

Moline, Illinois

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, February 10, 2025, at the Willard Elementary School, 1616 16th Street, Moline, Illinois 61265.

Dr. Matthew DeBaene
Secretary, Board of Education

AGENDA AND RECOMMENDATIONS

Board of Education
Moline, Illinois
Monday, February 10, 2025

<https://us02web.zoom.us/j/85840729238?pwd=4srKxgm3Lxf7zpO2zOqIXbCbo4KS5g.1>

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 January 27, 2025

Moline, Illinois, January 27, 2025
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 (via remote), Jason Farrell, Lindsey Hines, Andrew Waeyaert, Erin Waldron-Smith (via remote)

Member Absent: None

Student Member Present: Abigail Greenlee, Akhil Kumar

Student Member Absent: None

APPROVAL OF ANY BOARD OF EDUCATION MEMBERS PARTICIPATING REMOTELY

A motion was made by Audrey Adamson, seconded by Jason Farrell, all in favor, that the Board of Education approve Ramona Dixon and Erin Waldron-Smith’s request to participate remotely during the Monday, January 27, 2025 Board of Education meeting.

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 January 13, 2025 were presented for approval as presented.

A motion was made by Audrey Adamson, seconded by Lindsey Hines, all in favor, that the minutes of the Open Session of the Regular Board of Education meeting of January 13, 2025 be approved as presented and placed on file.

COMMUNICATION, PUBLIC COMMENT AND PARTICIPATION

There was no public comment or communication.

CONSENT AGENDA

-The Board of Education considered Consent Agenda Items A through M4 and M6 through T as presented:

A motion was made by Lindsey Hines, seconded by Audrey Adamson, that the Board of Education approve the actions contained in Consent Agenda Items **A** through **M4** and **M6** through **T** as presented.

A. Employment – Certified Staff

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

Dick, Stephanie

At Risk Teacher, Jefferson Early Childhood Center

B.A. Degree, Western Illinois University

To teach on a temporary contract basis

No previous teaching experience

Skovronski, Guinevere

Special Education Teacher, Jefferson Early Childhood Center

B.A. Degree, Western Illinois University

To teach on a temporary contract basis

No previous teaching experience

- 2) the temporary employment of the following named certified substitute teachers for the 2024-2025 school year with wages in accordance with District schedules:

Name

Mizzi, Paul

Parker, Lauren

Pender, Jeremy

B. Salary Reclassification – Certified Staff

a change in salary classification for the following certified staff effective at the beginning of the second semester of the 2024-2025 school year:

Bennison, Jenna from B.A. to B.A. +15

Claude, Rachael from B.A. to B.A. +15

Deatrick, Meghan from M.A. to M.A. +30

DeJaynes, Trevor from B.A. +15 to M.A.

Hanghian, Kelly from M.A. to M.A. +30

Howard, Melissa from M.A. to M.A. +30

Norman, Cynthia from M.A. to M.A. +30

C. Appointment of Differential Assignment - Certified Staff

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

Name

Position

Location

Axup, Alexandra

Head Grade 8 Boys Track

Wilson

Putnam, McKayla

Assistant Grade 7 Girls Track

Wilson

D. Transfer/Reassignment - Certified Staff

- 1) the transfer of Heather Cousins from the Assistant Principal position at Moline High School to a teaching position, effective for the 2025-2026 school year.
- 2) the transfer of Rosalva Portillo from the Principal position at Lincoln-Irving Elementary to a teaching position, effective for the 2025-2026 school year.

E. Employment – Educational Support Personnel

- 1) the employment of the following named educational support personnel for the 2024-2025 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Curtin, Rosa	Special Ed Paraprofessional	Jefferson	01/06/25
Guffy, Mikayla	Special Ed Paraprofessional	Franklin	02/10/25
Martinez, Linda	Lunchroom Aide	Franklin	01/28/25
Vargas-Garcia, Maria	Lunchroom Aide	Lincoln-Irving	01/28/25

- 2) the temporary employment of the following named substitute educational support personnel for the 2024-2025 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Position</u>
Campos, Lindsay	Classroom Paraprofessional
English, Darla	Classroom Paraprofessional
Krueger, Landon	Classroom Paraprofessional
Martinez, Linda	Classroom Paraprofessional

- 3) the temporary employment of the following named interpreter for the 2024-2025 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Language</u>	<u>Effective Date</u>
Abduhakimov, Javohir	Uzbek	01/28/25
Emran, Sayed Esmail	Dari, Persian	01/28/25

F. Resignation for the Purpose of Retirement - Educational Support Personnel

the resignation for the purpose of retirement of the following named educational support personnel:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Jasper, Randall	Custodian	Roosevelt	09/14/25

G. Resignation/Termination - Educational Support Personnel

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

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Imming, Katelyn	Special Ed Paraprofessional	01/13/25
Lenger, Barbara	Reading/Math Interventionist	05/30/25
Sandoval, Micah	Special Ed Paraprofessional	01/31/25

- 2) the resignation of temporary employment of the following named substitute educational support personnel:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Hanson, Breanna	Custodian	01/08/25

H. 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>
Reed, Mark A.	Custodian	Franklin/High School	Beginning 01/08/25 and lasting intermittently for up to 60 days.

I. Appointment to Differential Assignment - Non-Certified Staff

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

<u>Name</u>	<u>Position</u>	<u>Location</u>
Johnson, Joni	Head Girls Cheer (.25)	John Deere
McDermott, Josie	Assistant Girls Soccer	Wilson
Parker, Lauren	Head Freshman Girls Soccer (.50)	High School

J. Payments for Board Approval

approval of payments:

Fund 1 Educational	1,793,157.60
Fund 2 Operations & Maintenance	317,727.65
Fund 3 Debt Service	0.00
Fund 4 Transportation	118,377.29
Fund 5 Retirement	0.00
Fund 6 Capital Projects	224,888.75
Fund 7 Working Cash	0.00
Fund 8 Tort Fund	3,526.52
Fund 9 Life Safety Code	570.00
Fund 10 Group Insurance	70,963.14

Fund 11 Student Activity	<u>35,769.22</u>
TOTAL	2,564,980.17

See Exhibit A in the official minutes.

K. Freedom of Information Act Requests

A Freedom of Information Act request was received from the Illinois Retired Teachers Association requesting the contact information of certified staff who are planning to retire in 2025. The District has responded to this request.

L. Acceptance of Gifts

A donation in the amount of \$1,000 from Chris and Leanna Moen as a contribution to the Moline High School Advanced Education Scholarship Fund.

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

- 1) Moline High School PE Center by Moline Little League for Little League Clinic on Sunday, February 23, 2025 from noon until 5:00 p.m. Compensation to be received only for custodial services required as a result of their program. If necessary, custodial fees will be billed at the Sunday rate of \$62/hour.
- 2) Coolidge Gymnasium by Moline Little League for Little League Evaluations on Saturday, March 22, 2025 from 8:30 a.m. until noon and Saturday, March 29, 2025 from 12:30 p.m. until 4:00 p.m. Compensation to be received only for custodial services required as a result of their program. If necessary, custodial fees will be billed at the Saturday rate of \$54/hour.
- 3) Moline High School lower level baseball field and usage after high school season on June 1, 2025 through August 31, 2025 from 4:15 p.m. until 7:15 p.m. Compensation to be received only for custodial services required as a result of their program. If necessary, custodial fees will be billed at \$54/hour (Monday thru Saturday) and \$62/hour (Sunday).
- 4) Shipley Track by AFSP for Suicide Prevention Walkathon Sunday, September 21, 2025 from 1:00 p.m. until 3:00 p.m. Building rental fees to be waived.
- 6) Wharton Field House by Moline Booster Club for Pancake Breakfast Fundraiser on Saturday, March 1, 2025 from 8:00 a.m. until 11:00 a.m. Compensation to be received only if custodial services are required as a result of their program. If necessary, custodial fees will be billed at \$54 per hour.

N. Approval of Purchase - LEAD Moline Devices for the 2025-2026 School Year

that the Board of Education approve the purchase of LEAD Moline devices for the graduating classes of 2030 (8th Grade), 2034 (4th Grade), and 2037 (1st Grade) from CDW, Chicago, Illinois, for a total cost of \$423,481. **See Exhibit B in the official minutes.**

O. Approval of Purchase - FrontRow Juno Tower Voice Amplification Systems - Bradfield's Inc. - Washington Elementary

that the Board of Education approve the purchase of (16) Juno Tower Voice Amplification Systems and associated mounting brackets for Washington Elementary School from Bradfield's Inc., Peoria, Illinois, at a cost not to exceed \$22,000. **See Exhibit C in the official minutes.**

P. Award of Bid - 2023 Used Ford E-450 Box Van

that the Board of Education award the bid for a 2023 Used Ford E-450 Box Van to Finn Ford, Dubuque, Iowa, for the amount of \$34,898.00. **See Exhibit D in the official minutes.**

Q. Award of Bid - Wharton Field House Audio Electronic Upgrade

that the Board of Education award the bid for the Wharton Field House Audio Electronic upgrade to Rexroat Sound RS Companies, LLC, Colona, Illinois, for a total cost not to exceed \$35,000. **See Exhibit E in the official minutes.**

R. Award of Bid - Washington Lower Level Furniture

that the Board of Education award the bid for the Washington Elementary lower level classroom furniture to Paragon Interiors, Cedar Rapids, Iowa, for an estimated cost of \$23,793.28. **See Exhibit F in the official minutes.**

S. Engage Services - Washington Elementary Stairways & Landing Painting

that the Board of Education engage the services of Builders Sales & Service Company, Moline, Illinois, for painting services for the Washington Elementary Stairways and Landings to the lower level, for an estimated cost of \$19,740.00. **See Exhibit G in the official minutes.**

T. Engage Services - Washington Elementary Lower Level Floor Epoxy Finish

that the Board of Education engage the services of Builders Sales & Service Company, Moline, Illinois, for the Washington Elementary Lower Level Epoxy Finish for an estimated cost of \$25,565.00. **See Exhibit H in the official minutes.**

Ayes: Ramona Dixon, Jason Farrell, Lindsey Hines, Audrey Adamson, Chet DeSmet, Andrew Waeyaert

Nays: Erin Waldron-Smith

-The Board of Education considered Consent Agenda Item **M5** as presented:

A motion was made by Chet DeSmet, seconded by Jason Farrell, that the Board of Education approve the actions contained in Consent Agenda Item M5 as presented.

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

- 5) Wilson Middle School auditorium by Moline Little League Softball on Wednesday, April 16, 2025 from 4:00 p.m. until 8:00 p.m. Building rental fees to be waived.

Ayes: Jason Farrell, Lindsey Hines, Audrey Adamson, Chet DeSmet, Ramona Dixon, Andrew Waeyaert

Nays: None

Abstain: Erin Waldron-Smith

-The Board of Education considered Addendum Agenda Item **U** as presented.

A motion was made by Audrey Adamson, seconded by Lindsey Hines, that the Board of Education approve the actions contained in Addendum U of the Consent Agenda as presented.

U. Correction from Resignation/Termination to Resignation for the Purpose of Retirement – Educational Support Personnel

Recommended Action: that the Board of Education approve the correction of Barbara Lenger from resignation/termination to resignation for the purpose of retirement from Reading/Math Interventionist at Willard Elementary, effective May 30, 2025.

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

Nays: None

LEGAT ARCHITECTS PRESENTATION

Mr. Vince Gallo, Chief Financial Officer, thanked all persons involved in the process thus far. Robin Randall and Zach Campbell from Legat Architects presented updates on the Lincoln-Irving Schematic Design Update. Mr. Campbell went over the timeline up to today and how they came to the schematic design. The four themes that were the forces behind the design during the conceptual planning phase were cultural, flexible, visionary, and affordability. Ms. Randall touched on community engagement and the three ground rules of listening, understanding, and sharing as the stakeholders broke into small groups for discussions. A word walk and wordle were created to find the most important words and most

used words. Mr. Randall introduced additional words that were added to the four theses of visionary cultural; efficiency, welcoming, cultural, inclusive, and secure. Ms. Randall spoke about the series of conceptual designs and the many different ways to view the test fit and plan, of the five test fit designs, the Arc Design fit the program test fit the best. Also, the exterior of the building will be upgraded to bring the building up to energy codes. Mr. Campbell touched on the next steps of the project and provided a virtual walkthrough tour of the design. The proposed schedule and next steps were presented with construction to begin in March 2026 with occupancy in August 2027. Ms. Randall introduced “What’s in a Name?” the possibility of renaming the facility. Dr. Savage handed out the board policy on the naming of District facilities.

