

LISLE COMMUNITY UNIT SCHOOL DISTRICT 202
BOARD ROOM
5211 CENTER AVENUE
LISLE, ILLINOIS 60532
Board of Education Meeting
October 26, 2020
7:30 PM

Members of the public are welcome to attend all meetings of the Lisle Community Unit School District 202 Board of Education, including those held via video conferencing. Anyone wishing to view the meeting or provide comment is encouraged to review the information below.

In-Person Meeting Viewing: Guests are welcome to attend the meeting in-person. Viewing areas will be located in the Board Room, Junior High Auditorium, and Junior High Commons. Capacity will be limited to 50 individuals per room.

Remote Meeting Viewing: The proceedings of the meeting will be streamed live and can be viewed using the following link: <http://www.youtube.com/c/LisleDistrict202>. Guests will join the meeting in view-only mode and will not be seen or heard in the meeting. A recording of the meeting will also be available on the School District website within 24 hours of the meetings conclusion.

Public Comment: Public comments can be made in-person or via email at publiccomment@lisle202.org. Comments must be received by 5:00 p.m. on the day in which the meeting is held. Comments submitted by the deadline will not be read aloud during the meeting, but rather will be provided to the School Board prior to the start of the meeting and will become part of the meeting record.

AGENDA

1.	Call to Order and Roll Call - 7:30 pm	
2.	Pledge of Allegiance	
3.	Reading of Mission Statement	3
4.	School Year 2020-2021 Re-Entry Plan	4
5.	Public Comment	
6.	<u>ACTION ITEMS</u>	
	A. Consent Agenda:	
	(1) Board Meeting Minutes	6
	(2) Payroll Pay Orders	12
	(3) Vendor Pay Orders	32
	(4) Personnel	
	a. Certified Employment	49
	b. Certified Resignation	58
	c. Certified Leave Request	60
	d. Classified Employment	61
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	f. Extra-Duty Resignations	66
	(5) Second Reading and Approval of Board Policies - PRESS 104 (Part 2) and 105	68
	(6) Superintendent Goals	112
	(7) Snow Removal Services Bid Addendum - Roll-Over Year 1	116
	(8) Sixth Amendment to Purchase and Sale Agreement for Tate Woods School	119
7.	<u>FINANCIAL INFORMATION</u> - The Board Acknowledges Receipt of the following Reports	
	A. Financial Reports	122
	B. Treasurer Reports	125
8.	<u>DISCUSSION ITEMS</u>	
	A. Provide Guidance on Lisle CUSD 202 Position on IASB Delegate Assembly Resolutions	128
	B. Freedom of Information Request(s)	129
	C. Superintendent's Report	133
9.	<u>COMMITTEE REPORTS</u>	

- A. Educational Equity & Excellence (E3) - Did not meet
 - B. Facility Master Planning - Did not meet
 - C. Finance - See Finance Agenda
 - D. Policy - See Board Meeting Agenda
10. **BOARD REPRESENTATIVE REPORTS**
- A. Eyes to the Skies - Did not meet
 - B. Home and School Organization 134
 - C. IASB Delegate to Board - See Board Meeting Agenda
 - D. Intergovernmental - Did not meet
 - E. LEND 142
 - F. Lisle Education Foundation - Did not meet
 - G. SASSED - Did not meet
- 11. Agenda Topics for Future Board Meetings
 - 12. Adjourn to Closed Session for the Purpose of Discussion of the Purchase or Lease of Real Property
 - 13. Return to Open Session
 - 14. Adjournment



Mission Statement

Lisle District 202 is committed to providing our learning community with the essential education, skills, and experiences for future success.

FOR INFORMATION

**Lisle Community Unit School District 202
Board of Education Meeting
October 26, 2020**

SUBJECT: Re-Entry Plan 2020-2021

BACKGROUND DATA: Each school will provide a brief overview to the Board of the previous week's operations and next steps to continue providing in-person instruction to students.

The administration will also discuss how the data included in the new Lisle 202 Covid-19 Dashboard affects the number of students who are able to attend in-person instruction.

Staffing Considerations

Update: 10-26-2020

- A total of four (4) staff members are unable to return to in-person instruction due to medical considerations.
 - Elementary: two (2) teachers are able to continue in a remote capacity due to the remote cohort model.
 - JH/HS: two (2) teachers have been filled with long term substitutes.
- A total of five (5) staff members are utilizing the Federal Expanded FMLA leave for childcare reasons.
 - Substitutes/coverage is already in place for these positions.
 - This leave option expires on 12/31/2020 although three (3) employees will be returning in the next three to four weeks.
- Eight (8) Permanent Substitutes to be hired at the October 26th Board Meeting to support the potential need for staff to isolate/quarantine.
 - Elementary - 3 permanent substitutes
 - Junior High - 2 permanent substitutes
 - High School - 3 permanent substitutes

FOR ACTION

**Lisle Community Unit School District 202
Board of Education Meeting
October 26, 2020**

SUBJECT: Approval of Board of Education Meeting Minutes

SUGGESTED MOTION - That the Board of Education approve the Regular Minutes and Closed Session Minutes from the September 28, 2020 Board of Education Meeting.

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202
BOARD OF EDUCATION
REGULAR MEETING MINUTES
September 28, 2020

Record of Minutes of the Regular Meeting of the Board of Education of Lisle Community Unit School District 202, DuPage County Illinois, which was held in the Board Room of the Administrative Office, 5211 Center Avenue, Lisle Illinois on September 28, 2020.

The meeting was called to order at 7:30 p.m. by President Sima.

Present: Meg Sima
Pam Ahlmann
Eunice McConville
Daniel Helderle
Lisa Kiener-Barnett
Wendy Nadeau
Randee Sims

Absent: None

Also Present: Dr. Keith Filipiak, Superintendent
Dr. Linda Kotalik, Assistant Superintendent
Jennifer Law, Director of Student Services
David Wilkinson, Director of Finance
Jenna Engler, Communications Coordinator
Jeffrey Howard, Lisle High School Principal
Sheri Costello, Lisle High School Assistant Principal of Curriculum & Instruction
Jennifer Zimmerman, Lisle High School Assistant Principal of Student Services
Jim O'Hara, Dean of Students
Tom Marcum, Athletics and Activities Director
Dave Kearney, Lisle Junior High School Principal
Tor Erickson, Lisle Junior High School Assistant Principal of Curriculum & Instruction
Melissa Payne, Lisle Elementary School Principal
Wesley Gosselink, Lisle Elementary School Principal
Kathy Dineen Hendricks, Lisle Elementary School Assistant Principal of Student Services

The Pledge of Allegiance was recited. Mrs. Sima read the District Mission Statement.

Public Comment

- Brad Hettich - Mr. Hettich shared his concerns about remote learning and his desire to move to in-person learning.
- Mirko Martich - Mr. Martich shared his concerns about remote learning and his desire to move to in-person learning.

Discussion Items

School Year 2020-2021 In-Person Re-Entry Plan

- The Administration presented the in-person re-entry plan, schedules, and cohort structure at each school for the 2020-2021 school year.
- Staff considerations, phases of re-entry, instructional interactions, transition timelines, lunches and lockers were addressed.
- Precautions were reviewed such as social distancing, reduced class sizes where necessary, enhanced cleaning protocols, daily health certification, and face mask requirements.
- The Administration discussed the new practice of concurrent learning , leveraging technology to allow students to engage with the teachers at the same time when in-person and remote.
- Concerns were discussed related to protecting the health and safety of students and staff as well as transportation and transition.
- The Board discussed in detail the many facets of the re-entry plan and determined to support the in-person attendance plan for the 2020-2021 school year.

Public Hearing for FY2020 Budget

The Public Hearing was held concerning the adoption of the FY2020 Budget, reflecting total direct receipts of \$36,372,615 and total direct disbursements of \$45,584,498. Extensive discussion of the FY2020 Budget occurred at the Finance Committee Meeting. There were no additional questions or comments by the Board or by the public.

Motion by Mrs. Ahlmann, seconded by Mrs. Sims
TO ADJOURN PUBLIC HEARING

Answering to a roll call vote:

AYE: Ahlmann, Sims, Kiener-Barnett, Nadeau, Helderle, McConville, Sima

NAY: None

Motion carried 7-0

Consent Agenda

Motion by Mrs. Ahlmann, seconded by Mrs. Sims

TO APPROVE/ACCEPT THE FOLLOWING CONSENT AGENDA ITEMS AS PRESENTED;

- Minutes of Regular and Closed Session of August 24, 2020
- August 2020 Payroll Pay Orders in the amount of \$ 1,417,549.16
- August 2020 Vendor Pay Orders in the amount of \$ 1,747,159.71
- Personnel:
 - Certified Employment
 - Jami Lieders: .05 FTE Gifted Education Teacher at Lisle Elementary School, Master's, Step 0, \$30,383
 - Classified Resignation
 - Kevin Lutz, Learning environment Supervisor at Lisle High School, has resigned effective on 9/18/2020

- Extra Duty Employment
 - Mark LaScala: Assistant Cross Country Coach at Lisle Senior High School; Category IV, Level 3, Step 8, \$ 5881
 - James Steben: Softball Coach at Lisle Junior High School, Category V, Level 5, Step 13+, \$6861.00
 - Brandon Wolak: Assistant Golf Coach at Lisle Senior High School, Category IV, Level 3, Step 8 \$ 5881
- Extra Duty Resignation
 - Trent Schalk, Head Coach for Varsity Softball at Lisle Senior High School. He has resigned effective September 9, 2020
- Recognition of Booster Organizations
- Resolution for Adoption of FY2021 Budget
- Report on Shared Services and Outsourcing
- Second Reading and Approval of Board Policies - PRESS 104 (Part 1)

Answering to a roll call vote:

AYE: Ahlmann, Helderle, Sims, Kiener-Barnett, Nadeau, McConville, Sima

NAY: None

Motion carried 7-0

Motion by Mrs. Sims, seconded by Mrs. Ahlmann

TO APPROVE/ACCEPT THE FOLLOWING CONSENT AGENDA ITEMS AS PRESENTED;

- Amendment to Contract for Transportation Services - Westway Coach (School Year 2020-2021)
- Amendment to Contract for Transportation Services - Sunrise Transportation (School Year 2020-2021)

Answering to a roll call vote:

AYE: Sims, Ahlmann, Helderle, Kiener-Barnett, McConville, Sima

NAY: Nadeau

Motion carried 6-1

Financial Information

The Board Acknowledges Receipt of the following Reports:

- Administrator and Teacher Salary and Benefits Report 2020 PA97-0256
- Salary Compensation Report PA96-0434 FY2020

Discussion Items

- National Merit Recognition 2020
- First Reading of Board Policies - PRESS 104 - Part 2 and PRESS 105
 - PRESS 104 - Part 2

- 7:190 - Student Behavior
- 7:340 - Student Records
- 7:345 - Use of Educational Technologies; Student Data Privacy and Security
- PRESS 105
 - Updated Policies:
 - 2:260 Uniform Grievance Procedure (answers required)
 - 5:10 Equal Employment Opportunity and Minority Recruitment
 - 5:100 Staff Development Program
 - 5:20 Workplace Harassment Prohibited
 - 5:220 Substitute Teachers
 - 7:10 Equal Educational Opportunities (answers required)
 - 7:180 Prevention of an Response to Bullying, Intimidation and Harassment
 - 7:185 Teen Dating Violence Prohibited
 - 7:20 Harassment of Students Prohibited
 - New Policies:
 - 2:265 Title IX Sexual Harassment Grievance Procedure
 - 7:345 Use of Educational Technologies Student Data Privacy and Security

Freedom of Information Requests

The District received Freedom of Information Act request(s) from the following individual(s):

- Scott O’Connell

Superintendent Report

The complete Superintendent Report is located in Board Books.

Committee Reports

Board Committee Report summaries are located in Board Books unless otherwise indicated.

- EDUCATIONAL EQUITY & EXCELLENCE (E3) – did not meet
- FACILITY MASTER PLANNING – did not meet
- FINANCE Committee – See Finance Agenda
- POLICY Committee – See Policies for First & Second Readings

Board Representative Reports

Board Representative Report summaries are located in Board Books unless otherwise indicated.

- Eyes to the Skies – did not meet
- Home and School Organization
- IASB Delegate to Board
- Intergovernmental – did not meet

- LEND
- Lisle Education Foundation
- SASSED

Future Agenda Topics

- IASB Resolutions
- E3 Meeting Schedule
- Return to School Updates

Motion to Adjourn to Closed Session

At 10:25 p.m., motion by Mrs. Ahlmann, seconded by Mrs. Nadeau
TO ADJOURN TO CLOSED SESSION FOR THE PURPOSE OF DISCUSSION OF THE APPOINTMENT,
PERFORMANCE, DISCIPLINE, COMPENSATION OR DISMISSAL OF EMPLOYEES

Answering to a roll call vote:

AYE: Ahlmann, Nadeau, Sims, Helderle, Kiener-Barnett, McConville, Sima

NAY: None

Motion carried 7-0

Motion to Adjourn

At 10:56 p.m., motion by Mrs. Ahlmann, seconded Mr. Helderle
THAT THE MEETING BE ADJOURNED.

The motion carried with a voice vote of 7-0

ATTEST:

President

Secretary

LISLE COMMUNITY UNIT SCHOOL DISTRICT #202

PAYROLL PAY ORDERS

This is to certify that the Board of Education of Lisle Community Unit School District No. 202 ratified the following payroll pay orders: October 26, 2020

PAYROLL CHECKS ISSUED

Beginning	114335	and Ending	114341
Beginning	114513	and Ending	114516

PAYROLL ACH DEPOSIT

Beginning	9000021324	and Ending	9000021576
Beginning	9000021577	and Ending	9000021577
Beginning	9000021578	and Ending	9000021836

PAYROLL CHECKS VOIDED

PAYROLL ACH DEPOSITS VOIDED

FUND DISTRIBUTION

EDUCATIONAL	\$ 1,389,941.03
OPERATIONS & MAINTENANCE	\$ 83,925.32
DEBT SERVICES	\$ -
TRANSPORTATION	\$ -
IMRF/SOCIAL SECURITY	\$ -
CAPITAL PROJECTS	\$ -
WORKING CASH	\$ -
TOTAL	<u>\$ 1,473,866.35</u>

President - Board of Education

Date

Secretary - Board of Education

Date

Payroll Run Check Listing for Board

Payroll	09/15/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
114335	Han, Jieun	300	2,675.67	2,128.93
114336	Biezynski, Jenna A	100	826.35	560.40
114337	Quick, Lyndsey Ann	200	744.41	482.39
114338	Stevens, Patricia	200	4,478.42	3,229.82
114339	Cyrus, Richard	300	3,976.38	2,858.12
114340	Donahue, Renee	300	916.78	703.88
114341	Rasner, Kimberly	300	2,066.98	1,277.83
9000021324	Buchholz, Marilyn	000	2,162.00	1,329.05
9000021325	Engler, Jennifer R	000	4,383.25	3,109.42
9000021326	Filipiak, Keith	000	8,838.58	5,960.59
9000021327	Hinton, Jeffery	000	2,467.32	1,381.02
9000021328	Kempfer-Kotalik, Linda	000	7,044.29	3,794.82
9000021329	Law, Jennifer S	000	6,381.96	4,256.19
9000021330	McCormick, Jennifer	000	1,925.31	975.62
9000021331	Navarro, Lawrence M	000	1,993.21	1,356.75
9000021332	Posego, John C	000	5,167.80	3,186.64
9000021333	Quinlan, Kevin	000	2,349.00	1,503.77
9000021334	Rannochio, Alisa	000	2,299.38	1,653.37
9000021335	Rich, Mary Beth	000	2,591.76	1,900.35
9000021336	Tsamis, Anna	000	3,970.44	2,262.10
9000021337	Van Volkenburg, Nancy L	000	2,808.36	1,948.08
9000021338	Wilkinson, David	000	6,056.54	3,704.93
9000021339	Anderson, Erik D	100	3,270.29	2,707.35
9000021340	Anderson, Herbert	100	3,827.71	2,609.89
9000021341	Bamboat, Darius	100	4,347.98	3,328.29
9000021342	Begley, Elizabeth	100	1,014.71	455.94
9000021343	Brady, Jennifer L	100	3,047.29	2,370.73
9000021344	Bylsma, Nathan	100	4,050.67	2,974.80
9000021345	Bylsma, Svea	100	4,251.29	2,961.73
9000021346	Chandhok, Mona A	100	2,750.00	2,267.24
9000021347	Clarke, Jeannette	100	3,374.29	2,595.35
9000021348	Costello, Sheri	100	4,575.33	3,430.51

Payroll Run Check Listing for Board

Payroll		09/15/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000021349	Czyl, Maureen	100	1,014.71	623.85	
9000021350	Davis, John	100	4,363.58	3,406.67	
9000021351	Ferenzi, Daniella	100	1,304.92	1,032.36	
9000021352	Fitzgerald, Karen	100	1,843.15	417.04	
9000021353	Gansberg, Michele	100	1,015.91	667.38	
9000021354	Gomez, Vasilici	100	2,898.67	2,322.75	
9000021355	Gucciardo, Anjanette	100	3,679.04	2,971.17	
9000021356	Gumina, Scott	100	4,363.58	2,908.63	
9000021357	Hamann, Kelly	100	3,322.29	2,557.29	
9000021358	Hamilton, Mary Pat	100	805.76	517.11	
9000021359	Hardy, Venessa	100	3,976.38	2,501.99	
9000021360	Henrichs, Greg	100	3,493.21	2,596.76	
9000021361	Hochstetter, Judith	100	1,294.33	895.36	
9000021362	Holmes, Steven	100	1,693.89	1,240.41	
9000021363	Honzel, Robin	100	4,478.42	3,310.39	
9000021364	Howard, Jeffrey	100	7,042.13	4,907.32	
9000021365	Irvine, Karin	100	4,013.50	3,237.71	
9000021366	Jaegle, Christine A	100	3,404.07	2,791.07	
9000021367	Jaegle, Ronald	100	4,745.99	3,366.86	
9000021368	Javior, Jeffrey	100	4,133.96	2,699.15	
9000021369	Jenkins, David A	100	1,727.82	1,243.23	
9000021370	Jensen, Christine	100	3,730.97	3,115.44	
9000021371	Kehoe, Debra	100	4,634.42	3,334.62	
9000021372	Kern, Erin	100	2,400.00	1,683.72	
9000021373	Klempic, Mirza	100	2,207.47	1,583.51	
9000021374	Koeppen, Kelly	100	1,702.00	1,495.93	
9000021375	Kohorn, Paul	100	1,903.65	1,357.22	
9000021376	Kucera, Sasha	100	941.25	622.64	
9000021377	Kuefner, Julie	100	3,753.38	2,628.94	
9000021378	LaScala, Mark	100	5,140.65	3,812.28	
9000021379	Love, Sherry	100	834.75	670.62	
9000021380	Lutz, Kevin	100	834.75	580.71	

Payroll Run Check Listing for Board

Payroll	09/15/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021381	Maldre, Sarah	100	3,337.18	2,148.99
9000021382	Marcum, Thomas C	100	4,590.92	3,697.72
9000021383	Martinez, Brian	100	1,612.98	1,177.63
9000021384	Martinez-Alvear, Aldo	100	1,726.00	1,219.41
9000021385	Matariyeh, Yousef	100	5,386.80	3,922.19
9000021386	Meyer, Kendra	100	4,248.75	3,167.45
9000021387	Milinki, Jennifer	100	4,034.88	2,877.17
9000021388	Mlynarski, Tim	100	809.55	495.81
9000021389	Multhaupt, Courtney	100	3,879.71	2,935.85
9000021390	Musbach, Darlene	100	4,133.96	2,507.67
9000021391	Ng, Joanna	100	3,233.13	2,149.92
9000021392	Novak, Emily	100	3,679.04	2,335.98
9000021393	Ogan, Elizabeth	100	4,504.42	3,495.43
9000021394	O'Hara, James	100	3,684.38	2,862.21
9000021395	Perez, Kevin E	100	3,233.13	2,471.81
9000021396	Perretta, Mia	100	4,080.43	3,126.98
9000021397	Polinski, Michael	100	2,898.67	2,449.53
9000021398	Pomatto-Zimmerman, Jennifer	100	4,576.08	3,674.01
9000021399	Provenzano, Lisa	100	1,052.13	835.86
9000021400	Renguso, Amy	100	3,403.94	2,470.14
9000021401	Ridges, Daniel	100	1,255.35	891.01
9000021402	Sanko, April	100	4,728.56	3,395.82
9000021403	Sanko, Daniel	100	4,248.75	2,865.17
9000021404	Schalk, Trent J	100	2,739.21	1,575.78
9000021405	Schwartz, Rebecca	100	4,347.98	3,146.31
9000021406	Smith, Justin	100	3,827.71	3,000.83
9000021407	Steben, James	100	5,221.67	4,024.95
9000021408	Stelk, Scott	100	2,231.17	1,398.02
9000021409	Stellmacher, James M	100	3,485.68	2,594.56
9000021410	Thome, Nicholas	100	2,245.20	1,377.00
9000021411	Todd, Adam	100	1,599.06	1,154.73
9000021412	Waibel, Scott	100	3,530.42	2,535.59

Payroll Run Check Listing for Board

Payroll	09/15/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021413	Wallenberg, Michelle	100	3,270.29	2,450.77
9000021414	Weissinger, Derek C	100	2,330.45	1,542.64
9000021415	Wolak, Brandon P	100	1,726.65	1,269.19
9000021416	Woyna, Eric	100	3,381.75	2,402.36
9000021417	Woyna, Patrick	100	4,050.69	2,578.88
9000021418	Alexander, Jarvis	200	705.79	543.95
9000021419	Blatchley, Monica	200	4,133.96	3,244.08
9000021420	Bossenga, Emmy	200	3,976.38	2,427.41
9000021421	Braun, Katherine	200	2,564.21	1,855.09
9000021422	Broadus, Gretchen	200	3,307.42	2,737.38
9000021423	Burdeaux, Jessica	200	759.53	536.77
9000021424	Burris, Karen M	200	1,318.69	670.26
9000021425	Byrne, Sharon	200	3,270.29	2,733.80
9000021426	Cerny, Marie	200	2,675.67	2,254.88
9000021427	Cervený, Karen	200	3,233.13	2,351.02
9000021428	Chiappetta, Rebecca	200	1,464.95	1,280.02
9000021429	Copeland, Naomi	200	579.70	549.47
9000021430	Cornfield, Betty	200	4,612.20	1,905.66
9000021431	Davis, Veronica	200	862.60	726.60
9000021432	De Nichols, Patricia	200	5,163.18	3,116.58
9000021433	Dembowski, Kasie	200	2,149.75	1,678.08
9000021434	Dooley, Tara	200	894.60	573.34
9000021435	Dybeck, David	200	3,716.21	2,228.71
9000021436	Erickson, Tor	200	4,029.96	3,025.71
9000021437	Hanson, Janet	200	4,478.42	1,816.40
9000021438	Hazard, Jean	200	925.46	631.43
9000021439	Henning, Mary	200	840.94	703.81
9000021440	Huschart, Kelly	200	2,898.67	2,287.41
9000021441	Joy, Emma P	200	1,824.34	1,082.84
9000021442	Kearney, David	200	5,761.79	4,176.95
9000021443	Keigher, Natalie	200	3,460.59	2,508.78
9000021444	Kim, Paul	200	3,827.71	2,697.49

Payroll Run Check Listing for Board

Payroll	09/15/2020				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000021445	Klepper, Mary	200	2,898.67	2,222.67	
9000021446	Lemke, Nanette	200	886.46	591.97	
9000021447	Lima, Valerie	200	991.44	645.38	
9000021448	Lumsden, Jason	200	3,456.83	2,358.63	
9000021449	Malcolm, Lauren	200	3,188.47	2,488.64	
9000021450	Marriner, Carmen M	200	1,065.06	663.98	
9000021451	McIntyre, Celeste	200	3,641.92	2,701.74	
9000021452	McLear IV, Robert	200	3,474.58	2,718.59	
9000021453	Meyer, Peter	200	5,914.52	3,478.69	
9000021454	Meyer, Phillip	200	2,252.04	1,743.60	
9000021455	Miller, Jaime	200	2,824.33	2,186.17	
9000021456	Nelson, Kelli	200	4,389.67	3,125.29	
9000021457	Norwood, Lindsay	200	6,259.89	4,679.08	
9000021458	Oros, Natalie	200	2,006.75	1,625.09	
9000021459	Park, Aimee	200	3,795.05	2,694.17	
9000021460	Pilon, Erica	200	4,415.56	3,223.45	
9000021461	Pivek, Elena	200	2,304.04	1,920.64	
9000021462	Ptak, Jeff R	200	2,076.87	1,412.40	
9000021463	Rankin, Chrysan	200	2,378.38	1,925.89	
9000021464	Ratzer, Bonnie	200	775.13	576.96	
9000021465	Reband, Jennifer	200	4,191.89	3,268.10	
9000021466	Rohlicek, Daniel	200	1,840.05	1,220.98	
9000021467	Sauer, Mary	200	3,270.29	2,558.99	
9000021468	Schindler, Dorene	200	767.33	557.18	
9000021469	Schmidt, Michael	200	4,478.42	3,216.35	
9000021470	Schraub, Daniel	200	3,827.73	2,548.45	
9000021471	Seastrom, Tamela	200	1,704.33	1,113.77	
9000021472	Sergeant, Andrew H	200	1,876.43	1,353.51	
9000021473	Slowiak, Vincent	200	4,117.13	2,695.85	
9000021474	Smid, Jason	200	3,047.29	2,246.26	
9000021475	Twaddle, Debra	200	917.43	529.46	
9000021476	Weissinger, Zachary T	200	1,643.43	1,204.96	

Payroll Run Check Listing for Board

Payroll	09/15/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021477	Wiertel, Jason	200	3,976.38	3,010.27
9000021478	Altic, Megan	300	3,526.58	2,361.70
9000021479	Barber, Lorie	300	2,898.67	1,747.17
9000021480	Bell, Courtney	300	859.23	558.20
9000021481	Bonini, Susan	300	898.38	458.40
9000021482	Briggs, Patricia L	300	2,094.56	1,139.73
9000021483	Burdett, Paul	300	2,491.67	1,527.79
9000021484	Campian, James, JR	300	2,274.32	1,645.97
9000021485	Capristo, Linda	300	3,344.58	2,671.51
9000021486	Carlson, Susan M	300	883.35	699.48
9000021487	Chasensky, Lauren	300	3,271.08	2,485.44
9000021488	Cyrus, Tonia	300	3,047.29	2,301.33
9000021489	Dahleen, Shayla	300	3,955.33	2,873.49
9000021490	Davis, Brianne	300	3,902.04	3,001.74
9000021491	Davis, Courtney	300	1,858.13	1,417.04
9000021492	Dawson, Rachel	300	3,344.58	2,366.01
9000021493	Diaz, Madeline	300	701.10	567.48
9000021494	Dineen-Hendricks, Kathleen	300	3,991.54	3,310.22
9000021495	DuBois, Heidi	300	2,824.33	2,132.10
9000021496	Emde, John C, II	300	2,261.95	1,637.93
9000021497	Gomez, Benigno	300	2,145.63	1,482.63
9000021498	Gosselink, Wesley	300	6,312.42	4,508.82
9000021499	Graff, Patrick	300	2,019.75	1,614.92
9000021500	Grau, Jason	300	3,158.79	2,414.09
9000021501	Green, Patricia	300	1,000.00	843.23
9000021502	Grimm, Rhonda	300	897.93	693.20
9000021503	Hausler, Linda	300	3,233.13	2,257.99
9000021504	Heneghan, Dipti	300	766.80	613.73
9000021505	Herrmann, Mary Jo	300	797.02	498.44
9000021506	Hicks, Dena	300	3,902.04	2,697.73
9000021507	James, Lauren	300	2,828.38	2,063.57
9000021508	Johnson, Diane	300	4,478.42	1,968.82

Payroll Run Check Listing for Board

Payroll	09/15/2020				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000021509	Jung, Diane	300	884.88	474.74	
9000021510	Kerback, Patricia M	300	541.08	468.18	
9000021511	Kimmerly, Suzanne	300	1,346.87	872.90	
9000021512	Klepadlo, Scott E.	300	2,220.46	1,575.86	
9000021513	Klimes, Christy	300	4,248.75	3,024.40	
9000021514	Kolacz, Jolanta	300	910.53	476.30	
9000021515	Koven, Kelly A.	300	770.00	645.77	
9000021516	Lapham, Kathleen	300	3,716.21	2,965.61	
9000021517	Larson, Richard W	300	1,804.87	1,328.11	
9000021518	Lauten, Theresa	300	3,894.60	2,279.71	
9000021519	Leonard, Arlene	300	4,248.75	3,315.90	
9000021520	Lieder, Jami	300	1,152.02	788.92	
9000021521	Lorkiewicz, Candace	300	884.88	538.08	
9000021522	Madonia, Lindsey	300	3,188.47	2,663.51	
9000021523	Magness, Adrienne	300	2,750.00	2,140.06	
9000021524	Malave-Flavin, Kimberly	300	3,047.29	2,599.43	
9000021525	Marino, Jillian	300	3,902.04	2,708.26	
9000021526	Martin, Stacey	300	2,898.67	2,094.17	
9000021527	Masa, Janelle	300	742.40	438.94	
9000021528	McCormick, Meredith	300	4,010.58	3,135.73	
9000021529	Miller, Anna	300	2,220.46	1,640.64	
9000021530	Murphy, Caitlyn J.	300	2,456.38	1,856.71	
9000021531	Murphy, Trisha	300	3,047.29	2,270.08	
9000021532	Nelson, Nicole	300	4,478.42	3,590.87	
9000021533	Neustadt, Leslie	300	2,616.61	1,911.22	
9000021534	Nielsen, Joan	300	884.88	694.85	
9000021535	Noreen, Diane C	300	1,455.00	538.38	
9000021536	O'Connor-Young, Sheri	300	701.10	564.98	
9000021537	Ortiz, Carmen	300	1,784.86	1,207.06	
9000021538	O'Shea, Amy	300	3,418.92	2,296.19	
9000021539	Parker, Elizabeth	300	3,976.38	2,854.69	
9000021540	Paulson, Kristine	300	3,374.18	2,458.80	

Payroll Run Check Listing for Board

Payroll 09/15/2020		Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021541	Pavilionis, Vincent	300	2,824.33	2,013.61
9000021542	Payne, Melissa	300	5,864.13	4,335.17
9000021543	Peterson, Marybeth	300	3,418.92	2,002.79
9000021544	Polmanteer, Colette	300	3,155.03	2,095.26
9000021545	Poremba, Katherine	300	3,567.58	2,407.99
9000021546	Potempa, Tracey	300	3,270.29	2,542.92
9000021547	Preen, Judith	300	855.07	658.27
9000021548	Pridmore, Elizabeth	300	3,243.29	1,951.15
9000021549	Puetz, Lauren	300	2,816.89	1,888.32
9000021550	Pupillo, Lauren	300	2,400.00	1,652.97
9000021551	Remigio, Maria	300	4,470.42	3,262.97
9000021552	Reyes, Cathy M	300	847.98	489.06
9000021553	Schlessinger, Lukas	300	2,861.50	1,858.48
9000021554	Schroeder, Sara	300	2,824.33	2,232.57
9000021555	Schwarz, Jeanene	300	819.07	114.09
9000021556	Shehee, Wendy	300	884.88	539.83
9000021557	Skonieczny, Sandra	300	723.15	391.09
9000021558	Slade, Stephanie	300	2,601.33	2,049.48
9000021559	Smith, Brittany	300	2,080.00	1,657.02
9000021560	Smith, Elisa	300	4,019.08	2,904.67
9000021561	Sproviero, Rochelle	300	843.82	610.24
9000021562	Staley, Shannon	300	3,374.31	2,539.54
9000021563	Stefani, Colleen	300	4,430.47	3,185.76
9000021564	Svejda, Michele	300	776.25	479.69
9000021565	Tarkowski, Emma	300	2,601.33	2,119.85
9000021566	Toby, Maureen	300	3,084.46	2,286.49
9000021567	Trotter, Suzanne	300	1,000.00	686.20
9000021568	Tuzzolino, Victoria	300	3,042.63	2,302.46
9000021569	Uster, Julia	300	916.78	500.18
9000021570	Weeks, Stacey	300	715.50	568.76
9000021571	Weissinger, Karla	300	835.38	529.86
9000021572	Wojcik, Jane	300	1,389.78	1,306.81

Payroll Run Check Listing for Board

Payroll	09/15/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021573	Yaniz, Catherine	300	3,121.58	2,388.05
9000021574	Zitt, Jean	300	4,019.08	2,978.92
9000021575	Angileri, Debra	800	1,000.00	828.08
9000021576	Aske, Jacob	800	770.00	628.32
			736,764.44	523,408.35

Payroll Run Check Listing for Board

Payroll	09/17/2020				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000021577	Livolsi-Hudgens, Carmella	300	739.80	593.46	
			739.80	593.46	

Payroll Run Check Listing for Board

Payroll		09/30/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
114513	Biezynski, Jenna A	100	826.35	560.40	
114514	Cyrus, Richard	300	3,976.38	2,858.12	
114515	Donahue, Renee	300	916.78	703.88	
114516	Harris, Thomas	800	125.00	109.63	
9000021578	Han, Jieun	300	2,675.67	2,128.93	
9000021579	Buchholz, Marilyn	000	2,044.50	1,260.93	
9000021580	Engler, Jennifer R	000	2,979.63	1,962.10	
9000021581	Filipiak, Keith	000	8,838.58	5,960.59	
9000021582	Hinton, Jeffery	000	2,573.67	1,447.07	
9000021583	Kempfer-Kotalik, Linda	000	7,044.29	3,794.82	
9000021584	Law, Jennifer S	000	6,381.96	4,256.19	
9000021585	McCormick, Jennifer	000	1,925.31	975.62	
9000021586	Navarro, Lawrence M	000	1,993.21	1,356.75	
9000021587	Posego, John C	000	5,167.80	3,186.64	
9000021588	Quinlan, Kevin	000	2,349.00	1,503.77	
9000021589	Rannochio, Alisa	000	1,946.76	1,400.67	
9000021590	Rich, Mary Beth	000	2,668.96	1,955.48	
9000021591	Tsamis, Anna	000	4,018.86	2,286.41	
9000021592	Van Volkenburg, Nancy L	000	2,808.36	1,948.08	
9000021593	Wilkinson, David	000	6,056.54	3,704.93	
9000021594	Anderson, Erik D	100	3,270.29	2,707.35	
9000021595	Anderson, Herbert	100	4,203.25	2,880.22	
9000021596	Bamboot, Darius	100	4,347.98	3,328.29	
9000021597	Begley, Elizabeth	100	1,014.71	455.94	
9000021598	Brady, Jennifer L	100	3,047.29	2,370.73	
9000021599	Bylsma, Nathan	100	4,050.67	2,974.80	
9000021600	Bylsma, Svea	100	4,740.94	3,331.22	
9000021601	Chandhok, Mona A	100	2,750.00	2,267.24	
9000021602	Clarke, Jeannette	100	3,270.29	2,511.66	
9000021603	Costello, Sheri	100	4,575.33	3,430.51	
9000021604	Czyl, Maureen	100	1,014.71	623.85	
9000021605	Davis, John	100	4,363.58	3,406.67	

Payroll Run Check Listing for Board

Payroll	09/30/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021606	Ferenzi, Daniella	100	1,492.69	1,172.05
9000021607	Fitzgerald, Karen	100	1,843.15	417.04
9000021608	Gansberg, Michele	100	1,015.91	667.38
9000021609	Gomez, Vasilici	100	2,898.67	2,322.75
9000021610	Gucciardo, