcement of school district policies, but shall assist the staff in said enforcement when requested to do so.

As a member of the school staff, the Police Liaison Officer:

1. Serves as the liaison between the school and the Village of Coal Valley Police Department, promotes the development of effective communication between the school and legal authorities, and coordinates the provision of police services to the school.
2. Serves as a consultant to administration in matters of crime prevention, law enforcement, community youth services and other related matters.
3. Pro-actively works with school personnel to prevent crime on school grounds, to protect students and staff, and to provide a safe and secure school environment. In this role the liaison officer patrols the school and grounds, supervises parking lots, monitors pedestrian and vehicular traffic on school grounds, and prevents loitering and trespassing on school property when requested to do so.
4. Conducts and/or coordinates the police investigation of incidents involving the school, its staff and students. The officer will also investigate other cases or perform other duties assigned by their designated police department supervisor.
5. Confers with the administrator, counselors, and other school staff concerning individuals, families and neighborhoods in the early identification of troubled, neglected or abused youths and delinquent behavior.
6. Participates in providing advice and guidance to students and parents and assists in referral to appropriate community services.
7. Assists school staff in the prevention of truancy, in processing truancy cases, and in making home visits when required.
8. Works in coordination with the Moline Police Department for those Coal Valley students at John Deere Middle School and Moline High School, when applicable.
9. Performs other duties as assigned by the school administration or by their designated police department supervisor.

TO: Members of the Board of Education
FROM: Vince Gallo, Chief Financial Officer 
DATE: May 09, 2024
SUBJECT: Approval of Districtwide Photography RFP

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested


Facts: Multiple bids were received for the Districtwide photography services bid opening on April 24, 2024. Prior to the bid, we sent photo information to all building principals and yearbook staff to review, then vote on their preferred vendor based on the facts presented.

After review of services provided, commissions, and the cost of photography packages for students, it is the recommendation of administration that the Board of Education award the bid for photography services to Photographic Arts for the 2024-2025, 2025-2026, 2026-2027 school years, with a 2-year extension option.

Cost: There is no cost to the District.

Recommended Action: That the Board of Education award the bid for photography services to Photographic Arts, Moline, Illinois.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

TO: Members of the Board of Education

FROM: Dr. Matt DeBaene, Assistant Superintendent for Secondary Teaching and Learning
Craig Reid, Director for Technology (M)

DATE: May 09, 2024

SUBJECT: Purchase of Interactive SMART Panels for Hamilton - Bradfield's Inc.

Reason for Board Consideration: Board of Education approval is required.

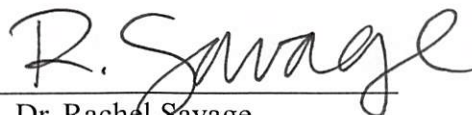
Action Necessary: Approval to purchase interactive SMART panels for Hamilton Elementary is requested.

Facts: The SMART Boards and projectors at Hamilton Elementary School were purchased when the school was renovated and are now due for replacement. This project was started in 2022, with 10 classrooms remaining. By implementing SMART panels specifically, the district can still utilize its SMART software integration and continue to provide interactivity in the classroom. The SMART interactive panels are an all-in-one solution and no longer require a separate projector.

Cost: An Illinois Technology Purchase Program (ILTPP) request was submitted with six responses. The lowest came from Bradfield's Inc. in Peoria, Illinois, at a cost of \$37,000 and includes an extended warranty. The entire cost for these interactive displays is budgeted through Federal Title I and Title IV Grant funds.

Recommended Action: That the Board of Education approve the purchase of 10 SMART interactive panels for Hamilton Elementary from Bradfield's Inc., Peoria, Illinois, for a total cost not to exceed \$37,000.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

TO: Members of the Board of Education

FROM: Dr. Brian Prybil, Deputy Superintendent (VP)
Trista Sanders, Coordinator for K-12 Instructional Programs

DATE: May 09, 2024

SUBJECT: Purchase of Heggerty Bridge to Reading Foundational Skills

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Approval from the Board of Education is requested to purchase Heggerty Bridge to Reading Foundation Skills classroom kits for all Kindergarten, 1st grade, and 2nd grade classrooms in each elementary building.

Facts: Our dedicated team of administrators, teachers, and literacy coaches has been tirelessly exploring innovative approaches to enhance early literacy skills among our diverse elementary student body. Recognizing the unique needs of each child, we understand that a one-size-fits-all curriculum falls short. However, one indisputable fact remains: ensuring our students reach grade-level reading proficiency by the conclusion of 3rd grade is paramount.

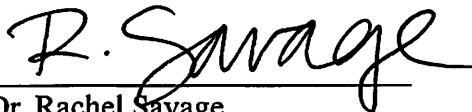
Extensive research underscores the critical importance of early literacy in shaping future academic success. Studies have repeatedly shown that children who master foundational reading skills by 3rd grade are more likely to excel academically and beyond. As such, our team has rigorously evaluated numerous programs, seeking the optimal solution to empower our educators and nurture our students' literacy journey.

After extensive feedback and piloting, our team has decided to implement Heggerty Bridge for Reading. This choice will equip our teachers with the resources they need to effectively guide students through reading instruction, ensuring a strong foundation in literacy for every child.

Cost: The total cost not to exceed \$135,000 for Heggerty Bridge for Reading Classroom Kits for all K-2 classrooms and will be paid for with a combination of grant funds from ESEA Title I and Title I Part A 1003.

Recommended Action: That the Board of Education approve the purchase of Heggerty Bridge for Reading classroom kits for Grades Kindergarten through 2nd, from Heggerty, Oak Park, Illinois, for a total cost not to exceed \$135,000.

Approved for Submission to the Board of Education




Dr. Rachel Savage
Superintendent of Schools

6. Resolution for Abating Working Cash Fund & Authorizing Accounting Transfer

52

Recommended Motion: that the Board of Education approve the Resolution Abating Working Cash Fund and Authorizing Accounting Transfer of Moline-Coal Valley School District No. 40, Rock Island County, Illinois, as attached. **See Attachment No. 10.**

TO: Members of the Board of Education
FROM: Vince Gallo, Chief Financial Officer 
DATE: May 09, 2024
SUBJECT: Resolution for Abating Working Cash Fund & Authorizing Accounting Transfer

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested.

Facts: The Illinois School Code (105 ILCS 5/20-1 et seq.) allows for certain interfund transfers to meet the needs of school districts. The attached resolution allows for the transfer of \$1,800,000 from the Working Cash Fund, ultimately to the Capital Projects Fund, to purchase the property located 1900 52nd Ave Moline, IL 61265.

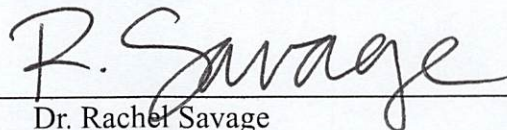
In April of 2024, the Board of Education approved the purchase of a new administration building site. In order to fund this purchase, it was the recommendation of the administration to use a portion of the working cash fund balance to fund the purchase of the property.

Attached is the Resolution to transfer \$1,800,000 from the Working Cash Fund to the Operation & the Maintenance Fund (O&M), then transferring from the O&M Fund to the Capital Projects Fund. Based on the guidance of counsel, they recommend transfers be made from the Working Cash Fund to the O&M Fund first, then the O&M Fund to the Capital Projects Fund.

Cost: Since this is a transfer among Funds there is no actual cost to the Resolution. The actual cost is related to the purchase of the property.

Recommended Action: That the Board of Education approve the Resolution Abating Working Cash Fund and Authorizing Accounting Transfer of Moline-Coal Valley School District No. 40, Rock Island County, Illinois, as attached.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

RESOLUTION

**OF THE BOARD OF EDUCATION OF
MOLINE-COAL VALLEY SCHOOL DISTRICT NO. 40
ROCK ISLAND COUNTY, ILLINOIS**

**ABATING WORKING CASH FUND AND AUTHORIZING
ACCOUNTING TRANSFER**

WHEREAS, the Board of Education of Moline-Coal Valley School District No. 40, Rock Island County, Illinois ("Board of Education") has created, maintained and administered a fund known as a "Working Cash Fund" in the manner prescribed in Article 20 of the School Code (105 ILCS 5/20-1 et seq.) for the purpose of enabling Moline-Coal Valley School District No. 40, Rock Island County, Illinois ("School District") to have in its treasury at all times sufficient money to meet demands thereon for ordinary and necessary expenditures for corporate purposes; and

WHEREAS, the Board of Education may abate the Working Cash Fund upon adoption of a resolution so providing and directing the transfer of the amount abated in such Fund to the fund or funds of the School District most in need, pursuant to Section 20-10 of the School Code (105 ILCS 5/20-10); and

WHEREAS, the Board of Education finds that it is both financially prudent and necessary to abate the Working Cash Fund in the total amount of \$1,800,000, and that the amount to the credit of the Working Cash Fund after such transfer, including taxes levied pursuant to Section 20-3 and not yet collected and amounts transferred pursuant to Section 20-4 and to be reimbursed to the Working Cash Fund, equals 0.05% or more of the current value, as equalized or assessed by the Department of Revenue, of the taxable property in the School District; and

WHEREAS, the Board of Education finds that the fund most in need of such abated monies is the Operations and Maintenance Fund; and

WHEREAS, pursuant to Section 100.50(d)(2) of the accounting regulations of the Illinois State Board of Education ("ISBE"), when revenues or other sources of funds are pledged to pay for a capital project or acquisition, the monies shall be transferred into the Capital Projects Fund, except in case of acquisition of any equipment that must be financed from the Transportation Fund pursuant to Section 17-8 of the School Code; and

WHEREAS, the Board of Education finds that upon transfer of the abated monies into the Operations and Maintenance Fund, said monies shall become pledged to pay for a capital project or acquisition and shall be transferred into the Capital Projects Fund.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Moline-Coal Valley School District No. 40, Rock Island County, Illinois, as follows:

Section 1: The Working Cash Fund of the School District is hereby abated in the following amount:

<u>Amount</u>	<u>Transferor Fund</u>	<u>Receiving Fund</u>
\$1,800,000	Working Cash Fund	Operations and Maintenance Fund

Section 2: The Treasurer of the School District is hereby directed to:

- (a) permanently transfer the amount as set forth in Section 1 above; and
- (b) if necessary to effectuate such abatement, pay to the Receiving Fund any outstanding Working Cash loans to any other fund of the School District; and
- (c) if necessary to effectuate such abatement, pay to the Receiving Fund any outstanding taxes of the School District levied pursuant to Section 20-3 of the School Code (105 ILCS 5/20-3).

Section 3: Upon completion of the transfer in Section 2 above, the Treasurer of the School District is further directed to transfer the same amount from the Operations and Maintenance Fund to the Capital Projects Fund.

Section 4: All resolutions or parts thereof in conflict with this Resolution shall be repealed and this Resolution shall be in full force and effect immediately upon its passage.

ADOPTED this 13th day of May, 2024 by the following roll call vote:

AYES _____

NAYS: _____

ABSENT: _____

President, Board of Education


ATTEST:

Secretary, Board of Education

7. Approval of Updated Board Policy 4:20 - Fund Balances

56

Recommended Motion: that the Board of Education accept for first reading revised Board of Education Policy 4:20, Fund Balances, as presented. **See Attachment No. 11.**

TO: Members of the Board of Education
FROM: Vince Gallo, Chief Financial Officer 
DATE: May 09, 2024
SUBJECT: Approve Updated Board Policy 4:20, Fund Balances

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested to accept Board Policy updates.

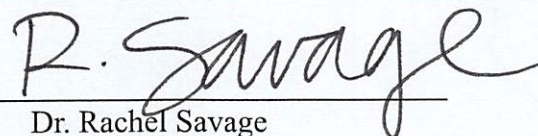
Facts: In the continuing quest to update the District's Board Policies, attached are portions of Section 4 with suggested changes based on PRESS recommendations. Section 4:20 only had footnote changes that do not affect the policy verbiage. The administration is requesting the Board accept updates for Section 4:20 as listed.

Attached are the suggested changes based on PRESS recommendations. The administration is requesting the Board accept updates for Sections - 4:20 Fund Balances. Recall, the underlined text represents suggested new additions; whereas, the ~~strikethrough~~ text represents suggested deletions.

Cost: None.

Recommended Action: That the Board of Education accept for first reading revised Board of Education Policy 4:20 Fund Balances, as presented.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

Operational Services

Fund Balances ¹

The Superintendent or designee shall maintain fund balances adequate to ensure the District's ability to maintain levels of service and pay its obligations in a prompt manner in spite of unforeseen events or unexpected expenses. The Superintendent or designee shall inform the Board whenever it should discuss drawing upon its reserves or borrowing money.

The School District seeks to maintain a year-end fund balance to revenue ratio of no less than 15-20 percent, as calculated under the Ill. State Board of Education's *School District Financial Profile*. ²

CROSS REF.: 4:10 (Fiscal and Business Management), 4:80 (Accounting and Audits)

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ This optional policy is at the local board's discretion. Its intent is to help the board monitor the district's financial health and allows a board to clarify its expectations for maintaining fund balances. A board must modify the policy to reflect realistic targets after considering important financial and operational issues, such as current financial practices, long term projects, standards of fiscal health, and the current budget. A board facing a doubting and demanding employee union may want to obtain an objective opinion from an outside auditor before adopting this policy.

² Optional. Pursuant to its authority under 105 ILCS 5/1A-8, the Ill. State Board of Education (ISBE) developed the *School District Financial Profile* to help monitor the finances of school districts and identify those districts moving toward financial difficulty. A district's total profile score (and corresponding profile designation) is based on four weighted indicators: (1) fund balance to revenue ratio (35%), (2) Expenditure to Revenue Ratio (35%), (3) days cash on hand (10%), and (4) percent of short-term and long-term borrowing ability remaining (10% each). See www.isbe.net/Documents/OEPP-PCTC-Profile.pdf for a detailed explanation of the calculation of the School District Financial Profile and designations. This policy addresses the first factor in a district's Financial Profile, which, according to ISBE, "reflects the overall financial strength of the district." A target of 25% or higher for a district's fund balance to revenue ratio would result in a school district being in the lowest risk category for this factor of the district's Financial Profile. The following alternative is for a district with fund balances deemed not currently adequate:

The School District will seek to establish year-end fund balances representing _____ percent of the annual revenues for each operating fund by budgeting a surplus in each fund.

Operating fund refers to the Educational, Operations and Maintenance, Transportation, and Working Cash Funds. See www.isbe.net/Documents/OEPP-PCTC-Profile.pdf. The board should ask the administration to prepare a multi-year cash flow projection to validate the sufficiency of the target figure.

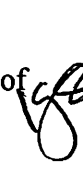
Note: If the board maintains a fund balance at the start of a fiscal year that is two or more times the average expenditures of that fund (based on the past three fiscal years), it may face a tax rate objection based on excess accumulation of funds. This figure is sometimes referred to as a district's *Miller ratio*, based on the Ill. Supreme Court case Central Ill. Public Service Co. v. Miller, 42 Ill.2d 542 (1969); see also Allegis Realty Investors v. Novak, 379 Ill.App.3d 636 (2nd Dist. 2008). Whether such an objection has merit depends on a number of factors, including the type of fund at issue and/or reason(s) for the excess accumulation. Consult the board attorney for further guidance regarding fund balances and related tax rate objections. See sample policy 4:10, *Fiscal and Business Management*, and its f/n 20 for more information on a board's duty to annually report its average expenditures and combined balances of its operational funds.

8. Approval of Updated Board Policy 4:165 - Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors

59

Recommended Motion: that the Board of Education accept for first reading revised Board of Education Policy 4:165, Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors, as presented. **See Attachment No. 12.**

TO: Members of the Board of Education

FROM: Kristin Sanders, Assistant Superintendent for Pupil/Personnel and Director of Special Services 

DATE: May 09, 2024

SUBJECT: Approve Updated Board Policy 4:165, Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested to accept Board Policy updates.

Facts: In the continuing quest to update the District's Board Policies, attached is Board Policy 4:165, Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors, which was included as part of the March, 2024 PRESS update review. The policy and cross references are updated in response to changes in BOE Policy 2:265, *Title IX Grievance Procedure*, in anticipation of Title IX rule changes.

Recall, the underlined text represents suggested new additions; whereas, the ~~striketrough~~ text represents suggested deletions.

Cost: None.

Recommended Action: That the Board of Education accept for first reading the revised Board of Education Policy 4:165, Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors, as presented.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

Operational Services

Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors¹

Child sexual abuse and grooming behaviors harm students, their parents/guardians, the District's environment, its school communities, and the community at large, while diminishing a student's ability to learn. The Board has a responsibility and obligation to increase awareness and knowledge of:² (1) issues regarding child sexual abuse, (2) likely warning signs that a child may be a victim of sexual abuse, (3) grooming behaviors related to child sexual abuse and grooming, (4) how to report child sexual abuse, (5) appropriate relationships between District employees and students based upon State law, and (6) how to prevent child sexual abuse.

To address the Board's obligation to increase awareness and knowledge of these issues, prevent sexual abuse of children,³ and define prohibited grooming behaviors,⁴ the Superintendent or designee shall implement an Awareness and Prevention of Sexual Abuse and Grooming Behaviors Program. The Program will:

1. Educate students with:

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ Required by *Erin's Law*, 105 ILCS 5/10-23.13, amended by P.A. 102-610. Also infused into this policy are concepts from *Faith's Law*, 105 ILCS 5/22-85.5, added by P.A. 102-676, which provides helpful guidance for districts to implement *Erin's Law* due to its vagueness. See f/n's 1 and 15 in sample policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, for further information regarding *Faith's Law*.

Three additional statutes address a district's responsibility to provide age-appropriate sexual abuse and assault awareness and prevention education programs:

1. 105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act (requires districts to establish a Comprehensive Health Education Program that includes age-appropriate sexual abuse and assault awareness and prevention education in grades pre-K through 12) (see sample policy 6:60, *Curriculum Content*, and administrative procedure 6:60-AP1, *Comprehensive Health Education Program*);
2. 105 ILCS 5/27-9.1a(b), added by P.A. 102-552 (requires comprehensive personal health and safety and comprehensive sexual health education a/k/a National Sex Education Standards (NSES) to: (a) be age and developmentally appropriate, medically accurate, complete, culturally appropriate, inclusive, and trauma informed, (b) replicate evidence-based or evidence-informed programs or substantially incorporate elements of evidence-based programs or evidence-informed programs or characteristics of effective programs, (c) provide information about local resources where students can obtain additional information and confidential services related to sexual violence (including sexual abuse and assault), and (d) provide information about State laws related to mandated reporting of child abuse and neglect, and school policies addressing the prevention of and response to sexual violence) (see sample policy 6:60, *Curriculum Content*, and administrative procedure 6:60-AP2, *Comprehensive Personal Health and Safety and Sexual Health Education Program (National Sex Education Standards (NSES))*); and
3. 105 ILCS 5/27-13.2 (addresses (a) written objections to sexual abuse prevention instruction and notice provisions (minimum five days) for students in grades K through 8, and (b) distribution by the Ill. State Board of Education (ISBE) and Ill. Dept. of Children and Family Services (DCFS) of information for districts to provide to their communities about this instruction) (see sample policy 6:60, *Curriculum Content*, and administrative procedure exhibit 6:60-AP1, E1, *Notice to Parents/Guardians of Sexual Abuse and Assault Awareness and Prevention Education; Requests to Examine Materials; Written Objection(s) and/or Opt-outs*).

² 105 ILCS 5/10-23.13, amended by P.A. 102-610, at (b)(1).

³ *Id.* at (b).

⁴ *Id.* at (b).

- a. An age-appropriate and evidence-informed health and safety education⁵ curriculum that includes methods for how to report child sexual abuse and grooming behaviors to authorities,⁶ through policy 6:60, *Curriculum Content*; ⁷
 - b. Information in policy 7:250, *Student Support Services*, about: (i) District counseling options, assistance, and intervention for students who are victims of or affected by sexual abuse,⁸ and (ii) community-based Children’s Advocacy Centers and sexual assault crisis centers and how to access those serving the District. ⁹
2. Train District employees about child sexual abuse and grooming behaviors by January 31 of each school year with materials that include: ¹⁰
 - a. A definition of prohibited grooming behaviors and employee-student boundary violations pursuant to policy 5:120, *Employee Ethics: Code of Professional Conduct; and Conflict of Interest*;
 - b. Evidence-informed¹¹ content on preventing, recognizing, reporting, and responding to child sexual abuse, grooming behaviors, and employee-student boundary violations pursuant to policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Sexual Harassment–Grievance Procedure*; 5:90, *Abused and Neglected Child Reporting*; 5:100, *Staff Development Program*; and 5:120, *Employee Ethics: Code of Professional Conduct; and Conflict of Interest*; and
 - c. How to report child sexual abuse, grooming behaviors, and/or employee-student boundary violations pursuant to policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Sexual Harassment–Grievance Procedure*; and 5:90, *Abused and Neglected Child Reporting*.
 3. Provide information to parents/guardians in student handbooks about the warning signs¹² of child sexual abuse, grooming behaviors, and employee-student boundary violations with evidence-informed educational information that also includes: ¹³

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

⁵ *Id.* at (b)(1).

⁶ *Id.* at (b)(4).

⁷ 105 ILCS 5/10-23.13(b). See policy 6:60, *Curriculum Content*, and administrative procedure 6:60-API, *Comprehensive Health Education Program*, for information on school board choices related to health and safety education, including sex education.

⁸ *Id.* at (b)(2) and (3).

⁹ *Id.* at (b)(5). See policy 5:90, *Abused and Neglected Child Reporting*, and administrative procedure 5:90-API, *Coordination with Children’s Advocacy Center*, for more information on Children’s Advocacy Centers.

¹⁰ Citations for each letter:

- a. 105 ILCS 5/10-23.13(b).
- b. *Id.* at (b), (b)(1.5), and (c).
- c. *Id.* at (b) and (b)(1.5).

¹¹ Two Illinois laws address “evidence-informed.” *Evidence-informed* per *Erin’s Law* means modalities that were created utilizing components of evidence-based treatments or curriculums. 105 ILCS 5/10-23.13(a), added by P.A. 102-610. Contrast with NSES at 105 ILCS 5/27-9.1a(a), added by P.A. 102-552, which defines an *evidence-informed program* as “a program that uses the best available research and practice knowledge to guide program design and implementation.”

¹² 105 ILCS 5/10-23.13(b) and (b)(1); warning signs and *likely* warning signs are mentioned twice in the law. This policy uses likely in the purpose introduction. The Ill. Principals Association (IPA) maintains a handbook service that coordinates with PRESS material, Online Model Student Handbook (MSH), at: www.ilprincipals.org/resources/model-student-handbook.

¹³ This information is listed in 7:190-E2, *Student Handbook Checklist*. Citations for each letter:

- 105 ILCS 5/10-23.13(b) and (b)(1).
- Id.* at (b)(4) and (5).

- a. Assistance, referral, or resource information, including how to recognize grooming behaviors,¹⁴ appropriate relationships between District employees and students based upon policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*,¹⁵ and how to prevent child sexual abuse from happening;
 - b. Methods for how to report child sexual abuse, grooming behaviors, and/or employee-student boundary violations to authorities; and
 - c. Available counseling and resources for children who are affected by sexual abuse, including both emotional and educational support for students affected by sexual abuse, so that the student can continue to succeed in school pursuant to policy 7:250, *Student Support Services*.
4. Provide parents/guardians of students in any of grades K through 8 with not less than five days' written notice before commencing any class or course providing instruction in recognizing and avoiding sexual abuse, as well as the opportunity to object in writing. ¹⁶

LEGAL REF.: 105 ILCS 5/10-23.13, 5/22-85.5, 5/27-9.1a, and 5/27-13.2.
 105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.
 325 ILCS 5/, Abused and Neglected Child Reporting Act.
 720 ILCS 5/11-25, Criminal Code of 2012.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 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), 7:20 (Harassment of Students Prohibited), 7:250 (Student Support Services)

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

Id. at (b).

¹⁴ Providing information to parents/guardians about how to recognize grooming behaviors is not in *Erin's Law*; it only addresses informing parents/guardians about the methods for increasing their awareness and knowledge of grooming behaviors. 105 ILCS 5/10-23.13(b)(1). This policy requires the district to provide information to parents/guardians about how to recognize grooming behaviors to: (1) effect the purpose of *Erin's Law*, (2) align with the intent of the statutes cited in f/n 1, above (educating all students to recognize and avoid sexual abuse and assault), and (3) align with the notification requirements in 105 ILCS 5/27-13.2 (parents/guardians of K-8 students prior to commencing instruction in recognizing and avoiding sexual abuse (see f/n 15, below)).

¹⁵ 105 ILCS 5/22-85.5(e), added by P.A. 102-676, requires the employee code of professional conduct policy be included in any staff, student or parent/guardian handbook provided by the district. See sample policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, and 7:190-E2, *Student Handbook Checklist*.


¹⁶ Required by 105 ILCS 5/27-13.2. See 6:60-API, E1, *Notice to Parents/Guardians of Sexual Abuse and Assault Awareness and Prevention Education; Requests to Examine Materials; Written Objection(s) and/or Opt-outs*. Delete for high school districts.

9. Approval of Updated Board Policy 4:190 - Targeted School Violence Prevention Program

64

Recommended Motion: that the Board of Education accept for first reading revised Board of Education Policy 4:190, Targeted School Violence Prevention Program, as presented. **See Attachment No. 13.**

TO: Members of the Board of Education

FROM: Kristin Sanders, Assistant Superintendent for Pupil/Personnel and Director of Special Services 

DATE: May 09, 2024

SUBJECT: Approve Updated Board Policy 4:190, Targeted School Violence Prevention Program

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested to accept Board Policy updates.

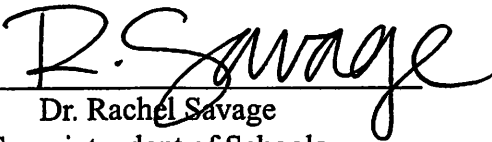
Facts: In the continuing quest to update the District's Board Policies, attached is Board Policy 4:190, Targeted School Violence Prevention Program, which was included as part of the March, 2024 PRESS update review. The policy and footnotes are updated in response to changes in the updated procedures recommended by the Department of Justice as written in the *Threat Assessment in Virginia Public Schools: Model Policies, Procedures, and Guidelines* document. The District Threat Assessment/Discipline team will review this document and associated Administrative Procedures to ensure our practices are aligned and up to date.

Recall, the underlined text represents suggested new additions; whereas, the ~~strickthrough~~ text represents suggested deletions.

Cost: None.

Recommended Action: That the Board of Education accept for first reading the revised Board of Education Policy 4:190, Targeted School Violence Prevention Program, as presented.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

De - Kjs

Operational Services

Targeted School Violence Prevention Program¹

Threats and acts of targeted school violence harm the District's environment and school community, diminishing students' ability to learn and a school's ability to educate. Providing students and staff with access to a safe and secure District environment is an important Board goal. While it is not possible for the District to completely eliminate threats in its environment, a Targeted School Violence Prevention Program (Program) using the collective efforts of local school officials, staff, students, families, and the community helps the District reduce these risks to its environment.

The Superintendent or designee shall develop and implement the Program.² The Program oversees the maintenance of a District environment that is conducive to learning and working by identifying, assessing, classifying, responding to, and managing threats and acts of targeted school violence. The

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ While this sample policy is optional, 105 ILCS 128/45, added by P.A. 101-455 and amended by P.A. § 102-791 and 103-175, requires school districts to implement a threat assessment procedure by 12-21-19 no later than 120 days after [8-26-19]² that may be part of a school board targeted school violence prevention policy. Thus, regardless of whether the board adopts a policy, an administrative procedure must exist to comply with the law. See the first sentence in fn 2 below. It contains items from *Threat Assessment in Virginia Public Schools: Model Policies, Procedures, and Guidelines, Second Edition* (August 2016/July 2023), Virginia Center for School and Campus Safety, Virginia Dept. of Criminal Justice Services, at: www.dejs.virginia.gov/sites/dejs.virginia.gov/files/k-12_threat_assessment_management_mppg_mpd.pdf www.dej.virginia.gov/sites/dejs.virginia.gov/files/publications/law-enforcement/threat-assessment-model-policies-procedures-and-guidelines.pdf. *Threat Assessment in Virginia Public Schools* is based upon a synthesis of established research and recognized standards of practice regarding threat assessment and management in school and workplace settings, including *Threat Assessment in Schools: A Guide to Managing Threatening Situations and to Creating Safe School Climates*, a 2004 publication of the U.S. Secret Service and the U.S. Dept. of Education, at: www2.ed.gov/admins/lead/safety/threatassessmentguide.pdf. The July 2018 update of this document was renamed *Enhancing School Safety Using a Threat Assessment Model: An Operational Guide for Preventing Targeted School Violence*, published by the U.S. Secret Service, at: www.secretservice.gov/sites/default/files/reports/2020-10/USSS_NTAC_Enhancing_School_Safety_Guide.pdf. See also *Averting Targeted School Violence*, a 2021 publication of the U.S. Dept. of Homeland Security and the U.S. Secret Service, at: www.secretservice.gov/sites/default/files/reports/2021-03/USSS%20Averting%20Targeted%20School%20Violence.2021.03.pdf.

Adopting a policy that addresses targeted school violence prevention provides (a) a way for boards to monitor that it is being done, and (b) an opportunity for each board and the superintendent to examine all current policies, collective bargaining agreements, and administrative procedures on this subject. Before adoption of this policy, each board may want to have a conversation with the superintendent to determine how local conditions and resources and current practices will support the full implementation of the requirements of 105 ILCS 128/45, added by P.A. 101-455 and amended by P.A. § 102-791 and 103-175. Its goals and program will be most effective when they reflect local conditions and circumstances.

² To balance the requirement to implement a threat assessment procedure (105 ILCS 128/45, added by P.A. 101-455 and amended by P.A. § 102-791 and 103-175) with the practicalities of managing a district and to align with the best practices outlined in IASB's *Foundational Principles of Effective Governance* (www.iasb.com/conference-training-and-events/training/training-resources/foundational-principles-of-effective-governance/), this sentence delegates the duty to implement a procedure to the superintendent. See 4:190-API, *Targeted School Violence Prevention Program*, for a sample implementation procedure. Ensuring school safety begins with establishing a comprehensive targeted school violence prevention program, which "includes forming a multidisciplinary threat assessment team, establishing central reporting mechanisms, identifying behaviors of concern, defining the threshold for law enforcement intervention, identifying risk management strategies, promoting safe school climates, and providing training to stakeholders." *Enhancing School Safety Using a Threat Assessment Model: An Operational Guide for Preventing Targeted School Violence*, published by the U.S. Secret Service, at: www.secretservice.gov/sites/default/files/reports/2020-10/USSS_NTAC_Enhancing_School_Safety_Guide.pdf.

Program shall be part of the District's Comprehensive Safety and Security Plan, required by Board policy 4:170, *Safety*, and shall:

1. Establish a District-level School Violence Prevention Team to: (a) develop a District-level Targeted School Violence Prevention Plan, and (b) oversee the District's Building-level Threat Assessment Team(s).³
2. Establish Building-level Threat Assessment Team(s)⁴ to assess and intervene with individuals whose behavior may pose a threat to safety. This team may serve one or more schools.
3. Require all District staff, volunteers, and contractors to report any expressed threats or behaviors that may represent a threat to the community, school, or self.⁵
- 2.4. Encourage parents/guardians and students to report any expressed threats or behaviors that may represent a threat to the community, school, or self.⁶
- 3.5. Comply with State and federal law and align with Board policies.

The Local Governmental and Governmental Employees Tort Immunity Act protects the District from liability. The Program does not: (1) replace the care of a physician licensed to practice medicine in all of its branches or a licensed medical practitioner or professional trained in violence prevention, assessments and counseling services, (2) extend beyond available resources within the District, (3) extend beyond the school day and/or school-sponsored events, or (4) guarantee or ensure the safety of students, District staff, or visitors.⁷

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

³ The establishment of threat assessment teams in K-12 public schools is Recommendation #1 of the *Recommendations of the Illinois Terrorism Task Force School Safety Working Group*, presented to the Office of the Governor on 4-5-18, at: www.iasb.com/policy-services-and-school-law/guidance-and-resources/school-safety-and-security/www.iasb.com/safety/. Illinois higher education institutions have required threat assessment teams since the passage of the Campus Security Enhancement Act of 2008 (110 ILCS 12/20(b)(2), eff. 1-1-09) in response to the shootings that took place at Virginia Polytechnic Institute and State University on 4-16-07 and Northern Illinois University on 2-14-08. See fn 4, below.

⁴ 105 ILCS 128/45, added by P.A. 101-455 and amended by P.A.s 102-791 and 103-175, requires school districts to establish a threat assessment team by 2-19-20^{no later than 180 days after [8-26-19].} If a school district is unable to establish a threat assessment team with school district staff and resources, it may use a regional behavioral threat assessment and intervention team. *Id.* The district's threat assessment procedure and a list identifying the members of all district threat assessment teams must be filed with a local law enforcement agency and the regional office of education or appropriate intermediate service center before the start of each school year. 105 ILCS 128/45(b), amended by P.A.s 102-791 and 103-175. See 4:190-AP2, *Threat Assessment Team (TAT)*, and its accompanying exhibits for further information on threat assessment teams and how to connect with a regional behavioral threat assessment team. Records concerning the work of the TAT, including but not limited to any threat assessment procedure, are exempt from disclosure under the Ill. Freedom of Information Act. 5 ILCS 140/7(II), added by P.A. 102-791.

⁵ In alignment with this policy, sample administrative procedure 4:190-AP2, *Threat Assessment Team (TAT)*, requires the TAT to train staff and other members of the school community to recognize and report possible threats, and sample exhibit 4:190-AP2, E6, *Targeted School Violence Prevention and Threat Assessment Education*, requires all district staff, volunteers, and contractors to report any expressed threats or behaviors that may represent a threat to the community, school, or self.

⁶ In alignment with this policy, sample administrative procedure 4:190-AP2, *Threat Assessment Team (TAT)*, requires the TAT to train parents/guardians and other members of the school community to recognize and report possible threats, and sample exhibit 4:190-AP2, E6, *Targeted School Violence Prevention and Threat Assessment Education*, encourages parents/guardians and students to report any expressed threats or behaviors that may represent a threat to the community, school, or self.

⁷ Consult the board attorney for guidance concerning liability in this area. Except for cases of willful and wanton conduct, the Local Governmental and Governmental Employees Tort Immunity Act (TIA) likely protects districts from liability for failure to properly identify and/or respond to a student's behavior that results in injury or suicide. See 745 ILCS 10/3-108 and *Grant v. Board of Trustees of Valley View School Dist. No. 365-U*, 286 Ill.App.3d 642 (3rd Dist. 1997). Every situation is fact-specific, and the issues require careful evaluation. A disclaimer, such as the one presented here, may not be sufficient. A district may take several actions, after discussion with its board attorney, to minimize liability, such as adding limiting phrases and ensuring other policies are followed.

LEGAL REF.: 105 ILCS 5/10-20.14, 5/10-21.7, 5/10-27.1A, 5/10-27.1B, 5/24-24, and 5/27-23.7.
105 ILCS 128/, School Safety Drill Act.
745 ILCS 10/, Local Governmental and Governmental Employees Tort Immunity Act.
29 Ill.Admin.Code Part 1500.

CROSS REF.: 2:240 (Board Policy Development), 4:170 (Safety), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:230 (Maintaining Student Discipline), 6:65 (Student Social and Emotional Development), 6:270 (Guidance and Counseling Program), 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:250 (Student Support Services), 7:290 (Suicide and Depression Awareness and Prevention), 7:340 (Student Records), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

DRAFT

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.


In addition to the TIA, school officials and districts may also be entitled to qualified immunity in civil rights lawsuits that seek to hold them liable for a suicide. For further discussion, see f/n 14 in [sample policy 7:290, *Suicide and Depression Awareness and Prevention*](#).

10. Approval of Updated Board Policy 7:10 - Equal Educational Opportunities

69

Recommended Motion: that the Board of Education accept for first reading revised Board of Education Policy 7:10, Equal Educational Opportunities, as presented. **See Attachment No. 14.**

TO: Members of the Board of Education

FROM: Kristin Sanders, Assistant Superintendent for Pupil/Personnel and Director of Special Services 

DATE: May 09, 2024

SUBJECT: Approve Updated Board Policy 7:10 - Equal Educational Opportunities

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested to accept Board Policy updates.

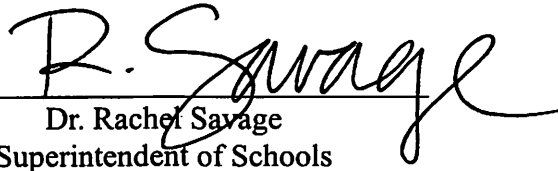
Facts: In the continuing quest to update the District's Board Policies, attached is Board Policy 7:10, Equal Educational Opportunities, which was included as part of the March, 2024 PRESS update review. The policy, Legal References, Cross References and footnotes are updated to due to changes in policy 2:70, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, and Policy 2:265, *Title IX Grievance Procedure*, in anticipation of Title IX rulemaking.

Recall, the underlined text represents suggested new additions; whereas, the ~~strickethrough~~ text represents suggested deletions.

Cost: None.

Recommended Action: That the Board of Education accept for first reading the revised Board of Education Policy 7:10, Equal Educational Opportunities, as presented.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

OC-1488

Students

Equal Educational Opportunities¹

Equal educational and extracurricular opportunities shall be available for all students without regard to color, race,² nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity,³ status of being homeless, immigration status, order of protection status, actual or potential marital or parental status, including pregnancy.⁴ Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ State or federal law requires this subject matter be covered by policy and controls this policy's content.

² The Ill. Human Rights Act (IHRA) defines race to include traits associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists. 775 ILCS 5/1-103(M-5), added by P.A. 102-1102, eff. 1-1-23. The Ill. Dept. of Human Rights' (IDHR) jurisdiction over schools as "places of public accommodation" is limited, see f/n 4, below. See also sample policy 7:160, *Student Appearance*, regarding hairstyles associated with race.

³ Adopting separate policies or inserting policy statements about accommodations and inclusion of transgender students in the educational program are unsettled areas of the law. Some lawyers believe doing so may open boards to equal protection challenges for not creating separate policies for other protected statuses, e.g., race, nationality, religion, etc. Executive Order (EO) 2019-11, titled "Strengthening Our Commitment to Affirming and Inclusive Schools" established the Affirming and Inclusive Schools Task Force (Task Force) to identify strategies and best practices for ensuring welcoming, safe, supportive, and inclusive school environments for transgender, nonbinary, and gender nonconforming students. The Task Force delivered a report that served as the basis for two non-regulatory guidance documents entitled *Supporting Transgender, Nonbinary and Gender Nonconforming Students* and *Sample District Policy and Administrative Procedures* at www.isbe.net/supportallstudents. The Ill. State Board of Education (ISBE) hosts these documents on its website.

Consult the board attorney if your board wishes to adopt a separate policy or insert policy statements about accommodations and inclusion of transgender students.

For boards that want to incorporate ISBE's *Sample District Policy and Administrative Procedures* policy recommendation into this policy, insert the following in place of "gender identity," gender, gender identity (whether or not traditionally associated with the student's sex assigned at birth), gender expression.

If the board inserts this option, it must also insert the options in f/n 7, below and in f/n 2 of sample policy 7:20, *Harassment of Students Prohibited*, BUT NOTE THE PROTECTED STATUSES LIST IN THIS POLICY IS DIFFERENT AND SHOULD NOT BE COPIED FROM HERE INTO 7:20, *HARASSMENT OF STUDENTS PROHIBITED*.

See 7:10-API, *Accommodating Transgender, Nonbinary, Students or Gender Non-Conforming Students*, for a case-by-case procedure that school officials may use when a student requests an accommodation based upon his or her gender identity.

For a list of policies that address the equal educational opportunities, health, safety, and general welfare of students within the District, see 7:10-E, *Equal Educational Opportunities Within the School Community*.

⁴ Many civil rights laws guarantee equal education opportunities; see citations in the Legal References.

In 23 Ill.Admin.Code §1.240, ISBE states that "no school system may deny access to its schools or programs to students who lack documentation of their immigration status or legal presence in the United States, and no school system may inquire about the immigration status of a student (*Plyler v. Doe*, 457 U.S. 202 (1982))."

The IHRA and an ISBE rule prohibit schools from discriminating against students on the basis of *sexual orientation* and *gender identity*. 775 ILCS 5/1-103(Q), 5/5-101(11), and 5/5-102; 23 Ill.Admin.Code §1.240. *Sexual orientation* is defined as the "actual or perceived heterosexuality, homosexuality, bisexuality, or gender related identity, whether or not traditionally associated with the person's designated sex at birth." 775 ILCS 5/1-103(O-1). *Gender identity* is included in the definition of sexual orientation in the Act. The Act permits schools to maintain single-sex facilities that are distinctly private in nature, e.g., restrooms and locker rooms. 775 ILCS 5/5-103. 775 ILCS 5/1-102(A) makes *order of protection status* a protected category.

The IHRA's jurisdiction in regard to schools as places of public accommodation is specifically limited to: (1) failing to enroll an individual, (2) denying or refusing full and equal enjoyment of facilities, goods, or services, or (3) failing to take corrective action to stop severe or pervasive harassment of an individual. 775 ILCS 5/5-102.2, amended by P.A. 102-1102, eff. 1-1-23.

or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under School Board policy 8:20, *Community Use of School Facilities*.⁵ Any student may file a discrimination grievance 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*.⁶

Sex Equity⁷

No student shall, based on sex, sexual orientation, or gender identity⁸ 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.

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

⁵ 23 Ill.Admin.Code §200.40(g) prohibits entering into agreements with entities that discriminate against students on the basis on sex. Section 200.80(a)(4) contains an exception for single sex youth organizations, e.g., Boy and Girl Scouts. Note that the U.S. Supreme Court refused to apply N.J.'s public accommodation law to the Boy Scouts because forcing the Scouts to accept a homosexual as a member would violate the Scouts' freedom of expressive association. *Boy Scouts of America v. Dale*, 530 U.S. 640 (2002). When deciding whether to allow non-school groups to use its facilities, a public school district may not engage in viewpoint discrimination. *Good News Club v. Milford Central Sch.*, 533 U.S. 98 (2001).

⁶ Districts must have a grievance procedure. See the Legal References following this policy and 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, regarding the internal complaint process for claims of discrimination on the basis of race, color, or national origin, which is addressed in sample policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. Absent a specific statute or rule, there is no consensus on whether students have the right to appeal a board's decision to the Regional Superintendent and thereafter to the State Superintendent pursuant to 105 ILCS 5/2-3.8.

⁷ Every district must have a policy on sex equity. 23 Ill.Admin.Code §200.40(b). The IHRA, Public Accommodation section, prohibits schools from: (1) failing to enroll an individual, (2) denying or refusing an individual full and equal enjoyment of its facilities, goods, or services, or (3) failing take corrective action to stop severe or pervasive harassment of an individual (775 ILCS 5/5-102.2, amended by P.A. 102-1102, eff. 1-1-23), on the basis of the individual's sex or sexual orientation, among other classifications (775 ILCS 5/5-101(11)). Every four years, districts must evaluate their policies and practices to identify and eliminate sex discrimination as well as evaluate course enrollment data to identify disproportionate enrollment based on sex. In-service training for all staff members is required. 23 Ill.Admin.Code §200.40(e).

With some exceptions, Title IX of the Education Amendments of 1972 (Title IX) guarantees that "[n]o person in the United States shall, on the basis of gender, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance..." 20 U.S.C. §1681(a). Equal participation and equal opportunity in athletics is addressed in the U.S. Dept. of Education's implementing rules. 34 C.F.R. §106.41. Generally, when a school district offers a team for one gender but not for the other, a member of the excluded gender is allowed to try out for the team unless the sport is a *contact sport*. Contact sports are boxing, wrestling, rugby, ice hockey, football, basketball, and other sports involving bodily contact. The rules also list the factors that determine whether equal opportunities are available to both genders. These include: whether the selection of athletics accommodates the interests and abilities of both genders; equipment and supplies; scheduling; opportunity to receive coaching and academic tutoring; locker rooms, practice facilities, and fields; and publicity. Title IX prohibits any person from sexually harassing a student. See sample policy 2:265, *Title IX Sexual Harassment-Grievance Procedure*, for further discussion.

105 ILCS 5/10-20.60 requires public schools to provide reasonable accommodations to breastfeeding students. See sample administrative procedure 7:10-AP-2, *Accommodating Breastfeeding Students*, for specific *reasonable accommodations* under Illinois law.

105 ILCS 5/10-20.63, amended by P.A. 102-340, requires school districts to make menstrual hygiene products (defined as tampons and sanitary napkins for use in connection with the menstrual cycle) available, at no cost to students, in bathrooms of every school building that is open for student use in grades 4 through 12 during the regular school day. **Note:** While P.A. 102-340 expanded the availability of menstrual hygiene products to students in grades 4 and 5, it did not expand the definition of *school building*, which remains defined as serving students in grades 6 through 12. Consult with the board attorney about implementing this law.

⁸ For boards that want to incorporate ISBE's *Sample District Policy and Administrative Procedures* policy recommendations into this policy (see f/n 32 above), insert:

1. In place of "or gender identity" as follows: "or gender identity, or gender expression".

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).⁹

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator, who also serves as the District's Title IX Coordinator.¹⁰ The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and related grievance procedures.¹¹

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

2. The following sentence as the second sentence of this subhead: "Students shall be supported in a manner consistent with their gender identity. This will include, but not be limited to, use of restrooms, locker rooms, and other facilities that correspond with the student's gender identity."

⁹ Districts must have a grievance procedure and must tell students that they may appeal a board's resolution of a sex equity complaint to the Regional Superintendent and, thereafter, to the State Superintendent. 23 Ill.Admin.Code §200.40. Student complaints regarding breastfeeding accommodations must also be processed in accordance with these procedures. See sample policy 2:260, *Uniform Grievance Procedure*, at f/n 98.

Use this alternative for districts in suburban Cook County: replace "Regional Superintendent" with "appropriate Intermediate Service Center."

¹⁰ Required by regulations implementing Title IX. 34 C.F.R. §106.8(a). See f/ns 224 and 232 in sample policy 2:260, *Uniform Grievance Procedure*. If the district's Nondiscrimination Coordinator does not also serve as the Title IX Coordinator, amend this sentence to state: "The Superintendent shall appoint a Nondiscrimination Coordinator and a Title IX Coordinator."

¹¹ Required by regulations implementing Title IX. 34 C.F.R. Part 106; 23 Ill.Admin.Code §200.40. Comprehensive faculty and student handbooks can provide required notices, along with other important information, to recipients. Handbooks can be developed by the building principal, but should be reviewed and approved by the superintendent and board. Faculty handbooks may contain working conditions and be subject to mandatory collective bargaining. The Ill. Principals Association (IPA) maintains a handbook service that coordinates with PRESS material. *Online Model Student Handbook (MSH)*, at: www.ilprincipals.org/msh.

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, 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 Sexual Harassment 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), 7:165 (School Uniforms), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:250 (Student Support Services), 7:330 (Student Use of Buildings - Equal Access), 7:340 (Student Records), 8:20 (Community Use of School Facilities)

DRAFT

11. Approval of Updated Board Policy 7:20 - Harassment of Students Prohibited

75

Recommended Motion: that the Board of Education accept for first reading revised Board of Education Policy 7:20, Harassment of Students Prohibited, as presented. **See Attachment No. 15.**

TO: Members of the Board of Education

FROM: Kristin Sanders, Assistant Superintendent for Pupil/Personnel and Director of Special Services

DATE: May 09, 2024

SUBJECT: Approve Updated Board Policy 7:20, Harassment of Students Prohibited

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested to accept Board Policy updates.

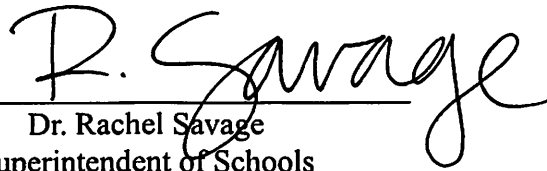
Facts: In the continuing quest to update the District's Board Policies, attached is Board Policy 7:20, Harassment of Students Prohibited, which was included as part of the March, 2024 PRESS update review. The policy, Legal References, and Footnotes are updated in response to changes in the School Code and Policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. Protection categories were added to the bullying definition (to include physical appearance). The Legal References and Footnotes were also updated for continuous improvements and to align with changes in policy 2:265, *Title IX Grievance Procedure*.

Recall, the underlined text represents suggested new additions; whereas, the ~~strikethrough~~ text represents suggested deletions.

Cost: None.

Recommended Action: That the Board of Education accept for first reading the revised Board of Education Policy 7:20, Harassment of Students Prohibited, as presented.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

Students

Harassment of Students Prohibited¹

No person, including a School District employee or agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity²; 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. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ State or federal law requires this subject matter be covered by policy, controls this policy's content, and 105 ILCS 5/10-20.71, added by P.A. 101-531 and renumbered by P.A. 102-558, requires that every two years, each district within an Illinois county served by an accredited Children's Advocacy Center review all its existing sexual abuse investigation policies and procedures to ensure consistency with 105 ILCS 5/22-85, added by P.A. 101-531. Each district must also have a policy on bullying. 105 ILCS 5/27-23.7, amended by P.A. 103-47; see sample policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*.

This policy's list of protected classifications is identical to aligns with the list in sample policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. The protected classifications are found in 105 ILCS 5/27-23.7(a), amended by P.A. 103-47; 775 ILCS 5/1-103, amended by P.A.s 101-221 and 102-896, eff. 1-1-23; and 23 Ill.Admin.Code §1.240.

The list of protected classifications in sample policy 7:10, *Equal Educational Opportunities*, is different – it does not contain the classifications that are exclusively identified in the bullying statute. 105 ILCS 5/27-23.7, amended by P.A. 103-47.

The Ill. Human Rights Act (IHRA) and an Ill. State Board of Education (ISBE) rule prohibit schools from discriminating against students on the basis of *sexual orientation* and *gender identity*. 775 ILCS 5/5-101(11); 23 Ill.Admin.Code §1.240. *Sexual orientation* is defined as the "actual or perceived heterosexuality, homosexuality, bisexuality, or gender related identity, whether or not traditionally associated with the person's designated sex at birth." 775 ILCS 5/1-103(O-1). *Gender identity* is included in the definition of sexual orientation in the Act. The Act permits schools to maintain single-sex facilities that are distinctly private in nature, e.g., restrooms and locker rooms. 775 ILCS 5/5-103. Additionally, *race* is defined to include traits associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists. 775 ILCS 5/1-103(M-5), added by P.A. 102-1102, eff. 1-1-23. 775 ILCS 5/1-102(A), added *order of protection status* to its list of protected categories. The IHRA's jurisdiction regarding schools as a public accommodation is specifically limited to: (1) failing to enroll an individual, (2) denying access to facilities, goods, or services, or (3) failing to take corrective action to stop severe or pervasive harassment of an individual. 775 ILCS 5/5-102.2, amended by P.A. 102-1102, eff. 1-1-23. It is also a violation of IHRA if a district is aware of an employee or agent's harassment towards a student but fails to take appropriate action to stop the harassment. 775 ILCS 5/5A-101 and 102, amended by P.A. 103-472, eff. 8-1-24.

² See f/n 3 in sample policy 7:10, *Equal Educational Opportunities*, for a discussion about Executive Order (EO) 2019-11 establishing the Affirming and Inclusive Schools Task Force (Task Force) that made policy and administrative procedure recommendations to the Ill. State Board of Education (ISBE) that are discussed in its publication *Sample District Policy and Administrative Procedures* at www.isbe.net/supportallstudents.

For boards that want to incorporate ISBE's sample policy recommendation, insert the following in place of "gender identity": gender; gender identity (whether or not traditionally associated with the student's sex assigned at birth);

If the board inserts this option, it must also insert the options in f/ns 3 and 8 of policy 7:10, *Equal Educational Opportunities*, BUT NOTE THE PROTECTED STATUSES LIST IN THIS POLICY IS DIFFERENT AND SHOULD NOT BE COPIED FROM HERE INTO 7:10, *EQUAL EDUCATIONAL OPPORTUNITIES*.

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.³

Sexual Harassment Prohibited

The District 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.⁴ See Board policies 2:265, Title IX Sexual Harassment-Grievance Procedure, and 2:260, Uniform Grievance Procedure.

Making a Report or Complaint

Students are encouraged to promptly report claims or incidences of bullying, intimidation, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

³ This list of examples of prohibited conduct is optional. While hate speech is not specifically mentioned in this paragraph, any hate speech used to harass or intimidate is banned. Hate speech without accompanying misconduct may be prohibited in response to actual incidences when hate speech interfered with the educational environment. West v. Derby Unified Sch. Dist., 206 F.3d 1358 (10th Cir. 2000).

⁴ Two laws apply to sexual harassment of students in Illinois. Title IX of the Education Amendments of 1972 (Title IX) and the IHRA prohibit discrimination on the basis of sex and sexual harassment in any educational program or activity receiving federal financial assistance. 20 U.S.C. §1681. Title IX defines sexual harassment as conduct on the basis of sex that meets 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; (2) unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it denies a person equal access to the District's education program or activity; or (3) sexual assault, dating violence, domestic violence, or stalking as defined in federal law. 34 C.F.R. §106.30. See sample policy 2:265, Title IX Sexual Harassment-Grievance Procedure, and sample exhibit 2:265-E, Title IX Sexual Harassment Glossary of Terms. Consult the board attorney to ensure the nondiscrimination coordinator and complaint managers are trained to appropriately respond to allegations of Title IX sexual harassment. See sample procedures 2:265-AP1, Title IX Sexual Harassment Response, and 2:265-AP2, Formal Title IX Sexual Harassment-Complaint Grievance Process.

The IHRA prohibits any district employee or agent from sexually harassing a student, and defines sexual harassment as any unwelcome sexual advances or requests for sexual favors made to a student, or any conduct of a sexual nature toward a student, when: (1) such conduct has the purpose of substantially interfering with the student's educational performance or creating an intimidating, hostile or offensive educational environment; or (2) the district employee or agent either explicitly or implicitly makes the student's submission to or rejection of such conduct as a basis for making various enumerated education-related determinations. 775 ILCS 5/5A-101(E).

School districts are liable for damage awards for an employee's sexual harassment of a student in limited situations. Liability occurs only when a district official who, at a minimum, has authority to institute corrective action, has actual notice of and is deliberately indifferent to the employee's misconduct. Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998). Schools are liable in student-to-student sexual harassment cases when school agents are deliberately indifferent to sexual harassment, of which they have actual knowledge that is so severe, pervasive, and objectively offensive that it can be said to deprive the victims of access to the educational opportunities or benefits provided by the school. Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999). The Ill. Dept. of Human Rights investigates charges of sexual harassment in violation of the IHRA, and it is a civil rights violation when a district fails to take remedial or disciplinary action against an employee the district knows engaged in sexual harassment. 775 ILCS 5/5A-102.

whom the student is comfortable speaking.⁵ A student may choose to report to an employee of the student's same gender.

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 Sexual Harassment-Grievance Procedure*. The Nondiscrimination Coordinator and/or Complaint Manager shall process and review the report according to the appropriate grievance procedure.⁶ The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.⁷ The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.⁸

Nondiscrimination Coordinator:

Name

Address

Email

Telephone

Complaint Managers:

_____ Name	_____ Name
_____ Address	_____ Address
_____	_____

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

⁵ Using "or any employee with whom the student is comfortable speaking" ensures compliance with Title IX regulations providing that "any employee" of an elementary or secondary school who has notice of sexual harassment or allegations of sexual harassment is deemed to have *actual knowledge* which triggers a district's duty to respond. 34 C.F.R. §106.30. 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.

⁶ If the district's Nondiscrimination Coordinator does not also serve as the Title IX Coordinator, supplement this sentence to state "The Nondiscrimination Coordinator, Title IX Coordinator, and/or Complaint Manager shall process and review the report according to the appropriate grievance procedure."

⁷ 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. This allows for additions and amendments to the names and contact information when necessary. It is important for updated names and contact information to be inserted into this policy and regularly monitored.

Each district must communicate its bullying policy to students and their parents/guardians. 105 ILCS 5/27-23.7, amended by P.A. 103-47; see sample policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*.

⁸ Title IX regulations require districts to identify the name, office address, email address, and telephone number of the person who is responsible for coordinating the district's compliance efforts. The Nondiscrimination and Title IX Coordinator(s) need not be the same person. If the district uses a separate Title IX Coordinator who does not also serve as the Nondiscrimination Coordinator, delete "~~The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.~~" supplement the previous sentence to state "The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers." Then, list the Title IX and Nondiscrimination Coordinators' names and contact information separately in this policy.

Email

Email

Telephone

Telephone

The Superintendent shall use reasonable measures to inform staff members and students of this policy by including:

1. For students, age-appropriate information about the contents of this policy in the District's student handbook(s), on the District's website, and, if applicable, in any other areas where policies, rules, and standards of conduct are otherwise posted in each school.⁹
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 District employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager.¹⁰ 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 the District'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 harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), the Nondiscrimination Coordinator or designee¹¹ shall consider whether action under Board policy 2:265, *Title IX Sexual Harassment 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*.

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

⁹ In addition to notifying students of policies 2:260, *Uniform Grievance Procedure*, and 2:265, *Title IX Sexual Harassment-Grievance Procedure*, a district must notify them of the name, office address, email address, and telephone number of district's Title IX Coordinator. 34 C.F.R. §106.8(a). 105 ILCS 5/10-20.69, added by P.A. 101-418, requires districts to maintain and implement an *age-appropriate* policy on sexual harassment that is included in the school district's student handbook, as well as on a district's website and, if applicable, other areas where such information is posted in each school. The law does not expressly state that the age-appropriate policy is for students; however, that is the most logical interpretation. In practice, most districts maintain a student handbook for each building. Because the law only requires one policy, this policy manages the age-appropriate requirement by directing age-appropriate explanations of the policy be included in the building-level student handbook(s). Student handbooks can be developed by the building principals, but should be reviewed and approved by the superintendent and school board.

The Illinois Principals Association maintains a handbook service that coordinates with PRESS material, *Online Model Student Handbook (MSH)*, at: www.ilprincipals.org/msh.

¹⁰ If the district's Nondiscrimination Coordinator does not also serve as the Title IX Coordinator, supplement this sentence to state "Any District 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."

¹¹ "Nondiscrimination Coordinator or designee" is used where Title IX is potentially implicated. In contrast, if Title IX is likely not implicated then "Nondiscrimination Coordinator or a Complaint Manager or designee" is used (see next paragraph in policy text). If the district's Nondiscrimination Coordinator does not also serve as the Title IX Coordinator, delete "Nondiscrimination" and insert "Title IX" in its place.

For any other alleged student harassment that does not require action under Board policies 2:265, Title IX Sexual Harassment-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 Board 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 ¹²

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 Board policy 5:90, Abused and Neglected Child Reporting. In addition to reporting the suspected abuse, the complaint shall also be processed under Board policy 2:265, Title IX Sexual Harassment-Grievance Procedure, or Board policy 2:260, Uniform Grievance Procedure.

Enforcement

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any 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 District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action.

Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited (see Board policies 2:260, Uniform Grievance Procedure, and 2:265, Title IX Sexual Harassment-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 Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹² Required for districts located within a county served by an accredited Children's Advocacy Center (CAC). Delete this subhead if your school district is within a county not served by an accredited CAC. 105 ILCS 5/22-85--added by P.A. 101-531 (governing the investigation of an *alleged incident of sexual abuse* of any child within any Illinois counties served by a CAC). For a map of accredited CACs, and to identify a CAC that may serve your district, see www.childrensadvocacycentersofillinois.org/about/map. For further discussion see f/ns 14-16 in sample policy 5:90, *Abused and Neglected Child Reporting*.

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, 5/27-1, 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 Sexual Harassment 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)


DRAFT

12. Approval of Updated Board Policy 7:180 - Prevention of and Response to Bullying, Intimidation, and Harassment

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Recommended Motion: that the Board of Education accept for first reading revised Board of Education Policy 7:180, Prevention of and Response to Bullying, Intimidation, and Harassment, as presented. **See Attachment No. 16.**

TO: Members of the Board of Education

FROM: Kristin Sanders, Assistant Superintendent for Pupil/Personnel and Director of Special Services 

DATE: May 09, 2024

SUBJECT: Approve Updated Board Policy 7:180, Prevention of and Response to Bullying, Intimidation, and Harassment.

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested to accept Board Policy updates.

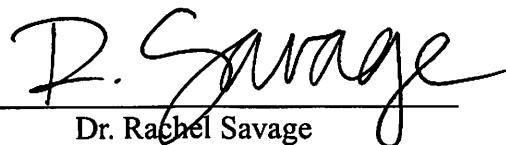
Facts: In the continuing quest to update the District's Board Policies, attached is Board Policy 7:180, Prevention of and Response to Bullying, Intimidation, and Harassment, which was included as part of the March, 2024 PRESS update review. The policy and footnotes are updated in response to changes in the new requirements for data collection of allegations and incidents of bullying, as well as changes in the parental notification timeline (now 24 hours). Cross references are also updated in response to changes in Policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, and Policy 2:265, *Title IX Grievance Procedure*, in anticipation of Title IX rulemaking.

Recall, the underlined text represents suggested new additions; whereas, the ~~strikethrough~~ text represents suggested deletions.

Cost: None.

Recommended Action: That the Board of Education accept for first reading revised Board of Education Policy 7:180, Prevention of and Response to Bullying, Intimidation, and Harassment, as presented.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

SLC legs

Students

Prevention of and Response to Bullying, Intimidation, and Harassment¹

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors and providing all students equal access to a safe, non-hostile learning environment are important District goals.

Bullying on the basis of actual or perceived race, color, 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 status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual

Commented [MB1]: These bases are re-ordered to align with the order they are listed within the ISBE Model Bullying Prevention Policy.

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ All districts must have a policy on bullying, monitor it, review and re-evaluate it, and file it with the Ill. State Board of Education (ISBE) every two years, no later than September 30 of the review year. 105 ILCS 5/27-23.7, amended by P.A. 102-894 and 103-47; 23 Ill.Admin.Code §1.295. The policy must be based on ISBE's template for a model bullying prevention policy (available at www.isbe.net/Documents/Model-Bullying-Prevention-Policy.pdf), contain all requirements of 105 ILCS 5/27-23.7, indicate the date of adoption (by month, day, and year), and be filed electronically each review year through ISBE's IWAS system. 105 ILCS 5/27-23.7(d), amended by P.A. 103-47; 23 Ill.Admin.Code §1.295(b), (c). If a district fails to file its policy by the deadline or submits a deficient policy, ISBE will provide a written request for filing and provide the district with technical assistance and resources to assist it in meeting bullying policy requirements and, as appropriate, notify the district's regional office of education or intermediate service center. 105 ILCS 5/27-23.7(d), amended by P.A. 102-894; 23 Ill.Admin.Code §1.295(e). If the district still fails to file its policy within 14 days of receipt of ISBE's written request, ISBE shall issue a letter of non-compliance (23 Ill.Admin.Code §1.295(e)(3)) and publish notice of non-compliance on its website (105 ILCS 5/27-23.7(d)).

This sample policy's first paragraph allows a school board to consider its goals for preventing bullying and remedying its consequences; it may be amended.

In addition to a bullying prevention policy, all districts must have a policy on student behavior. 105 ILCS 5/10-20.14; 23 Ill.Admin.Code §1.280. Boards must, in consultation with their parent-teacher advisory committees and other community-based organizations, address aggressive behavior, including bullying, in their student behavior policy. See sample policy 7:190, *Student Behavior*, and sample exhibit 7:190-E1, *Aggressive Behavior Reporting Letter and Form*.

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. See fn 9, below.

Additionally, 105 ILCS 5/27-23.7(f), added by P.A. 103-47, requires districts to collect non-identifiable data regarding verified allegations of bullying within the District and submit it in an annual report to ISBE by no later than August 15 of each year, beginning with the 2024-25 school year through the 2030-31 school year. ISBE must adopt rules for data submission that include but are not limited to: (1) a record of each verified allegation of bullying and action taken; and (2) whether the instance of bullying was based on actual or perceived characteristics identified in 105 ILCS 5/27-23.7(a) and, if so, lists the relevant characteristics. Id.

or perceived characteristics, or any other distinguishing characteristic is **prohibited** in each of the following situations: ²

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by the School District or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This paragraph (item #4) applies only when a school administrator or teacher receives a report that bullying through this means has occurred; it does not require staff members to monitor any nonschool-related activity, function, or program.

Definitions from 105 ILCS 5/27-23.7 ³

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

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² This paragraph and its subparts 1-4 are from the bullying prevention statute, 105 ILCS 5/27-23.7(a); see also 775 ILCS 5/1-103 and 23 Ill. Admin. Code §1.240. ~~With the exception of order of protection status, the protected statuses are mandated by the bullying prevention statute. Order of protection status is not a basis for bullying in 105 ILCS 5/27-23.7, amended by P.A.s 102-894 and 103-47, but it is listed here because the Ill. Human Rights Act (IHRA) prohibits harassment based on order of protection status. 775 ILCS 5/1-103(K-5), (Q). Including order of protection status in the list of protected statuses aligns with the protected statuses listed in sample policy 7.20, Harassment of Students Prohibited; the list of protected statuses is identical to the list in sample policy 7.20, Harassment of Students Prohibited.~~

³ All definitions are directly from 105 ILCS 5/27-23.7. See also resources from Cyberbullying Research Center, available at: www.cyberbullying.org, and the U.S. School Safety Clearinghouse website at: www.SchoolSafety.gov, discussed in fn 1, para. 3 of sample policy 4-170, Safety.

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. ⁴

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. ⁵

Bullying Prevention and Response Plan

The Superintendent or designee shall develop and maintain a bullying prevention and response plan that advances the District's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the requirements listed below; each numbered requirement, 1-12, corresponds with the same number in the list of required policy components in 105 ILCS 5/27-23.7(b) 1-12. ⁶

1. The District uses the definition of *bullying* as provided in this policy. ⁷
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal,

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

⁴ 105 ILCS 5/27-23.7(b), amended by P.A. 102-241.

⁵ 105 ILCS 5/27-23.7(b), amended by P.A. 102-197.

⁶ As each numbered requirement, 1-12, corresponds with the same number in 5/27-23.7(b)(1) - (b)(12), and the requirements of 105 ILCS 5/27-23.7(b)(13) are included in numbered requirement 4. As a result, there are no reference citations in footnotes. All non-statutory requirements, plus alternatives and optional provisions, are described in footnotes.

⁷ 105 ILCS 5/27-23.7(b), para. 3(1). See *in* 4, above and ISBE's *School Policies for Bullying Prevention* at: www.isbe.net/Documents/Bullying-Prev-Policy-Req.pdf.

A board may augment the School Code requirement by using this alternative:

Using the definition of *bullying* as provided in this policy, the Superintendent or designee shall emphasize to the school community that: (a) the District prohibits bullying; and (b) all students should conduct themselves with a proper regard for the rights and welfare of other students. This may include a process for commending or acknowledging students for demonstrating appropriate behavior.

Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking.⁸ Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying.⁹ Anonymous reports are also accepted; however, this shall not be construed to permit formal disciplinary action solely on the basis of an anonymous report.

Nondiscrimination Coordinator: ¹⁰

Name

Address

Email

Telephone

Complaint Managers:

Name

Name

Address

Address

Email

Email

Telephone

Telephone

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

⁸ The statute requires that the policy contain the email address and telephone number for the staff person(s) responsible for receiving bullying reports. Using the district Nondiscrimination Coordinator and Complaint Managers is consistent with sample policy 2:260, *Uniform Grievance Procedure*. 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. This allows for additions and amendments to the names and contact information when necessary. It is important for updated names and contact information to be inserted into this policy and regularly monitored. A telephone number for making anonymous reports may also be added.

⁹ 105 ILCS 5/27-23.7(d), requires that “[s]chool personnel available for help with a bully or to make a report about bullying” be made known to parents/guardians, students, and school personnel.

¹⁰ Sample policy 2:260, *Uniform Grievance Procedure*, states that a district’s Nondiscrimination Coordinator also serves as its Title IX Coordinator. If the district uses a separate Title IX Coordinator who does not also serve as the Nondiscrimination Coordinator, list the Title IX and Nondiscrimination Coordinators’ names separately in this policy. Best practice is that throughout the district’s board policy manual, the same individual be named as Nondiscrimination Coordinator. In contrast, Complaint Managers identified in individual policies may vary depending upon local district needs.

4. Consistent with federal and State laws and rules governing student privacy rights, the Superintendent or designee shall promptly inform the parent(s)/guardian(s) of every 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, and disease. 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 reasonably obtained within the 24-hour period. ¹¹
5. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:
 - a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of a bullying incident was received and taking into consideration additional relevant information received during the course of the investigation about the reported bullying incident.
 - b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
 - c. Notifying the Building Principal or school administrator or designee of the reported incident of bullying as soon as possible after the report is received.
 - d. Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Building Principal or school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

The Superintendent or designee shall investigate whether a reported incident of bullying is within the permissible scope of the District's jurisdiction and shall require that the District provide the victim with information regarding services that are available within the District and community, such as counseling, support services, and other programs. ¹²

6. The Superintendent or designee shall use interventions to address bullying, that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services. ¹³

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹¹ 105 ILCS 5/10-20.14 contains a similar requirement. See [sample exhibit 7:190-E1, Aggressive Behavior Reporting Letter and Form](#).

¹² This sentence contains requirements found in 105 ILCS 5/27-23.7(d), amended by P.A. 102-894.

¹³ A grant may be available from ISBE for the promotion of a safe and healthy learning environment. 105 ILCS 5/2-3.180 and 3.181, added by P.A. 101-438 and renumbered by P.A. 102-558. A list of grant funding opportunities is available at: www.isbe.net/Pages/Grants.aspx. ISBE is also directed to create the Illinois Bullying and Cyberbullying Prevention Fund, through which a grant may be available to support anti-bullying programming. 30 ILCS 105/5.990 and 105 ILCS 5/27-23.7(f)-(j), all added by P.A. 103-47.

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 expulsion¹⁴ with regard to students.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, 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. The District's bullying prevention and response plan is based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's 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.¹⁵
11. Pursuant to State law and Board 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 Superintendent 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:¹⁶
 - a. The frequency of victimization;
 - b. Student, staff, and family observations of safety at a school;
 - c. Identification of areas of a school where bullying occurs;
 - d. The types of bullying utilized; and
 - e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. Acceptable documentation to satisfy the re-evaluated policy submission include one of the following:

- i. An updated version of the policy with the amendment/modification date included in the reference portion of the policy;
- ii. 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
- iii. A signed statement from the Board President indicating that the Board re-evaluated the policy and no changes to it were necessary.

The Superintendent or designee must post the information developed as a result of the policy re-evaluation on the District's website, or if a website is not available, the information must be

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹⁴ Consult the board attorney about the potential conflict of 105 ILCS 5/27-23.7(b)(7) (allowance of suspension and/or expulsion of students for reprisal/retaliation against reports of bullying) with 105 ILCS 5/10-22.6(b-20) (districts must resolve threats, address disruptions, and minimize the length (and implementation of) suspensions and expulsions to the greatest extent practicable). See sample policy 7:200, *Suspension Procedures*, at ¶n 8 and sample policy 7:210, *Expulsion Procedures*, at ¶ns 11 and 13.

¹⁵ 105 ILCS 5/27-23.7(b)(10), amended by P.A. 103-47.

¹⁶ 105 ILCS 5/27-23.7. See the ISBE guidance document that is cited in ¶n 7, above.

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 Superintendent or designee shall fully implement the Board policies, including without limitation, the following:¹⁷
- a. 2:260, Uniform Grievance Procedure. A student may use this policy to complain about bullying.
 - b. 2:265, Title IX Sexual Harassment-Grievance Procedure. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972.
 - b-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.
 - e-d. 6:60, Curriculum Content. Bullying prevention and character instruction is provided in all grades in accordance with State law.
 - d-c. 6:65, Student Social and Emotional Development. Student social and emotional development is incorporated into the District's educational program as required by State law.
 - e-f. 6:235, Access to Electronic Networks. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
 - f-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).
 - g-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.
 - h-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.

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹⁷ The statute requires that the bullying policy *be consistent with other board policies*. The list of policies may be deleted and the following alternative used: "12. The District's bullying prevention plan must be consistent with other Board policies." If a policy list is included, be sure the referenced policies were adopted locally and amend the list accordingly.

The bullying statute does not identify staff member duties regarding the prevention of or response to student bullying. The following optional provision addresses staff member responsibilities and may be added as a new paragraph 13:

13. The Superintendent or designee shall fully inform staff members of the District's goal to prevent students from engaging in bullying and the measures being used to accomplish it. This includes each of the following:

- a. Communicating the District's expectation and State law requirement that teachers and other certificated or licensed employees maintain discipline.
- b. Establishing the expectation that staff members: (1) intervene immediately to stop a bullying incident that they witness or immediately contact building security and/or law enforcement if the incident involves a weapon or other illegal activity, (2) report bullying, whether they witness it or not, to an administrator, and (3) inform the administration of locations on school grounds where additional supervision or monitoring may be needed to prevent bullying.
- c. Where appropriate in the staff development program, providing strategies to staff members to effectively prevent bullying and intervene when it occurs.
- d. Establishing a process for staff members to fulfill their obligation to report alleged acts of bullying.

~~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. ¹⁸

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 Sexual Harassment-Grievance Procedure), ~~2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited)~~, 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)

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.


¹⁸ For elementary districts, delete: ~~and 7:315, Restrictions on Publications; High Schools~~ and delete the Cross Reference to 7:315, *Restrictions on Publications; High Schools*. For high school districts, delete ~~7:310, Restrictions on Publications; Elementary Schools,~~ and delete the Cross Reference to 7:310, *Restrictions on Publications; Elementary Schools*. In both cases, revise the beginning of the sentence to read: "These policies prohibits students from and provides."

13. Approval of Updated Board Policy 7:185 - Teen Dating Violence Prohibited

93

Recommended Motion: that the Board of Education accept for first reading revised Board of Education Policy 7:185, Teen Dating Violence Prohibited, as presented. **See Attachment No. 17.**

TO: Members of the Board of Education

FROM: Kristin Sanders, Assistant Superintendent for Pupil/Personnel and Director of Special Services 

DATE: May 09, 2024

SUBJECT: Approve Updated Board Policy 7:185, Teen Dating Violence Prohibited

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested to accept Board Policy updates.

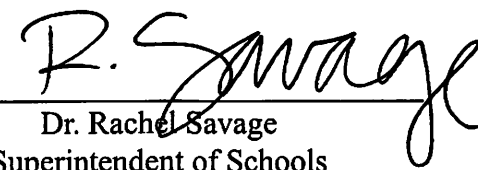
Facts: In the continuing quest to update the District's Board Policies, attached is Board Policy 7:185, Teen Dating Violence Prohibited, which was included as part of the March, 2024 PRESS update review. The policy and Cross References are updated to incorporate the title change in policy 2:265, *Title IX Grievance Procedure*, in anticipation of Title IX rulemaking.

Recall, the underlined text represents suggested new additions; whereas, the ~~struckthrough~~ text represents suggested deletions.

Cost: None.

Recommended Action: That the Board of Education accept for first reading revised Board of Education Policy 7:185, Teen Dating Violence Prohibited, as presented.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

Olc 10/18

Students

Teen Dating Violence Prohibited¹

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.² 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.³

The Superintendent or designee shall develop and maintain a program to respond to incidents of teen dating violence that:⁴

1. Fully implements and enforces each of the following Board policies:⁵
 - 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 School 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 Sexual Harassment Grievance Procedure*. This policy prohibits any person from engaging in sexual harassment 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 from harassing, intimidating, or bullying a student based on the student's actual or perceived characteristics

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ All school boards must have a policy on teen dating violence. 105 ILCS 110/3.10. This sample policy is designed to align with a district's already-existing procedures for reporting bullying and school violence. See f/n 7. The curriculum components for teen dating violence education, which apply to districts with students enrolled in grades 7 through 12, are listed in 6:60-AP, *Comprehensive Health Education Program*.

² 105 ILCS 110/3.10(b)(1). School officials must proceed carefully before disciplining a student for out-of-school conduct. A school's authority over off-campus conduct is much more limited than incidents that occur on school grounds. However, school officials may generally: (1) remove a student from extracurricular activities when the conduct code for participation requires students to conduct themselves at all times as good citizens and exemplars of the school (see sample policy 7:240, *Conduct Code for Participants in Extracurricular Activities*); and (2) suspend or expel a student from school attendance when the student's expression causes substantial disruption to school operations.

³ 105 ILCS 110/3.10(a). For districts that wish to broaden the ages (e.g., perhaps include 11-12 year olds in a middle school setting), delete the following phrase from the first sentence: "who is 13 to 19 years of age". The law defines *dating* or *dating relationship* as an "ongoing social relationship of a romantic or intimate nature between two persons." The terms do not include "a casual relationship or ordinary fraternization between two persons in a business or social context."

⁴ Required by 105 ILCS 110/3.10(b)(3).

⁵ Be sure the referenced board policies, as adopted locally, contain the language paraphrased in this policy. If not, either substitute similar language from the locally adopted board policies on the same topics, or just insert the titles from relevant locally adopted policies.

The statutory content requirements for a teen dating policy include "establish[ing] procedures for the manner in which employees of a school are to respond to incidents of teen dating violence." This policy fulfills this requirement by incorporating by reference the following administrative procedure: 7:180-AP1, *Prevention, Identification, Investigation, and Response to Bullying*. This means that 7:180-AP1 should be considered to be part of this policy.

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: ⁶
 - a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence. ⁷
3. The Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*. ⁸
4. Incorporates age-appropriate instruction in grades ~~7~~ through 12, in accordance with the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*. ⁹
5. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager. ¹⁰
6. Notifies students and parents/guardians of this policy. ¹¹

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

⁶ 105 ILCS 110/3.10(b)(4) requires the policy to identify by job title which school officials are responsible for receiving reports related to teen dating violence.

⁷ *Id.* at f/ns 5 and 6. Sexual violence is one listed component of teen dating violence. 105 ILCS 110/3.10(a). Sexual violence has also been found by the Ill. Gen. Assembly to be a component of bullying and school violence. 105 ILCS 5/27-23.7. Thus, identifying any school staff member is consistent with 7:180-AP1, *Prevention, Identification, Investigation, and Response to Bullying*, which uses the student-friendly reporting system outlined in 7:180-AP1, E2, *Be a Hero by Reporting Bullying*.

⁸ *Id.* Under any reporting system, a report involving bullying and school violence that is based upon a protected status (often teen dating violence will involve conduct based upon the target's sex) must be referred to the district's Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager (7:20, *Harassment of Students Prohibited*). Customize this list to reflect local conditions. These individuals may also take reports directly from students.

⁹ Required by 105 ILCS 110/3.10(b)(2). The curriculum-specific components for teen dating violence education are listed in 6:60-AP, *Comprehensive Health Education Program*.

¹⁰ *Id.* For boards that add the optional paragraphs in policy 5:100, *Staff Development Program*, add the phrase "and policy 5:100, *Staff Development Program*."

¹¹ Required by 105 ILCS 110/3.10(b)(5). Boards must communicate this policy to students and their parents/guardians. This may be accomplished, in part, by (1) sending 7:185-E, *Memo to Parents/Guardians Regarding Teen Dating Violence*, and (2) amending the district's anti-bullying campaign statement(s), such as the following, in the student handbook and school website:

Bullying, teen dating violence, intimidation, and harassment are not acceptable in any form and will not be tolerated at school or any school-related activity. The School District will take disciplinary action against any student who participates in such conduct or who retaliates against someone for reporting incidents of bullying, teen dating violence, intimidation, or harassment.

Incorporated
by Reference: 7:180-API, (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 ~~Sexual Harassment~~ 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)

DRAFT

14. Employment Agreement for Incoming District Accountant

Recommended Motion: that the Board of Education approve the employment agreement of the incoming District Accountant, Jennifer Barton, to include up to seven days of onboarding and training with the outgoing District Accountant, prior to the official start date of July 1st. In turn, Ms. Barton will receive the equivalent days of compensation time to be utilized with Supervisor approval, after the July 1st start date through the end of the 2024-2025 school year.

15. Reports, Requests and Open Discussion

A. Student BOE Member Report

- 1) Senior Class Gift

B. Superintendent's Report

- 1) Board of Education 2024-2025 PACE Goal Areas of Focus - Dr. Savage

16. Adjournment

NOTICE OF NONDISCRIMINATION PRACTICES

The Moline-Coal Valley School District No. 40 does not discriminate against employees, students or the general public in its programs or practices, including vocational education opportunities, on the basis of race, color, religion, gender, disability, age, marital status, citizenship status, military status, unfavorable discharge from the military service, national origin or ancestry in accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act. In accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act, any individual who is in need of assistance or reasonable accommodations to be able to participate in a school district-related activity, including the employment application or interview process, should contact the Superintendent of Schools at the District administrative offices. Any individual who wishes to file a complaint of unlawful discrimination should contact the Superintendent of Schools or the Secretary of the Board of Education at the District administrative offices, 1619 Eleventh Avenue, Moline, IL 61265.