APPROVAL OF MOLINE - COAL VALLEY DISTRICT’S DISCIPLINE IMPROVEMENT PLAN

A motion was made by Audrey Adamson, seconded by Chet DeSmet, that the Board of Education approve the Moline -Coal Valley School District’s Discipline Improvement Plan, as presented. **See Exhibit I in the official minutes.**

APPROVAL OF SECOND READING OF REVISED BOARD OF EDUCATION POLICY 6:60 - CURRICULUM CONTENT

A motion was made by Audrey Adamson, seconded by Chet DeSmet, that the Board of Education accept for second reading the revised Board of Education Policy 6:60 - Curriculum Content, as presented. **See Exhibit J in the official minutes.**

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

Nays: None

APPROVAL OF SECOND READING OF REVISED BOARD OF EDUCATION POLICY 6:135 - ACCELERATED PLACEMENT PROGRAM

A motion was made by Lindsey Hines, seconded by Audrey Adamson, that the Board of Education accept for second reading the revised Board of Education Policy 6:135 - Accelerated Placement Program, as presented. **See Exhibit K in the official minutes.**

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

Nays: None

APPROVAL OF SECOND READING OF REVISED BOARD OF EDUCATION POLICY 6:270 - GUIDANCE AND COUNSELING PROGRAM

A motion was made by Audrey Adamson, seconded by Lindsey Hines, that the Board of Education accept for second reading the revised Board of Education Policy 6:270 - Guidance and Counseling Program, as presented. **See Exhibit L in the official minutes.**

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

Nays: None

APPROVAL OF SECOND READING OF REVISED BOARD OF EDUCATION POLICY 8:10 - CONNECTION WITH THE COMMUNITY

A motion was made by Chet DeSmet, seconded by Audrey Adamson, that the Board of Education accept for second reading the revised Board of Education Policy 8:10 - Connection with the Community, as presented. **See Exhibit M in the official minutes.**

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

Nays: None

APPROVAL OF FIRST READING OF UPDATED BOARD OF EDUCATION POLICIES FOR SECTION 5 - PERSONNEL

A revised motion was made by Chet DeSmet, seconded by Jason Farrell, 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 Policies for Personnel Section 5:30 - Hiring Process and Criteria, 5:35 - Compliance with Fair Labor Standards, and 5:150 - Personnel Records, as presented. **See Exhibit N in the official minutes.**

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

Nays: None

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

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 5:10 - Equal Employment Opportunity and Minority Recruitment, as presented. **See Exhibit O in the official minutes.**

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

Nays: None

APPROVAL OF FIRST READING OF UPDATED BOARD OF EDUCATION POLICY 5:20 - WORKPLACE HARASSMENT PROHIBITED

A revised motion was made by Chet DeSmet, seconded by Jason Farrell, 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 P in the official minutes.**

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

Nays: None

APPROVAL OF FIRST READING OF UPDATED BOARD OF EDUCATION POLICY 5:90 - ABUSED AND NEGLECTED CHILD REPORTING

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 5:90 - Abused and Neglected Child Reporting, as presented. **See Exhibit Q in the official minutes.**

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

Nays: None

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

A motion was made by Chet DeSmet, seconded by Audrey Adamson, that the Board of Education accept for first reading the revised Board of Education Policy 5:120 - Employee Ethics; Code of Professional Conduct and Conflict of Interest, as presented. **See Exhibit R in the official minutes.**

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

Nays: None

APPROVAL OF FIRST READING OF UPDATED BOARD OF EDUCATION POLICY 5:125 - PERSONAL TECHNOLOGY AND SOCIAL MEDIA; USAGE AND CONDUCT

A revised motion was made by Chet DeSmet, seconded by Jason Farrell, 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 5:125 - Personal Technology and Social Media, Usage and Conduct, as presented. **See Exhibit S in the official minutes.**

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

Nays: None

**APPROVAL OF FIRST READING OF UPDATED BOARD OF EDUCATION POLICY 5:230
MAINTAINING STUDENT DISCIPLINE**

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 5:230 - Maintaining Student Discipline, as presented. **See Exhibit T in the official minutes.**

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

Nays: None

**APPROVAL OF FIRST READING OF UPDATED BOARD OF EDUCATION POLICY 7:10 -
EQUAL EDUCATIONAL OPPORTUNITIES**

A motion was made by Audrey Adamson, seconded by Chet DeSmet, that the Board of Education accept for first reading the revised Board of Education Policy 7:10 - Equal Educational Opportunities, as presented. **See Exhibit U in the official minutes.**

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

Nays: None

**APPROVAL OF FIRST READING OF UPDATED BOARD OF EDUCATION POLICY 7:100 -
HEALTH, EYE AND DENTAL EXAMINATIONS; IMMUNIZATIONS; AND EXCLUSION OF
STUDENTS**

A motion was made by Lindsey Hines, seconded by Audrey Adamson, that the Board of Education accept for first reading the revised Board of Education Policy 7:100 - Health, Eye and Dental Examinations; Immunizations; and Exclusion of Students, as presented. **See Exhibit V in the official minutes.**

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

Nays: None

**APPROVAL OF FIRST READING OF UPDATED BOARD OF EDUCATION 7:160 - STUDENT
APPEARANCE**

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 7:160 - Student Appearance, as presented. **See Exhibit W in the official minutes.**

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

Nays: None

APPROVAL OF FIRST READING OF UPDATED BOARD OF EDUCATION POLICY 7:180 - PREVENTION OF AND RESPONSE TO BULLYING, INTIMIDATION, AND HARASSMENT

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 Education Policy 7:180 - Prevention of and Response to Bullying, Intimidation, and Harassment, as presented. **See Exhibit X in the official minutes.**

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

Nays: None

APPROVAL OF FIRST READING OF UPDATED BOARD OF EDUCATION POLICY 7:200 - SUSPENSION PROCEDURES

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 7:200 - Suspension Procedures, as presented. **See Exhibit Y in the official minutes.**

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

Nays: None

REPORTS, REQUESTS, AND OPEN DISCUSSION

Superintendent's Report

Dr. Savage, Superintendent, reminded all of the current agreement with Vibrant Arena for graduation has the date of February 20th to confirm the availability of our preferred date of commencement which is the Friday of Memorial Day weekend, May 23rd. If Vibrant receives a large booking before February 20th for that Friday, we will automatically be bumped to the Sunday of Memorial Weekend, May 25th. Once February 20th has passed we will communicate the official date out to all stakeholders.

Dr. Savage, spoke about the MHS Advanced Education Scholarships and the tremendous community support for this scholarship. What started from one donor two years ago has grown exponentially and donations continue to come into the district. The goal is their first year of community college, trade school, or other non-traditional post-secondary pathway paid for. The District is grateful for our

community and looks forward to this year's student scholarship winners to be shared at Senior Convocation.

Dr. Savage introduced the new pilot program for Teen Mental Health First Aid and gave a shout-out to Ms. Trista Sanders. She and I will be piloting a new Teen Mental Health First Aid program at MHS this spring. We will be able to offer this national program to 30 sophomores & juniors during the second semester. The program will consist of three 90-minute sessions scheduled over March and April. Next month students will be registered. We will communicate also with MHS staff and parents of those students piloting the program. We intend to offer this unique micro-credential opportunity to the Superintendent Advisory Students first and then fill in other spaces as we are able. The goal will ultimately be to embed this prestigious program into an existing high school course such as a health class. Empowering students to recognize signs of mental health distress in their peers and helping them to help provide another layer of support at Moline High School and we are really excited to see how this grows. The meetings will be held in the MHS Black Box, the student sign-up window will be January 29th through February 5th, and an MHS Staff update meeting will be Wednesday, February 19th at 2:30 p.m. with a parent meeting via Zoom from 5:30 p.m. until 6:00 p.m.

The next IASB Blackhawk Division event is slated for the evening of March 27th at Rock Island High School, this is during our spring break.

Lastly, District Math week is February 3rd through the 7th and will be sponsored by MCV, ST Math, and John Deere, look for communication to go out soon for this exciting parent engagement opportunity.

Special Recognition - IPA Elementary Principal of the Year - Mrs. Tara Bahnks, Washington Elementary School

Dr. Savage presented Mrs. Tara Bahnks, Washington Elementary School Principal, with an award for being selected as Principal of the Year by the Illinois Principal Association.

Dr. Prybil, recognized Mrs. Bahnks and the effective leadership qualities she presents.

Student Board of Education Member Report

Akhil Kumar, Student Board of Education Member, reported that the second semester has started, spring athletics are starting up. The History Club just wrapped up Black History month and finished induction plans for members and lastly the MHS newspaper is going to press on Friday.

Abby Greenlee, Student Board of Education Member, spoke about the Women in STEM program and the latest speakers that have presented and that both bowling teams are doing well.

Board of Education Member Open Discussion

Inform the Board of Education about the process and timeline for Superintendent Evaluation - Todd DeTaeye, Assistant Superintendent for Administration and Human Resources, presented Board Members with a timeline for the Superintendent Evaluation. Mr. DeTaeye asked Board Members to reach out to him if they aren't able to log into the evaluation system and more information would be presented at the February 10th board meeting.

A motion was made by Audrey Adamson, seconded by Chet DeSmet, all in favor, that the Board of Education going into Closed Session. Time 6:55 p.m.

*****CLOSED SESSION*****

(to consider student disciplinary cases 5 ILCS 120/2(c)(9))

A motion was made by Chet DeSmet, seconded by Jason Farrell, all in favor, that the Board of Education return to Open Session. Time: 8:10 p.m.

RETURN TO OPEN SESSION FOR POSSIBLE ACTION

Recommended motion: that the Board of Education approve the recommendation for expulsion for the remainder of the Spring 2025 semester with a transfer to ASPIRE for the Fall 2025 semester and holds such disciplinary action in abeyance, subject to the terms of an abeyance agreement.

A motion was made by Lindsey Hines, seconded by Jason Farrell, that the Board of Education approve the recommendation for expulsion for the remainder of the Spring 2025 semester with a transfer to ASPIRE for the Fall 2025 semester and holds such disciplinary action in abeyance, subject to the terms of an abeyance agreement.

Ayes: Audrey Adamson, Chet DeSmet, Ramona Dixon, Jason Farrell, Lindsey Hines, Andrew Waeyaert

Nays: None

Absent: Erin Waldron-Smith

A motion was made by Audrey Adamson, seconded by Chet DeSmet, all in favor, that the Board of Education meeting be adjourned. Time: 8:11 p.m.

President

Secretary

B. Minutes of the Closed Session of the Regular Meeting of the Board of Education of January 27, 2025

4. Communications, Public Comment and Participation

5. Consent Agenda

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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 A through V as presented:

A. **Employment – Certified Staff**

the temporary employment of the following named certified substitute teachers for the 2024-2025 school year with wages in accordance with District schedules:

Albrecht, Tim
Flowers, Tilford
Gile, Ila

B. **Appointment to Differential Assignment - Certified Staff**

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

<u>Name</u>	<u>Position</u>	<u>Location</u>
Waterman, Erica	Cup Stacking	Roosevelt

C. **Resignation for the Purpose of Retirement - Certified Staff**

the resignation for the purpose of retirement of the following named certified staff member, effective at the end of the 2028-2029 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>
DeWilde, Judy	Science	John Deere

D. **Resignation/Termination - Certified Staff**

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Hollingsworth, Christina	Grade 3	Lincoln-Irving	03/21/25
Palmer, Shelly	Library Media Specialist	Lincoln-Irving/Washington	01/09/25

E. **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 members:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Berkland, Alexa	Kindergarten	Roosevelt	Beginning tentatively 08/12/25 and not to exceed 60 days

Perea-Vyncke, Patricia	Grade 4	Lincoln-Irving	Beginning tentatively 08/12/25 and not to exceed 60 days
Redecker, Ashlyn	Grade 5	Washington	Beginning tentatively 08/12/25 and not to exceed 60 days

F. Approval of Administrative Recommendation for Appointment of the Director for Secondary and Instructional Programs for the 2025-2026 School Year

that the Board of Education approve Robert Beem as the administrations’ recommendation for the appointment to the position of Director for Secondary and Instructional Programs, effective for the 2025-2026 school year.

G. Employment – Educational Support Personnel

- 1) the temporary employment of the following named educational support personnel for the 2024-2025 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Gutierrez, Camila	Classroom Paraprofessional	Lincoln-Irving	02/11/25
Laird, Julie	ML Paraprofessional	Logan	01/27/25
Nava, Christine	Classroom Paraprofessional	Lincoln-Irving	02/11/25
Raya Pena, Javier	Classroom Paraprofessional	Lincoln-Irving	02/11/25

- 2) the temporary employment of the following named interpreter for the 2024-2025 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Gutierrez, Camila	Spanish	02/11/25

- 3) the temporary employment of the following named substitute educational support personnel for the 2024-2025 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Position</u>
Garman, Diana	Classroom Paraprofessional

H. Transfer/Reassignment

the reassignment of Sarah Versluis to the re-aligned hours/position at MEC, effective upon her return from FMLA

I. Resignation for the Purpose of Retirement - Educational Support Personnel

the resignation for the purpose of retirement of the following named educational support personnel:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Harris, Deborah	Digital Learning Support Assistant	Roosevelt	05/30/25

J. Resignation/Termination - Educational Support Personnel

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Johnson, Alicia	Elementary Building Supervisor	Roosevelt	05/31/25
Pearce, Frederick	Custodian	High School	02/04/25

K. 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>
Versluis, Sarah	Custodian	MEC	Beginning 02/03/25 and lasting approximately six weeks

L. Appointment to Differential Assignment - Non-Certified Staff

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

<u>Name</u>	<u>Position</u>	<u>Location</u>
Lara, Miguel	Sophomore (JV) Girls Soccer (.75)	High School
Rangel, Karima	Sophomore (JV) Girls Soccer (.25)	High School

M. Payments for Board Approval

approval of payments:

Fund 1 Educational	1,689,394.30
Fund 2 Operations & Maintenance	150,232.28
Fund 3 Debt Service	5,673,250.00
Fund 4 Transportation	129,985.92
Fund 5 Retirement	238,847.65
Fund 6 Capital Projects	489,569.80
Fund 7 Working Cash	0.00
Fund 8 Tort Fund	9,274.97
Fund 9 Life Safety Code	0.00
Fund 10 Group Insurance	1,185,692.10
Fund 11 Student Activity	<u>44,835.57</u>
TOTAL	9,611,082.59

See Attachment No. 1.**N. Freedom of Information Act Requests**

- 1) A Freedom of Information Act request was received from SmartProcure requesting any and all purchasing records from 08/23/24 to 01/30/25. The District has responded to this request.
- 2) A Freedom of Information Act was received from Rock Island Today requesting emails and memos from the past 12 months that contain the key words “Lucy Calkins”, Units of Study”. The District has responded to this request.

O. Acceptance of Gift

- 1) A donation in the amount of \$500 from the Quad Cities Community Foundation - Russell Foundation Fund for the purpose of 2024 CTC Charity Bass Tournament Volunteer - Bicentennial Elementary School.
- 2) A donation in the amount of \$500 from the Moline Rotary Foundation to be utilized for the Moline High School Advanced Education Scholarship Fund.
- 3) A donation in the amount of \$500 from David Markward to be utilized for supporting diversity, equity, and inclusion initiatives in the Moline -Coal Valley School District.
- 4) A donation in the amount of \$5,000 from Kim and Peter Benson to be utilized for the Moline High School Advanced Education Scholarship Fund.
- 5) A donation totaling \$10,000 from the Quad Cities Community Foundation - Ontiveros Family Endowed Fund, \$5,000 to support Moline High School Wrestling and \$5,000 to support Moline High School Shipley track.

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

Coolidge Gymnasium by Moline Little League Softball on Sunday, March 16, 2025 from 11:00 a.m. until 5:00 p.m. Compensation to be received only for custodial services required as a result of their program. If necessary, custodial fees will be billed at the Sunday rate of \$62/hour.

Q. Award of Bid - Jefferson and Logan Elementary Roofing Improvements

that the Board of Education award the bid for Jefferson Elementary and Logan Elementary roofing improvements to Sterling Commercial Roofing Inc., Sterling, Illinois, for the amount of \$784,620. **See Attachment No. 2.**

R. **Correction - Award of Bid - Used 2022 Ford E-450 Box Van**

that the Board of Education award the bid for a Used 2022 Ford E-450 Box Van to Fynn Ford, Dubuque, Iowa, for the amount of \$34,898. **See Attachment No. 3.**

S. **Engage Services - Vertiv for Uninterruptible Power Supply (UPS) Battery Replacement**

that the Board of Education approve the engaged services of Vertiv, Westerville, Ohio, to replace 47 batteries in the current UPS located at the Moline Education Center for a total cost not to exceed \$15,000. **See Attachment No. 4.**

T. **Engage Services - Bradfield's Inc. for John Deere and Wilson Middle School Auditorium Upgrades**

that the Board of Education approve the engaged services of Bradfield's Inc., Peoria, Illinois, to install rear-projection video systems for John Deere Middle School at a cost not to exceed \$32,000 and Wilson Middle School at a cost not to exceed \$37,000. **See Attachment No. 5.**


U. **Engage Service Agreement - District Elevators, Lifts and Dumb Waiter**

that the Board of Education approve the second year for the engaged service agreement with Kone Inc., Moline, Illinois, as identified for the Elevator Service Agreement, in the amount of \$21,133.92. **See Attachment No. 6.**

V. **Approval to Purchase Renewal of Ticketing Software for Educational Technology Department - Zendesk**

that the Board of Education approve the annual renewal of Zendesk technology ticketing solution for the Educational Technology Department from Zendesk, San Francisco, California, for a total cost not to exceed \$14,400. **See Attachment No. 7.**

TO: Members of the Board of Education

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

DATE: February 06, 2025

SUBJECT: Award of Bid – Jefferson and Logan Roofing Improvements

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

Action Necessary: Board of Education approval is requested.

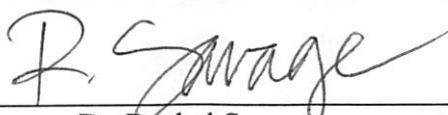
Facts: Specifications were prepared and issued by Legat Architects, Moline, Illinois, for both Jefferson Elementary (entire roof surface) and Logan Elementary roofing improvements. Bids were received on January 28, 2025. The bids are as shown on the attached tabulation.

Both projects are part of our comprehensive maintenance schedule for all buildings, and are standard replacements that were anticipated. Therefore, it is the recommendation of the administration that the Board of Education award the contract for Jefferson and Logan Elementary schools roofing improvements to the lowest qualified bidder, as identified.

Cost: The total cost is \$784,620 and will be supported through the Capital projects Fund (Fund 6).

Recommended Motion: That the Board of Education award the bid for Jefferson Elementary and Logan Elementary roofing improvements to Sterling Commercial Roofing Inc., Sterling, Illinois, for the amount of \$784,620.

Approved for Submission to the Board of Education




Dr. Rachel Savage
Superintendent of Schools

Bid Tabulation

OWNER Moline-Coal Valley School District 40
 PROJECT TITLE **2025 Roofing Improvements**
 PROJECT NUMBER 225021.00
 DATE / TIME: January 28, 2025 1:00PM

BIDDER	ADDM		BID			CERTIFICATES	BID BOND	SUBST.
	NUMBER 1	NUMBER 2	TOTAL	JEFFERSON	LOGAN			
Economy Roofing	✓	✓	\$ 919,500.00	\$ 598,200.00	\$ 321,300.00	✓	✓	None
Sterling Commercial Roofing	✓	✓	\$ 784,620.00	\$ 510,800.00	\$ 273,820.00	✓	✓	None

TO: Members of the Board of Education

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

DATE: February 06, 2025

SUBJECT: Correction on Award of Bid – Used 2022 Ford E-450 Box Van

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

Action Necessary: Board of Education approval is requested.

Facts: At the January 27, 2025 Board Meeting, the Board approved the purchase of a 2023 E-450 box van. Upon further evaluation, we have identified an opportunity to acquire a 2022 E-450 box van with fewer miles, available at the same price as the originally approved purchase.

This adjustment will provide a better value while maintaining the integrity of the procurement process and ensuring that we receive a high-quality vehicle that meets our needs.

Therefore, it is the recommendation of the administration that the Board of Education formally approve the quote provided from Finnin Ford, Dubuque, Iowa for the 2022 E-450 box van.

Cost: There is no additional cost for this correction.


Recommended Motion: That the Board of Education award the bid for a Used 2022 Ford E-450 Box Van to Finnin Ford, Dubuque, Iowa, for the amount of \$34,898.

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 
Craig Reid, Director for Technology

DATE: February 06, 2025

SUBJECT: Engage Services - Vertiv for Uninterruptible Power Supply (UPS) Battery Replacement

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

Action Necessary: Approval is requested to engage services with Vertiv for the data center UPS battery replacement.

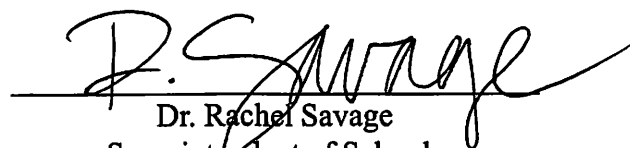
Facts: The District's current uninterruptible power supply (UPS), manufactured by Vertiv, serves as the short-term power bank for our central data center and provides filtered power to data center racks stored at the Education Center. The Educational Technology Department is moving the data center and all services from Moline High School to this location over Spring Break, 2025. This device is essential to our data center's connectivity and longevity.

The UPS was purchased in 2020, and as part of a regular rotation, all 47 batteries are due to be replaced. Vertiv must perform this service to ensure all batteries are in line and configured properly.

Cost: The cost to replace all 47 batteries in the cabinet, including service, inspection, and configuration, is \$15,000. This includes on-site installation and a three-year warranty on the service. This project is budgeted from the Educational Technology Fund 2 budget.

Recommended Action: That the Board of Education approve the engaged services of Vertiv, Westerville, Ohio, to replace 47 batteries in the current UPS located at the Moline Education Center for a total cost not to exceed \$15,000.

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 ^{RP}
Craig Reid, Director for Technology

DATE: February 06, 2025

SUBJECT: Engage Services - Bradfield's Inc. for John Deere and Wilson Middle School Auditorium Upgrades.

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

Action Necessary: Approval is requested to engage services with Bradfield's, Inc. for the middle school auditorium video upgrades.

Facts: Both John Deere and Wilson Middle Schools have budgeted Federal Title I allocations to upgrade their video systems in their auditoriums. Due to the space size, the recommendation is for rear-projection systems and powered screens that can be raised and lowered for various productions. This setup is very similar to the system located at the Moline High School Bartlett Performing Arts Center. The installation for this project will include scaffolding and lifts, as well as heavy-duty mounts that can hold the weight of the rear-projection system. While audio is not part of this solution, the hardware will include switching and receiving to support future audio enhancements.

The Educational Technology Department submitted proposals to the Illinois Technology Purchase Program, as well as trusted partners for the design and installation of these projects.

Cost: The total cost for John Deere Middle School, including labor and hardware, is \$32,200. The total cost for Wilson Middle School is \$37,000. Bradfield's Inc. provided the lowest response for the total projects. Federal Title I and Ed funds will be used for both projects.


Recommended Action: That the Board of Education approve the engaged services of Bradfield's Inc., Peoria, Illinois, to install rear-projection video systems for John Deere Middle School at a cost not to exceed \$32,000 and Wilson Middle School at a 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: Vince Gallo, Chief Financial Officer 
Keith Karstens, Director of Facilities

DATE: February 06, 2025

SUBJECT: Engage Service Agreement - District Elevators, Lifts and Dumb Waiter

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

Action Necessary: Board of Education approval requested.

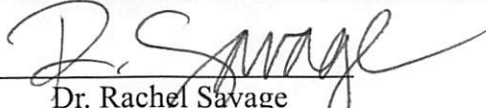
Facts: The service agreement with Kone Inc. for preventative maintenance and inspections on District elevators is completed on an annual basis each calendar year. It is time to renew the service agreement with Kone Inc. for the 2025 calendar year. District elevators are located in the following buildings; Hamilton Elementary, Wilson Middle School, John Deere Middle School, Moline High School, and the Coolidge Building. The agreement covers the maintenance and inspection of; six (6) elevators (one (1) traction and five (5) hydraulic), four (4) chair lifts, and one (1) dumb waiter.

This agreement is for the calendar year January 1, 2025 through December 31, 2025. This is the second year using the Omnia Cooperative purchase agreement. This labor agreement has an increase of 3.50% over the previous year's agreement.

Cost: The cost of the 2025 calendar year contract with Kone Inc. is \$21,133.92, and will be divided evenly among the five (5) buildings (see attached Exhibit 3 Area 46). These expenses are supported from the Operations and Maintenance Fund (Fund 2).


Recommended Motion: That the Board of Education approve the second year for the engaged service agreement with Kone Inc. Moline, Illinois, as identified for the Elevator Service Agreement, in the amount of \$21,133.92.

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 
Craig Reid, Director for Technology

DATE: February 06, 2025

SUBJECT: Approval to Purchase Renewal of Ticketing Software for Educational Technology Department - Zendesk

Reason for Board Consideration: Board approval is required to renew Zendesk.


Action Necessary: Approval is requested to renew Zendesk EdTech ticketing software.

Facts: The Educational Technology Department uses Zendesk for technology service requests, time management, and for the District's technical knowledge base articles. ZenDesk has increased its annual cost by 5% from last year due to added reporting features and automated ticket tasks, saving the department time on redundant tasks and service requests.

Cost: The cost to renew ZenDesk for this fiscal year is \$14,391. This includes agent licenses for 13 technicians (to include four helpdesk paraprofessionals at each secondary location), enhanced reporting, and the Knowledge Base interface.

Recommended Action: That the Board of Education approve the annual renewal of Zendesk technology ticketing solution for the Educational Technology Department from Zendesk, San Francisco, California, for a total cost not to exceed \$14,400.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

6. Approval of Board Secretary

30

Recommended Motion: that the Board of Education appoint Dr. Brian Prybil as the Secretary of the Board of Education as listed in the job duties, effective March 1, 2025. **See Attachment No. 8.**

Duties

The Illinois School Code establishes the office of secretary of the board of education.

The secretary of the board of education shall be elected by the board of education and may be a member thereof, who shall serve for two years, except that the board by resolution may establish a policy for the term of office to be one year. The secretary, if not a member of the board, may receive such compensation as shall be fixed by the board of education prior to the election of the secretary. If the secretary is a member of the board, he or she may receive such compensation not to exceed \$500 per year as shall be fixed by the board and may vote on all questions coming before the board. (105 ILCS 5/10-14)

The Illinois School Code, other of the Illinois Compiled Statutes, or board policy require that the school board secretary perform or delegate the following duties:

1. Keep minutes for all board meetings and keep the verbatim record for all closed board meetings. (105 ILCS 5/10-7)
2. Prepare board meeting agendas and provide them, along with prior meeting minutes, to board members before the next meeting.
3. Mail meeting notification and agenda to news media who have officially requested copies.
4. Keep records of the board's official acts, and sign them, along with the president, before submitting them to the treasurer at such times as the treasurer may require. (105 ILCS 5/10-7)
5. Report to the treasurer on or before July 7, annually, such information as the treasurer is required to include in the treasurer's report to the Regional Superintendent (or appropriate Intermediate Service Center if the district is located in Cook County). (105 ILCS 5/10-8)
6. Act as the local election official for school elections. (10 ILCS 5/10-1, and 5/17-22; 105 ILCS 5/9-10)
7. Publish required notices.
8. Arrange public inspection of the budget before adoption. (105 ILCS 5/17-1)
9. Sign official district documents requiring the secretary's signature.
10. Maintain board policy, and such other official documents as directed by the board.


Only the items with legal citations are imposed by law. All other duties are governed by a district's policy. Any other duties expected by individual boards will be found in the policy manual. Some of those may differ from those listed above. Virtually all of these duties, with the exception of signing records of the board's official acts and signing official district documents requiring the secretary's signature, may be performed by a district employee who has been delegated to perform those duties.

7. Approval of Second Reading of Updated Board of Education Policy 5:120 - Employee Ethics; Code of Professional Conduct and Conflict of Interest

32

Recommended Motion: that the Board of Education accept for second reading the revised Board of Education Policy 5:120 - Employee Ethics; Code of Professional Conduct and Conflict of Interest, as presented. **See Attachment No. 9.**

TO: Members of the Board of Education

FROM: Todd DeTaeye, Assistant Superintendent for Administration and Human Resources 

DATE: February 06, 2025

SUBJECT: Approval of Second Reading of Revised Board Policy 5:120 - Employee Ethics; Code of Professional Conduct and Conflict of Interest

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 5:120, Employee Ethics, Code of Professional Conduct and Conflict of Interest, which was included as part of the October 2024 PRESS update review. Recall the underlined text represents suggested new additions; whereas, the strikethrough text represents suggested deletions.

The revised policy is in response to requiring the amendment by changing the term guidance counselor to school counselor and permitting school counselors to accept payment from an institution of higher education for the travel, lodging, food, and beverage costs the guidance counselor incurs for attending an educational or military program at the institution of higher education. The footnotes were also updated.

Cost: None.

Recommended Motion: That the Board of Education accept for second reading the revised Board of Education Policy 5:120 - Employee Ethics; Code of Professional Conduct and Conflict of Interest, as presented.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

General Personnel

Employee Ethics; Code of Professional Conduct; and Conflict of Interest¹

All District employees are expected to maintain high standards in their job performance, demonstrate integrity and honesty, be considerate and cooperative, and maintain professional and appropriate relationships with students, parents/guardians, staff members, and others.

The Superintendent or designee shall provide this policy to all District employees and students and/or parents/guardians in their respective handbooks, and ensure its posting on the District's website, if any.²

Professional and Appropriate Conduct

Professional and appropriate employee conduct are important Board goals that impact the quality of a safe learning environment and the school community, increasing students' ability to learn and the District's ability to educate. To protect students from sexual misconduct by employees, and employees from the appearance of impropriety, State law also recognizes the importance for District employees to constantly maintain professional and appropriate relationships with students by following established expectations and guidelines for employee-student boundaries. Many breaches of employee-student boundaries do not rise to the level of criminal behavior but do pose a potential risk to student safety and impact the quality of a safe learning environment. Repeated violations of employee-student boundaries may indicate the grooming of a student for sexual abuse. As bystanders, employees may know of concerning behaviors that no one else is aware of, so their training on: (1) preventing, recognizing, reporting, and responding to child sexual abuse and grooming behavior; (2) this policy;

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

¹ The State Officials and Employees Ethics Act (SOEEA) (5 ILCS 430/), *Erin's Law* (105 ILCS 5/10-23.13, amended by P.A. 102-610), and *Faith's Law* (105 ILCS 5/22-85.5, added by P.A. 102-676), require a policy on subjects covered in this sample policy; State and federal law controls its content.

This policy contains items 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.

This policy largely cites 105 ILCS 5/22-85.5, a small portion of the *Faith's Law* package. *Faith's Law* is the entirety of Public Act 102-676, which closed significant legal loopholes related to combating grooming by: (1) broadening the definition of grooming prohibited by the Criminal Code of 2012 (720 ILCS 5/11-25); (2) authorizing the Ill. Dept. of Children and Family Services to investigate grooming allegations under the Abused and Neglected Child Reporting Act (325 ILCS 5/3); and (3) requiring the Ill. State Board of Education (ISBE) to develop and maintain a resource guide for students, parents/guardians, and teachers about sexual abuse response and prevention resources available in their community (105 ILCS 5/2-3.188). ISBE's *Sexual Abuse Response and Prevention Resource Guide* (June 2023) is at: www.isbe.net/Documents/Faiths-Law-Resource-Guide.pdf. Districts must notify parents/guardians about the ISBE resource guide at the beginning of each school year and may do so through the student handbook. See sample exhibit 7:190-E2, *Student Handbook Checklist*. The Ill. Principals Association (IPA) maintains a handbook service that coordinates with PRESS material, *Online Model Student Handbook (MSH)*, at: www.ilprincipals.org/msh. A *Faith's Law* trailer bill, P.A. 102-702, further combats grooming by amending School Code provisions related to district and third-party contractor hiring practices, suspension and revocation of employee licenses, and criminal history records checks for prospective and current employees.

² Required by 105 ILCS 5/22-85.5(e), added by P.A. 102-676. See sample exhibits 2:250-E2, *Immediately Available District Public Records and Web-Posted Reports and Records*, and 7:190-E2, *Student Handbook Checklist*. The Ill. Principals Association (IPA) maintains a handbook service that coordinates with PRESS material, *Online Model Student Handbook (MSH)*. See the IPA MSH at: www.ilprincipals.org/msh.

and (3) federal and state reporting requirements is essential to maintaining the Board's goal of professional and appropriate conduct.³

The Superintendent or designee shall identify employee conduct standards⁴ that define appropriate employee-student boundaries, provide training about them, and monitor the District's employees for violations of employee-student boundaries. The employee conduct standards will require that, at a minimum:

1. Employees who are governed by the *Code of Ethics for Illinois Educators*, adopted by the Ill. State Board of Education (ISBE), will comply with its incorporation by reference into this policy.⁵
2. Employees are trained on educator ethics, child abuse, grooming behaviors, and employee-student boundary violations as required by law and Board policies 2:265, *Title IX Grievance Procedure*; 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*; 5:90, *Abused and Neglected Child Reporting*; and 5:100, *Staff Development Program*.⁶
3. Employees maintain professional relationships with students, including maintaining employee-student boundaries based upon students' ages, grade levels, and developmental levels and following District-established guidelines for specific situations, including but not limited to:⁷
 - a. Transporting a student;
 - b. Taking or possessing a photo or video of a student; and

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

³ See 105 ILCS 5/22-85.5(b), added by P.A. 102-676.

⁴ Sample conduct standards are contained in administrative procedure 5:120-AP2, *Employee Conduct Standards*. These items are subjects of mandatory collective bargaining. Consult the board attorney for advice before establishing them.

⁵ 105 ILCS 5/22-85.5(d)(1), added by P.A. 102-676; 23 Ill.Admin.Code Part 22. 105 ILCS 5/22-85.5(d)(1) requires boards to incorporate ISBE's *Code of Ethics for Illinois Educators* in their policies. Prior to this law requiring boards to incorporate the *Code* by reference, this policy incorporated it to demonstrate a board's commitment to the *Code's* principles, potentially allowing a board to enforce the *Code* independently from any action taken by the State Superintendent.

⁶ 105 ILCS 5/22-85.5(d)(5), added by P.A. 102-676, requires districts to reference required employee training related to child abuse and educator ethics in its employee professional conduct policy.

105 ILCS 5/10-22.39(b-35), added by P.A. 103-542, eff. 1-1-24, requires that beginning 7-1-24, each board conduct in-service training on educator ethics and responding to child sexual abuse and grooming behavior including, but not limited to, teacher-student conduct, school employee-student conduct, and evidence-informed training on preventing, recognizing, reporting, and responding to child sexual abuse and grooming as outlined in 105 ILCS 5/10-23.13 (a/k/a *Erin's Law*) for all teachers, administrators, and school support personnel. These ~~expectations~~ trainings will be most effective when the in-service curriculum reflects local conditions and circumstances. While the School Code only requires the in-service, the requirement presents an opportunity for each board and the superintendent to examine all current policies, collective bargaining agreements, and administrative procedures on this subject. Each board may then want to have a conversation with the superintendent and direct him or her to develop a curriculum for the in-service that instructs all district employees to maintain boundaries and act appropriately, professionally, and ethically with students. See discussion in f/n 4 in 5:100, *Staff Development Program*. After its discussion of these issues, the board may have further expectations and may choose to reflect those expectations here.

105 ILCS 5/10-23.13(c), amended by P.A. 102-610, requires districts to provide evidenced-informed training for school personnel on preventing, recognizing, reporting, and responding to child sexual abuse and grooming behavior by no later than January 31 of each year. See sample policy 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*, for further detail about the training requirements.

325 ILCS 5/4(j), amended by P.A. 102-604, requires district employees to complete mandated reporter training within three months of initial employment and at least every three years thereafter.

775 ILCS 5/2-109 requires districts to provide annual workplace sexual harassment prevention training to all employees. See f/n 4 in sample policy 5:20, *Workplace Harassment Prohibited*, for further detail about the training requirements.

⁷ Required by 105 ILCS 5/10-23.13(b), amended by P.A. 102-610; 105 ILCS 5/22-85.5(d)(3), added by P.A. 102-676. Sample expectations and guidelines are contained in ~~administrative procedures~~ sample exhibit 5:120-AP2, E, *Expectations and Guidelines for Employee-Student Boundaries*.

- c. Meeting with a student or contacting a student outside the employee's professional role.
4. Employees report prohibited behaviors and/or boundary violations pursuant to Board policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Grievance Procedure*; and 5:90, *Abused and Neglected Child Reporting*.⁸
5. Discipline up to and including dismissal will occur for any employee who violates an employee conduct standard or engages in any of the following:⁹
 - a. Violates expectations and guidelines for employee-student boundaries.¹⁰
 - b. Sexually harasses a student.¹¹
 - c. Willfully or negligently fails to follow reporting requirements of the Abused and Neglected Child Reporting Act (325 ILCS 5/),¹² Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), or the Elementary and Secondary Education Act (20 U.S.C. § 7926).¹³
 - d. Engages in grooming as defined in 720 ILCS 5/11-25.¹⁴
 - e. Engages in grooming behaviors. Prohibited grooming behaviors¹⁵ include, at a minimum, *sexual misconduct*. *Sexual misconduct*¹⁶ is any act, including but not limited to, any verbal, nonverbal, written, or electronic communication or physical activity, by an employee with direct contact with a student, that is directed toward or with a student

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⁸ Required by 105 ILCS 5/22-85.5(d)(4), added by P.A. 102-676. See also 105 ILCS 5/10-23.13(b), amended by P.A. 102-610.

⁹ Required by 105 ILCS 5/22-85.5(f), added by P.A. 102-676.

¹⁰ Sample expectations and guidelines are contained in ~~administrative procedures~~ sample exhibit 5:120-AP2, E, *Expectations and Guidelines for Employee-Student Boundaries*. These items are subjects of mandatory collective bargaining. Consult the board attorney for advice before establishing them.

¹¹ The Ill. Human Rights Act makes it a civil rights violation to fail to take remedial action, or to fail to take appropriate disciplinary action, against any employee when the district knows that the employee committed or engaged in sexual harassment of a student. 775 ILCS 5/5A-102, amended by P.A. 103-472, eff. 8-1-24. Sexual harassment (also known as sex-based harassment) of a student is also prohibited by sample policies 2:265, Title IX Grievance Procedure, and 7:20, *Harassment of Students Prohibited*. Sexual harassment of an employee is also prohibited by sample policies 2:265, Title IX Grievance Procedure, and 5:20, *Workplace Harassment Prohibited*.

¹² 325 ILCS 5/4(a)(4); 105 ILCS 5/10-23.12(c) (all district employees); 105 ILCS 5/21B-75(b) (teachers), amended by P.A.s 102-552 and 102-702.

¹³ Required by 105 ILCS 5/22-85.5(d)(4), added by P.A. 102-676.

¹⁴ 720 ILCS 5/11-25(a), amended by P.A. 102-676, defines *grooming* as follows: "A person commits grooming when he or she knowingly uses a computer on-line service, Internet service, local bulletin board service, or any other device capable of electronic data storage or transmission, performs an act in person or by conduct through a third party, or uses written communication to seduce, solicit, lure, or entice, or attempt to seduce, solicit, lure, or entice, a child, a child's guardian, or another person believed by the person to be a child or a child's guardian, to commit any sex offense as defined in Section 2 of the Sex Offender Registration Act, to distribute photographs depicting the sex organs of the child, or to otherwise engage in any unlawful sexual conduct with a child or with another person believed by the person to be a child. As used in this Section, 'child' means a person under 17 years of age."

¹⁵ Required by 105 ILCS 5/10-23.13(b), amended by P.A. 102-610.

¹⁶ Required by 105 ILCS 5/22-85.5(d)(2), added by P.A. 102-676. This definition of *sexual misconduct* is adapted from 105 ILCS 5/22-85.5(c), added by P.A. 102-676. It results from collaboration to implement some recommendations of the *Make Sexual and Severe Physical Abuse Fully Extinct (Make S.A.F.E.) Taskforce* and was endorsed by Stop Educator Sexual Abuse Misconduct & Exploitation (S.E.S.A.M.E.), a national organization working to prevent sexual exploitation, abuse, and harassment of students by teachers and other school staff. See www.sesamenet.org/ for further information.

to establish a romantic or sexual relationship with the student. Examples include, but are not limited to:

- i. A sexual or romantic invitation.
- ii. Dating or soliciting a date.
- iii. Engaging in sexualized or romantic dialog.
- iv. Making sexually suggestive comments that are directed toward or with a student.
- v. Self-disclosure or physical exposure of a sexual, romantic, or erotic nature.
- vi. A sexual, indecent, romantic, or erotic contact with the student.

Statement of Economic Interests

The following employees must file a *Statement of Economic Interests* as required by the III. Governmental Ethics Act:¹⁷

1. Superintendent;
2. Building Principal;
3. Head of any department;
4. Any employee who, as the District's agent, is responsible for negotiating one or more contracts, including collective bargaining agreement(s), in the amount of \$1,000 or greater;
5. Hearing officer;
6. Any employee having supervisory authority for 20 or more employees; and
7. Any employee in a position that requires an administrative or a chief school business official endorsement.

Ethics and Gift Ban

Board policy 2:105, *Ethics and Gift Ban*, applies to all District employees.¹⁸ Students shall not be used in any manner for promoting a political candidate or issue.

Prohibited Interests; Conflict of Interest; and Limitation of Authority

In accordance with 105 ILCS 5/22-5, "no school officer or teacher shall be interested in the sale, proceeds, or profits of any book, apparatus, or furniture used or to be used in any school with which such officer or teacher may be connected," except when the employee is the author or developer of

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¹⁷ 5 ILCS 420/4A-101.5. See 5 ILCS 420/4A-102, amended by P.A.s 102-664 and 102-813, for economic interests of an employee's spouse or any other party that is considered the employee's interests if the employee constructively controls them. Any county clerk may use a mandatory system of Internet-based filing of economic interest statements; if done, the clerk must post the statements, without the addresses, of the filers, on a publicly accessible website. 5 ILCS 420/4A-108, amended by P.A. 102-664.

¹⁸ The SOEEA prohibits State employees from engaging in certain political activities and accepting certain gifts. 5 ILCS 430/. It requires all school districts to adopt an *ordinance or resolution* "in a manner no less restrictive" than the Act's provisions. See sample policy 2:105, *Ethics and Gift Ban*.

Districts may not inhibit or prohibit employees from petitioning, making public speeches, campaigning for or against political candidates, speaking out on public policy questions, distributing political literature, making campaign contributions, and seeking public office. 50 ILCS 135/, Local Governmental Employees Political Rights Act. An employee may not use his/her position of employment to coerce or inhibit others in the free exercise of their political rights or engage in political activities at work. Id.

instructional materials listed with ISBE and adopted for use by the Board.¹⁹ An employee having an interest in instructional materials must file an annual statement with the Board Secretary.²⁰

For the purpose of acquiring profit or personal gain, no employee shall act as an agent of the District nor shall an employee act as an agent of any business in any transaction with the District. This includes participation in the selection, award, or administration of a contract supported by a federal award or State award governed by the Grant Accountability and Transparency Act (GATA) (30 ILCS 708/) when the employee has a real or apparent conflict of interest.²¹ A conflict of interest arises when an employee or any of the following individuals has a financial or other interest in or a tangible benefit from the entity selected for the contract:

1. A member of the employee's immediate family;
2. An employee's partner²²; or
3. An entity that employs or is about to employ the employee or one of the individuals listed in one or two above.²³

Employees shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to agreements or subcontracts.²⁴ Situations in which the interest is not substantial or the gift is an unsolicited item of nominal value must comply with State law and Board policy 2:105, *Ethics and Gift Ban*.²⁵

GuidanceSchool Counselor Gift Ban²⁶

GuidanceSchool counselors are prohibited from intentionally soliciting or accepting any gift from a *prohibited source* or any gift that would be in violation of any federal or State statute or rule. For guidanceeschool counselors, a *prohibited source* is any person who is (1) employed by an institution of higher education, or (2) an agent or spouse of or an immediate family member living with a person employed by an institution of higher education. This prohibition does not apply to:

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¹⁹ This sentence quotes 105 ILCS 5/22-5 because the statute does not define important terms making it difficult to paraphrase. No appellate decision defines *school officer* or *apparatus*, or what is meant by *connected*. The statute was enacted in 1961, but earlier versions were in the School Code much longer. A violation of this prohibition is a Class A misdemeanor.

²⁰ *Id.*

²¹ 2 C.F.R. §200.318(c)(1) prohibits employees, officers, or agents of a school district from participating in the selection, award, or administration of a contract supported by a federal award if they have a real or apparent *conflict of interest*. The uniform federal rules on procurement standards in 2 C.F.R. Part 200 also apply to eligible State grants through the Grant Accountability and Transparency Act (GATA) (30 ILCS 708/). Authoritative sources and guidance regarding conflict of interest and financial disclosure are provided through the GATA Resource Library at <https://gata.illinois.gov/>. See also ISBE's *Procurement and Purchasing Checklist* at: www.isbe.net/Pages/Federal-and-State-Monitoring.aspx. See sample policy 2:100, *Board Member Conflict of Interest*, at f/n 6, for further discussion.

²² See sample policy 2:100, *Board Member Conflict of Interest*, at f/n 7 for a discussion of the term *partner*.

²³ 2 C.F.R. §200.318(c)(1).

²⁴ *Id.*

²⁵ *Id.* The rule provides flexibility for school districts to "set standards for situations in which the financial interest is not substantial or the gift is an unsolicited item of nominal value," along with "disciplinary actions to be applied for violations." Referring to sample policy 2:105, *Ethics and Gift Ban*, for these standards provides clarity and consistency. Sample policy 2:105 refers to **Limitations on Receiving Gifts** in the Ethics Act at 5 ILCS 430/10-10 – 10-30, along with discussion of the specific penalties available under the Ethics Act at 5 ILCS 430/50-5 in its **Enforcement** subhead.

²⁶ This section is only for those districts with a high school. 105 ILCS 5/22-93, added by P.A. 102-327, and renumbered by P.A. 102-813, and amended by P.A. 103-1020. *GuidanceSchool counselor* means a person employed by a school district and working in a high school to offer students advice and assistance in making career or college plans. *Id.*

1. Opportunities, benefits, and services available on the same conditions as for the general public.
2. Anything for which the guidaneeschool counselor pays market value.
3. A gift from a relative.
4. Anything provided by an individual on the basis of a personal friendship, unless the guidaneeschool counselor believes that it was provided due to the official position or employment of the guidaneeschool counselor and not due to the personal friendship. In determining whether a gift is provided on the basis of personal friendship, the guidaneeschool counselor must consider the circumstances in which the gift was offered, including any of the following:
 - a. The history of the relationship between the individual giving the gift and the guidaneeschool counselor, including any previous exchange of gifts between those individuals.
 - b. Whether, to the actual knowledge of the guidaneeschool counselor, the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift.
 - c. Whether, to the actual knowledge of the guidaneeschool counselor, the individual who gave the gift also, at the same time, gave the same or a similar gift to other school district employees.
5. Bequests, inheritances, or other transfers at death.
6. Any item(s) during any calendar year having a cumulative total value of less than \$100.
7. Promotional materials, including, but not limited to, pens, pencils, banners, posters, and pennants.
- 7.8. Travel, lodging, food, and beverage costs incurred by the school counselor and paid by an institution of higher education for attendance by the school counselor of an educational or military program at the institution of higher education. ²⁷

A guidaneeschool counselor does not violate this prohibition if he or she promptly returns the gift to the prohibited source or donates the gift or an amount equal to its value to a 501(c)(3) tax-exempt charity.

Outside Employment

Employees shall not engage in any other employment or in any private business during regular working hours or at such other times as are necessary to fulfill appropriate assigned duties.

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²⁷ Id. Any costs paid for by the institution of higher education may not exceed the per diem rates for travel, gift, and car expenses set by the Internal Revenue Service (IRS) and referenced in the IRS's Publication 463 or a successor publication. Id.

Incorporated

by reference: 5:120-E (Code of Ethics for Ill. Educators)

LEGAL REF.: U.S. Constitution, First Amendment.
2 C.F.R. §200.318(c)(1).
5 ILCS 420/4A-101, Ill. Governmental Ethics Act.
5 ILCS 430/, State Officials and Employee Ethics Act.
30 ILCS 708/, Grant Accountability and Transparency Act.
50 ILCS 135/, Local Governmental Employees Political Rights Act.
105 ILCS 5/10-22.39, 5/10-23.13, 5/22-5, 5/22-85.5, and 5/22-93.
325 ILCS 5/, Abused and Neglected Child Reporting Act.
720 ILCS 5/11-25, Criminal Code of 2012.
775 ILCS 5/5A-102, Ill. Human Rights Act.
23 Ill.Admin.Code Part 22, Code of Ethics for Ill. Educators.
Pickering v. Board of Township H.S. Dist. 205, 391 U.S. 563 (1968).
Garcetti v. Ceballos, 547 U.S. 410 (2006).

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Grievance Procedure), 4:60 (Purchases and Contracts), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:125 (Personal Technology and Social Media; Usage and Conduct), 5:200 (Terms and Conditions of Employment and Dismissal), 5:290 (Employment Termination and Suspensions), 7:20 (Harassment of Students Prohibited)

DRAFT

8. Approval of Second Reading of Updated Board of Education Policy 7:10 - Equal Educational Opportunities

41

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

TO: Members of the Board of Education

FROM: Erin Terstriep, Assistant Superintendent for Student Services and Special Education *AT*

DATE: February 06, 2025

SUBJECT: Approval of Second Reading of Revised 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.

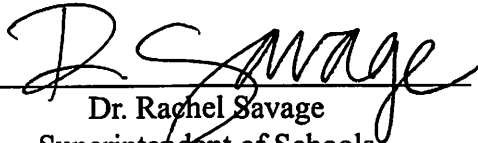
Facts: In the continuing quest to update the District's Board Policies, attached is Board Policy 7:10, Equal Educational Opportunities, which was included as part of the October 2024 PRESS update review. The policy and footnotes are updated to prohibit discrimination based on reproductive health decisions, military status, and unfavorable military discharge. Policy language in the footnote sections updated in response to final *Title IX* regulations in regard to sex equity.

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 second 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

Students

Equal Educational Opportunities¹

Equal educational and extracurricular opportunities shall be available for all students without regard to color, race,² nationality origin, religion, sex,³ sexual orientation, ancestry, age, physical or mental disability, gender identity,⁴ status of being homeless, immigration status, order of protection status, military status, unfavorable military discharge, reproductive health decisions, or actual or potential marital or parental status, including pregnancy.⁵ Further, the District will not knowingly enter into

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. 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 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 sex, 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). Prohibited sex discrimination in violation of Title IX includes sex-based harassment and "discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity." 34 C.F.R. §§ 106.2, 106.10. See sample policy 2:265, *Title IX Grievance Procedure*, for further discussion.

⁴ 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 origin, 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 sample administrative procedure 7:10-API, *Accommodating Transgender, Nonbinary, or Gender Nonconforming 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 sample exhibit 7:10-E, *Equal Educational Opportunities Within the School Community*.

⁵ 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))."

agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under Board policy 8:20, *Community Use of School Facilities*.⁶ Any student may file a discrimination grievance/complaint by using Board policy 2:260, *Uniform Grievance Procedure*, or in the case of discrimination on the basis of race, color, or national origin, Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.⁷

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

775 ILCS 5/1-102(A), amended by P.A.s 103-472 and 103-785, eff. 1-1-25, lists the following protected categories: race, color, religion, sex, national origin, ancestry, age, order of protection status, marital status, physical or mental disability, military status, sexual orientation, pregnancy, reproductive health decisions, or unfavorable discharge from military service in connection with employment, real estate transactions, access to financial credit, and the availability of public accommodations, including in elementary, secondary, and higher education. See sample policy 5:10, *Equal Employment Opportunity and Minority Recruitment*, and its footnotes for definitions of some of these terms.

The IHRA prohibits schools from discriminating against students on the bases of *reproductive health decisions*. 775 ILCS 5/1-103(Q), amended by P.A. 107-783, eff. 1-1-25. See 775 ILCS 5/1-103(O-2), amended by P.A. 103-785, eff. 1-1-25, for a definition of *reproductive health decisions*.

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.

⁶ 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., Girl Scouts. Note that the U.S. Supreme Court refused to apply N.J. New Jersey’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).

⁷ 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.

Sex Equity⁸

No student shall, based on sex, sexual orientation, or gender identity⁹ be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and extracurricular programs and activities.

Any student may file a sex equity complaint by using Board policy 2:260, *Uniform Grievance Procedure*. A student may appeal the Board's resolution of the complaint to the Regional Superintendent (pursuant to 105 ILCS 5/3-10) and, thereafter, to the State Superintendent of Education (pursuant to 105 ILCS 5/2-3.8).¹⁰

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

⁸ 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), 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(c).

~~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). Every four years, districts must survey students about their athletic interests and must use survey results in planning for the future and assessing current program comparability. 23 Ill.Admin.Code §200.80(b)(1). Equal participation and equal opportunity in athletics is addressed in the U.S. Dept. of Education's Title IX implementing regulations 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 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-AP2, *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.

⁹ For boards that want to incorporate ISBE's *Sample District Policy and Administrative Procedures* policy recommendations into this policy (see f/n 43 above), insert:

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

¹⁰ Districts must have a sex equity 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 as well as Title IX. See sample policies 2:260, *Uniform Grievance Procedure*, at f/n 9, and 2:265, *Title IX Grievance Procedure*.

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

Any student may file a sex discrimination complaint by using Board policy 2:265, Title IX Grievance Procedure.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator, who also serves as the District's Title IX Coordinator.¹¹ The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and related grievance procedures.¹²

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 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)

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

¹¹ Required by regulations implementing Title IX. 34 C.F.R. §106.8(a). See ~~f/ns-22 and 253~~ 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."

¹² 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.

9. Approval of Second Reading of Updated Board of Education Policy 7:100 - Health, Eye and Dental Examinations; Immunizations; and Exclusion of Students

47

Recommended Motion: that the Board of Education accept for second reading the revised Board of Education Policy 7:100 - Health, Eye and Dental Examination; Immunizations; and Exclusion of Students, as presented. **See Attachment No. 11.**

TO: Members of the Board of Education

FROM: Erin Terstriep, Assistant Superintendent for Student Services and Special Education *ET*

DATE: February 06, 2025

SUBJECT: Approval of Second Reading of Revised Board Policy 7:100 - Health, Eye and Dental Examinations; Immunizations; and Exclusion of Students

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

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

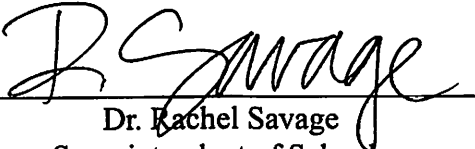
Facts: In the continuing quest to update the District's Board Policies, attached is Board Policy 7:100, Health, Eye and Dental Examinations; Immunizations; and Exclusion of Students, which was included as part of the October 2024 PRESS update review. The policy, legal references and footnotes are updated in response to the school code and amended public acts. School districts are no longer required to provide informational materials on meningococcal disease or meningococcal vaccinations.

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 second reading the revised Board of Education Policy 7:100 - Health, Eye and Dental Examinations; Immunizations; and Exclusion of Students, as presented.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

Students

Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students¹

Required Health Examinations and Immunizations

A student's parents/guardians shall present proof that the student received a health examination, with proof of the immunizations against, and screenings for, preventable communicable diseases, as required by the Illinois Department of Public Health (IDPH), within one year prior to:

1. Entering kindergarten or the first grade;²
2. Entering the sixth and ninth grades;³ and
3. Enrolling in an Illinois school, regardless of the student's grade (including nursery school, special education, Head Start programs operated by elementary or secondary schools, and students transferring into Illinois from out-of-state or out-of-country).⁴

Proof of immunization against meningococcal disease is required for students in grades 6 and 12.⁵

As required by State law:

1. Health examinations must be performed by a physician licensed to practice medicine in all of its branches, an advanced practice registered nurse, or a physician assistant who has been delegated the performance of health examinations by a supervising physician.⁶
2. A diabetes screening is a required part of each health examination; diabetes testing is not required.⁷
3. An age-appropriate developmental screening and an age-appropriate social and emotional screening are required parts of each health examination.⁸ A student will not be excluded from

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 controls this policy's content. The policy restates 105 ILCS 5/27-8.1, amended by P.A. 101-643. Immunization requirements are found in 77 Ill.Admin.Code §665.240. A Tuberculosis skin test is required if the student lives in an area designated by the Ill. Dept. of Public Health (IDPH) as having a high incidence of Tuberculosis. See also *Questions & Answers Regarding School Health Requirements*, revised May 2013, and available at: www.dhs.state.il.us/onenetlibrary/27897/documents/schoolhealth/faq_2013.pdf.

² 105 ILCS 5/27-8.1(1); 77 Ill.Admin.Code §§665.140 and 665.240 *et seq.*

³ *Id.*

⁴ *Id.* If grade levels are not assigned, examinations must be completed within one year prior to the school year in which the child reaches the ages of five, 11, and 15. 77 Ill.Admin.Code §665.140(b).

⁵ 410 ILCS 315/1.10; 77 Ill.Admin.Code §665.240(l). For students attending school programs where grade levels (kindergarten through 12) are not assigned, including special education programs, students must show proof that they have received one dose of meningococcal conjugate vaccine in the school year in which the child reaches age 11 and a second dose in the school year in which the child reaches age 16 (but if the first dose is administered when the child is 16 years of age or older, only one dose is required). Students eligible to remain in public school beyond grade 12 (special education) shall meet the requirements for 12th grade.

⁶ 105 ILCS 5/27-8.1(2); 77 Ill.Admin.Code §665.130.

⁷ 105 ILCS 5/27-8.1(2); 77 Ill.Admin.Code §665.700.

⁸ 105 ILCS 5/27-8.1(2); 77 Ill.Admin.Code Part 664. The health care provider must only record whether or not the social and emotional screening was completed.

school due to his or her parent/guardian's failure to obtain a developmental screening or a social and emotional screening.⁹

4. Before admission and in conjunction with required physical examinations, parents/guardians of children between the ages of one and seven years must provide a statement from a physician that their child was *risk-assessed* or screened for lead poisoning.¹⁰
5. The IDPH will provide all students entering sixth grade and their parents/guardians information about the link between human papillomavirus (HPV) and HPV-related cancers and the availability of the HPV vaccine.¹¹
6. The District will provide informational materials regarding influenza, and influenza vaccinations, ~~meningococcal disease, and meningococcal vaccinations~~ developed, provided, or approved by the IDPH when it provides information on immunizations, infectious diseases, medications, or other school health issues to students' parents/guardians.¹²

Unless an exemption or extension applies, the failure to comply with the above requirements by October 15 of the current school year will result in the student's exclusion from school until the required health forms are presented to the District.¹³ New students who register after October 15 of the current school

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

⁹ 105 ILCS 5/27-8.1(2.5); 77 Ill.Admin.Code §664.140. Item #3 may be supplemented with any of the following options:

Option 1: If proof of the developmental screening or the social and emotional screening portions of the health examination are not presented by October 15 of the current school year, qualified school support personnel may, with a parent/guardian's consent, offer the screenings to the child.

Option 2: Once a student presents proof that he or she received a developmental screening or a social and emotional screening, the school may, with a parent/guardian's consent, make available appropriate school personnel to work with the parent/guardian, child, and provider who signed the screening form to obtain any appropriate evaluations and services.

Option 3:(The use of both Option 1 and 2.)

- a. If proof of the developmental screening or the social and emotional screening portions of the health examination are not presented by October 15 of the current school year, qualified school support personnel may, with a parent/guardian's consent, offer the screenings to the child.
- b. Once a student presents proof that he or she received a developmental screening or a social and emotional screening, the school may, with a parent/guardian's consent, make available appropriate school personnel to work with the parent/guardian, child, and provider who signed the screening form to obtain any appropriate evaluations and services.

Note: Even if the district does not offer the above optional services, consult the board attorney about whether the presence of developmental or social and emotional screening information on the Child Health Examination form triggers child find obligations under the Individuals with Disabilities Education Act and/or Section 504 of the Rehabilitation Act of 1973.

¹⁰ Required by 410 ILCS 45/7.1. Physicians are required to screen children over 7 years of age for lead poisoning when, in the physician's judgment, a child is at risk. 410 ILCS 45/6.2.

¹¹ This sentence restates the requirement in the Communicable Disease Prevention Act regarding HPV-related cancer prevention. 410 ILCS 315/2e.

¹² 105 ILCS 5/27-8.1(8.5), amended by P.A. 103-985, eff. 1-1-25.

¹³ 105 ILCS 5/27-8.1(5), amended by P.A. 101-513, requires compliance by October 15 unless a district establishes an earlier date with 60 days' notice. If an earlier date is established, replace "October 15" in this paragraph with the earlier locally established date. During any student's exclusion from school for non-compliance with this policy, the student's parents/guardians shall be considered in violation of 105 ILCS 5/26-1 and subject to any penalty imposed by 105 ILCS 5/26-10, as provided in 105 ILCS 5/27-8.1(5). 105 ILCS 5/27-8.1(2.5) exempts developmental or social and emotional screenings from the exclusion from school requirement.

year shall have 30 days following registration to comply with the health examination and immunization regulations.¹⁴ If a medical reason prevents a student from receiving a required immunization by October 15, the student must present, by October 15, an immunization schedule and a statement of the medical reasons causing the delay.¹⁵ The schedule and statement of medical reasons must be signed by the physician, advanced practice registered nurse, physician assistant, or local health department responsible for administering the immunizations.

A student transferring from out-of-state who does not have the required proof of immunizations by October 15 may attend classes only if he or she has proof that an appointment for the required vaccinations is scheduled with a party authorized to submit proof of the required vaccinations.¹⁶ If the required proof of vaccination is not submitted within 30 days after the student is permitted to attend classes, the student may no longer attend classes until proof of the vaccinations is properly submitted.¹⁷

Eye Examination ¹⁸

Parents/guardians are encouraged to have their children undergo an eye examination whenever health examinations are required. ¹⁹

Parents/guardians of students entering kindergarten or an Illinois school for the first time shall present proof before October 15 of the current school year that the student received an eye examination within one year prior to entry of kindergarten or the school. A physician licensed to practice medicine in all of its branches, or a licensed optometrist, must perform the required eye examination.

If a student fails to present proof by October 15, the school may hold the student's report card until the student presents proof: (1) of a completed eye examination, or (2) that an eye examination will take

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

Note: 77 Ill.Admin.Code §665.240(n) states "It is not the intent of this Part that any child whose parents comply with the intent of this Part, the Act or the School Code should be excluded from a child care facility or school. A child or student shall be considered in compliance with the law if there is evidence of the intent to comply. Evidence may be: 1) a signed statement from a health care provider that he or she has begun, or will begin, the necessary immunization procedures; or 2) the parent's or legal guardian's written consent for the child's participation in a school or other community immunization program." Consult with the board attorney about the impact this regulation may have on the district's ability to and procedures for excluding students for non-compliance with this policy.

¹⁴ This sentence is optional. The timeframe of 30 days is a matter of local discretion except that out-of-state transfer students who fail to provide proof of the required vaccinations after 30 days must be excluded until such proof is properly submitted. 105 ILCS 5/27-8.1(5). Consult the board attorney about establishing timeframes other than 30 days.

¹⁵ This sentence and the following sentence restate 105 ILCS 5/27-8.1(5).

¹⁶ *Id.* The special treatment of out-of-state transfer students resulted from the enactment of the Educational Opportunity for Military Children Act, 105 ILCS 70/. There are no more sunset dates in this law, which eliminates its constituents' need to continually revisit the law and extend its effective dates.

¹⁷ 105 ILCS 5/27-8.1, amended by P.A. 101-643.

¹⁸ Required by 105 ILCS 5/27-8.1(1.10), amended by P.A. 101-643; and 5/27-8.1(2). The IDPH's rules are published at 77 Ill.Admin.Code §665.610 et seq. §§665.150 and 630 prescribe the statewide eye examination report form, available at: www.idph.state.il.us/HealthWellness/EyeExamReport.pdf or 77 Ill.Admin.Code §665, Appendix A.

¹⁹ While 105 ILCS 5/27-8.1 requires eye examinations for students entering kindergarten or an Illinois school for the first time, it still encourages parents/guardians to have their children undergo eye examinations at the same points in time as their required health examinations. The IDPH must require that individuals conducting vision screenings give a child's parent/guardian a written notification stating (105 ILCS 5/27-8.1(2)):

Vision screening is not a substitute for a complete eye and vision evaluation by an eye doctor. Your child is not required to undergo this vision screening if an optometrist or ophthalmologist has completed and signed a report form indicating that an examination has been administered within the previous 12 months.

place within 60 days after October 15. The Superintendent or designee shall ensure that parents/guardians are notified of this eye examination requirement in compliance with the rules of the IDPH. Schools shall not exclude a student from attending school due to failure to obtain an eye examination.

Dental Examination ²⁰

All children in kindergarten and the second, sixth, and ninth grades must present proof of having been examined by a licensed dentist before May 15 of the current school year in accordance with rules adopted by the IDPH.

If a child in the second, sixth, or ninth grade fails to present proof by May 15, the school may hold the child's report card until the child presents proof: (1) of a completed dental examination, or (2) that a dental examination will take place within 60 days after May 15. The Superintendent or designee shall ensure that parents/guardians are notified of this dental examination requirement at least 60 days before May 15 of each school year.

Exemptions ²¹

In accordance with rules adopted by the IDPH, a student will be exempted from this policy's requirements for:

1. Religious grounds, if the student's parents/guardians present the IDPH's Certificate of Religious Exemption form to the Superintendent or designee. When a Certificate of Religious Exemption form is presented, the Superintendent or designee shall immediately inform the parents/guardians of exclusion procedures pursuant to Board policy 7:280, *Communicable and Chronic Infectious Disease*, and State rules if there is an outbreak of one or more diseases from which the student is not protected. ²²
2. Health examination or immunization requirements on medical grounds, if the examining physician, advanced practice registered nurse, or physician assistant provides written verification.
3. Eye examination requirement, if the student's parents/guardians show an undue burden or lack of access to a physician licensed to practice medicine in all of its branches who provides eye examinations or a licensed optometrist.
4. Dental examination requirement, if the student's parents/guardians show an undue burden or a lack of access to a dentist.

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

²⁰ Required by 105 ILCS 5/27-8.1(1.5), amended by P.A. 101-643. The IDPH's rules are published at 77 Ill.Admin.Code §665.410 et seq. §§665.150 and 430 prescribe the statewide dental examination report form, available at: www.idph.state.il.us/HealthWellness/oralhlth/DentalExamProof10.pdf or 77 Ill.Admin.Code §665, Appendix D.

²¹ Id.; 105 ILCS 5/27-8.1(1.10), amended by P.A. 101-643, and 5/27-8.1(8).

²² Id.; 77 Ill.Admin.Code §665.510. The Certificate of Religious Exemption form is available on IDPH's website at: <https://dph.illinois.gov/content/dam/soi/en/web/idph/files/forms/religious-exemption-form-081815-040816.pdf>. To direct parents/guardians to the detailed exclusionary requirements pursuant to 77 Ill.Admin.Code Part 690, see sample exhibit 7:280-E2, Exhibit—Reporting and Exclusion Requirements for Common Communicable Diseases. The IDPH maintains a helpful school health-communicable diseases guidance for school nurses, which includes a chart detailing mode of transmission, symptoms, incubation period, period of communicability, criteria for exclusion from school, reporting requirements, and prevention and control measures at: <https://dph.illinois.gov/topics-services/diseases-and-conditions/infectious-diseases/cd-school-nurse-guidance.html><https://dph.illinois.gov/content/dam/soi/en/web/idph/files/publications/commehartschool-032817.pdf>.

Homeless Child

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce immunization and health records normally required for enrollment.²³ School Board policy 6:140, *Education of Homeless Children*, governs the enrollment of homeless children.

LEGAL REF.: 42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.
105 ILCS 5/27-8.1 and 45/1-20.
410 ILCS 45/7.1, Lead Poisoning Prevention Act.
410 ILCS 315/2e, Communicable Disease Prevention Act.
23 Ill.Admin.Code §1.530.
77 Ill. Admin.Code Part 664, Socio-Emotional and Developmental Screening.
77 Ill.Admin.Code Part 665, Child and Student Health Examination and Immunization.
77 Ill.Admin.Code Part 690, Control of Notifiable Communicable Diseases and Conditions Code.

CROSS REF.: 6:30 (Organization of Instruction), 6:140 (Education of Homeless Children), 6:180 (Extended Instructional Programs), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:280 (Communicable and Chronic Infectious Disease)

DRAFT

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

²³ Required by 105 ILCS 45/1-20 (Education for Homeless Children Act). Also required by the McKinney-Vento Homeless Assistance Act, 42 U.S.C. §11432(g)(3)(C)(i).

10. Approve Board Policies Reviewed and Monitored, Not Updated. Board of Education Policies 2:50 - Board Member Term of Office, 4:110 - Transportation, 5:40 - Communicable and Chronic Infectious Disease, 5:290 - Employment Termination and Suspension, and 6:40 - Curriculum Development

Recommended Motion: that the Board of Education accepts the monitoring of Board of Education Policies 2:50 - Board Member Term of Office, 4:110 - Transportation, 5:40 - Communicable and Chronic Infectious Disease, 5:290 - Employment Termination and Suspensions, and 6:40 - Curriculum Development, as presented. **See Attachment No. 12.**

TO: Members of the Board of Education

FROM: Dr. Matthew DeBaene, Assistant Superintendent for Secondary Teaching and Learning *MD*

DATE: February 06, 2025

SUBJECT: Approve Board Policies Reviewed and Monitored, Not Updated

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

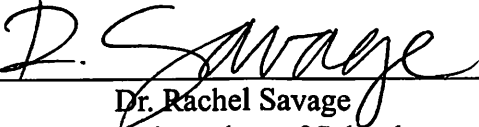
Action Necessary: Board of Education approval is requested to accept Board Policy Monitors.

Facts: While most Board Policies may receive minor or major updates over time, some board policies receive no changes, just reviewed. PRESS has completed the monitoring phase of Board Policies 2:50 - Board Member Term of Office, 4:110 - Transportation, 5:40 Communicable and Chronic Infectious Disease, 5:290 - Employment Termination and Suspensions, and 6:40 Curriculum Development. While these policies may have received updates in the past, during this current cycle, they have not. These policies will have their review date updated to reflect the act of monitoring.

Cost: None.

Recommended Action: That the Board of Education accepts the monitoring of Board of Education Policies 2:50 - Board Member Term of Office, 4:110 - Transportation, 5:40 Communicable and Chronic Infectious Disease, 5:290 - Employment Termination and Suspensions, and 6:40 - Curriculum Development, as presented.

Approved for Submission to the Board of Education



Dr. Rachel Savage
Superintendent of Schools

Document Status: Review and Monitoring

BOARD OF EDUCATION

2:50 Board Member Term of Office

The term of office for a Board of Education member begins immediately after both of the following occur:

1. The election authority canvasses the votes and declares the winner(s); this occurs within 21 days after the consolidated election held on the first Tuesday in April in odd-numbered years.
2. The successful candidate takes the oath of office as provided in Board policy 2:80, *Board Member Oath and Conduct*.

The term ends 4 years later when the successor assumes office.

LEGAL REF.:

10 ILCS 5/2A-1.1, 5/22-17, and 5/22-18.

105 ILCS 5/10-10, 5/10-16, and 5/10-16.5.

CROSS REF.: 2:30 (School District Elections), 2:80 (Board Member Oath and Conduct), 2:210 (Organizational Board of Education Meeting)

Adopted: June 26, 2023

Document Status: Review and Monitoring

OPERATIONAL SERVICES

4:110 Transportation

District-Provided Transportation

District-provided transportation, if any, is limited to the following:

1. Free transportation service and necessary vehicle adaptation are provided for special education students if included in a student's individualized educational program.
2. Transportation to and from school-sponsored activities as authorized by the Superintendent.
3. Foster care students shall be transported in accordance with Section 6312(c)(5)(B) of the Elementary and Secondary Education Act.

Transportation Restrictions and Requirements

No school employee may transport students in school or private vehicles unless authorized by the administration.

Every vehicle regularly used for the transportation of students must pass safety inspections in accordance with State law and Ill. Dept. of Transportation regulations. The strobe light on a school bus may be illuminated only when the bus is actually being used as a school bus and (1) is stopping or stopped for loading or discharging students on a highway outside an urban area, or (2) is bearing one or more students.

All contracts for charter bus services must contain the clause prescribed by State law regarding criminal background checks for bus drivers.

For use whenever the District transports students, the Superintendent or designee shall develop and implement a pre-trip and post-trip inspection procedure to ensure that the school bus driver: (1) tests the two-way radio or cellular radio telecommunication device and ensures that it is functioning properly before the bus is operated, and (2) walks to the rear of the bus before leaving the bus at the end of each route, work shift, or work day, to check the bus for children or other passengers in the bus.

LEGAL REF.:

Elementary and Secondary Education Act, 20 U.S.C. §6312(c)(5)(B).

625 ILCS 5/1-148.3a-5, 5/1-182, 5/11-1414.1, 5/12-813.1, 5/12-815, 5/12-816, 5/12-821, and 5/13-109.

23 Ill.Admin.Code §226.750.

92 Ill.Admin.Code Part 440.

CROSS REF.: 4:170 (Safety), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:280 (Duties and Qualifications), 6:170 (Title I Programs), 7:220 (Bus Conduct)

Adopted: June 26, 2023

Document Status: Review and Monitoring

General Personnel

5:40 Communicable and Chronic Infectious Disease

The Superintendent or designee shall develop and implement procedures for managing known or suspected cases of a communicable and chronic infectious disease involving District employees that are consistent with State and federal law, Illinois Department of Public Health rules, and Board of Education policies.

An employee with a communicable or chronic infectious disease is encouraged to inform the Superintendent immediately and grant consent to being monitored by the District's Communicable and Chronic Infectious Disease Review Team. The Review Team, if used, provides information and recommendations to the Superintendent concerning the employee's conditions of employment and necessary accommodations. The Review Team shall hold the employee's medical condition and records in strictest confidence, except to the extent allowed by law.

An employee with a communicable or chronic infectious disease will be permitted to retain his or her position whenever, after reasonable accommodations and without undue hardship, there is no substantial risk of transmission of the disease to others, provided an employee is able to continue to perform the position's essential functions. An employee with a communicable and chronic infectious disease remains subject to the Board's employment policies including sick and/or other leave, physical examinations, temporary and permanent disability, and termination.

LEGAL REF.:

42 U.S.C. §12101 et seq., Americans With Disabilities Act, amended by the Americans with Disabilities Act Amendments Act (ADAAA), Pub. L. 110-325; 29 C.F.R. §1630.1 et seq.

29 U.S.C. §791, Rehabilitation Act of 1973; 34 C.F.R. §104.1 et seq.

105 ILCS 5/24-5.

20 ILCS 2305/6, Department of Public Health Act.

820 ILCS 40/, Personnel Record Review Act.

77 Ill.Admin.Code Part 690, Control of Communicable Diseases.

CROSS REF.: 2:150 (Committees), 4:180 (Pandemic Preparedness; Management; and Recovery), 5:30 (Hiring Process and Criteria), 5:180 (Temporary Illness or Temporary Incapacity)

Adopted: June 26, 2023

Document Status: Review and Monitoring

Educational Support Personnel

5:290 Employment Termination and Suspensions

Resignation

An employee is requested to provide two weeks' notice of a resignation. A resignation notice cannot be revoked once given.

Retirement

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

An employee planning to retire should notify his or her supervisor at least two months before the retirement date.

Non-RIF Dismissal

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The District may terminate an at-will employee at any time for any or no reason, but not for a reason prohibited by State or federal law.

Employees who are employed annually or have a contract, or who otherwise have a legitimate expectation of continued employment, may be dismissed: (1) at the end of the school year or at the end of their respective contract after being provided appropriate notice and after compliance with any applicable contractual provisions, or (2) mid-year or mid-contract provided appropriate due process procedures are provided.

The Superintendent is responsible for making dismissal recommendations to the Board of Education consistent with the Board's goal of having a highly qualified, high performing staff. This includes recommending a non-licensed employee for immediate dismissal for willful or negligent failure to report an instance of suspected child abuse or neglect as required by 325 ILCS 5/.

Reduction in Force and Recall

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The Board may, as necessary or prudent, decide to decrease the number of educational support personnel or to discontinue some particular type of educational support service and, as a result of that action, dismiss or reduce the hours of one or more educational support employees. When

making decisions concerning reduction in force and recall, the Board will follow Sections 10-22.34c (outsourcing non-instructional services) and 10-23.5 (procedures) of the School Code, to the extent they are applicable and not superseded by legislation or an applicable collective bargaining agreement.

Final Paycheck

A terminating employee's final paycheck will be adjusted for any unused, earned vacation credit. Employees are paid for all earned vacation. Terminating employees will receive their final pay on the next regular payday following the date of termination, except that an employee dismissed due to a reduction in force shall receive his or her final paycheck on or before the next regular pay date following the last day of employment.

Suspension

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Except as provided below, the Superintendent is authorized to suspend an employee without pay as a disciplinary measure, during an investigation into allegations of misconduct or pending a dismissal hearing whenever, in the Superintendent's judgment, the employee's presence is detrimental to the District. A disciplinary suspension shall be with pay: (1) when the employee is exempt from the overtime provisions, or (2) until an employee with an employment contract for a definite term is provided a notice and hearing according to the suspension policy for professional employees. Upon receipt of a recommendation from the Ill. Dept. Children and Family Services (DCFS) that the District remove an employee from his or her position when he or she is the subject of a pending DCFS investigation that relates to his or her employment with the District, the Board or Superintendent or designee, in consultation with the Board Attorney, will determine whether to:

1. Let the employee remain in his or her position pending the outcome of the investigation; or
2. Remove the employee as recommended, proceeding with:
 - a. A suspension with pay; or
 - b. A suspension without pay.

Any criminal conviction resulting from the investigation or allegations shall require the employee to repay to the District all compensation and the value of all benefits received by the employee during the suspension. The Superintendent will notify the employee of this requirement when the employee is suspended.

LEGAL REF.:

105 ILCS 5/10-22.34c and 5/10-23.5.

5 ILCS 430 et seq., State Officials and Employees Ethics Act.

325 ILCS 5/7.4(c-10), Abused and Neglected Child Reporting Act.

820 ILCS 105/4a, Minimum Wage Law.

CROSS REF.: 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:240 (Suspension), 5:270 (Employment At-Will,

Compensation, and Assignment)

Adopted: June 26, 2023

Document Status: Review and Monitoring

INSTRUCTION

6:40 Curriculum Development

Adoption

The Superintendent shall recommend a comprehensive curriculum that is aligned with:

1. The District's educational philosophy and goals,
2. Student needs as identified by research, demographics, and student achievement and other data,
3. The knowledge, skills, and abilities required for students to become life-long learners,
4. The minimum requirements of State and federal law and regulations for curriculum and graduation requirements,
5. The curriculum District-wide and articulated across all grade levels,
6. The Illinois State Learning Standards and any District learning standards, and
7. Any required State or federal student testing.

The Board of Education will adopt, upon recommendation of the Superintendent, a curriculum that meets the above criteria.

Experimental Educational Programs and Pilot Projects

The Superintendent may recommend experimental educational programs and/or pilot projects for Board consideration. Proposals must include goals, material needs, anticipated expenses, and an evaluation process. The Superintendent shall submit to the Board periodic progress reports for programs that exceed one year in duration and a final evaluation with recommendation upon the program's completion.

Single-Gender Classes and Activities

The Superintendent may recommend a program of nonvocational single-gender classes and/or activities to provide diverse educational opportunities and/or meet students' identified educational needs. Participation in the classes or activities must be voluntary, both genders must be treated with substantial equality, and the program must otherwise comply with State and federal law and with Board policy 7:10, *Equal Educational Opportunities*. The Superintendent must periodically evaluate any single-gender class or activity to ensure that: (1) it does not rely on overly broad generalizations about the different talents, capabilities, or preferences of either gender, and (2) it continues to comply with State and federal law and with Board policy 7:10, *Equal Educational Opportunities*.

Development

The Superintendent shall develop a curriculum review program to monitor the current curriculum and promptly suggest changes to make the curriculum more effective, to take advantage of improved teaching methods and materials, and to be responsive to social change, technological developments, student needs, and community expectations.

The Superintendent shall report to the Board as appropriate, the curriculum review program's efforts to:

1. Regularly evaluate the curriculum and instructional program.
2. Ensure the curriculum continues to meet the stated adoption criteria.
3. Include input from a cross-section of teachers, administrators, parents/guardians, and students, representing all schools, grade levels, disciplines, and specialized and alternative programs.
4. Coordinate with the process for evaluating the instructional program and materials.

Curriculum Guides and Course Outlines

The Superintendent shall develop and provide subject area curriculum guides to appropriate staff members.

LEGAL REF.:

20 U.S.C. §1681, Title IX of the Education Amendments of 1972, implemented by 34 C.F.R. Part 106.

105 ILCS 5/10-20.8 and 5/10-19.

CROSS REF.: 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:70 (Teaching About Religions), 6:80 (Teaching About Controversial Issues), 6:100 (Using Animals in the Educational Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:120 (Education of Children with Disabilities), 6:130 (Program for the Gifted), 6:135 (Accelerated Placement Program), 6:140 (Education of Homeless Children), 6:145 (Migrant Students), 6:150 (Home and Hospital Instruction), 6:160 (English Learners), 6:170 (Title I Programs), 6:180 (Extended Instructional Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights)

Adopted: June 26, 2023

11. Reports, Requests and Open Discussion

A. Superintendent's Report

B. Financial Report

C. Student Board of Education Member Report

D. Board of Education Member Open Discussion

- 1) Board President reviews SuperEval procedures and expectations for BOE members

12. Adjournment

NOTICE OF NONDISCRIMINATION PRACTICES

The Moline-Coal Valley Unit School District No. 40 does not discriminate against employees, students, or the general public in its programs or practices, including vocational education, on the basis of race, color, religion, sex, gender, gender identity, disability, age, marital status, pregnancy status, citizenship status, military status, unfavorable discharge from the military service, national origin or ancestry in accordance with Title IX, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act. The Moline-Coal Valley School District prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in admission and employment. Moline-Coal Valley School District's nondiscrimination policy and grievance procedures can be located on the District website under Board Policy. 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 Assistant Superintendent for Student Services and Special Education 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, 1900 52nd Avenue, Moline, IL 61265.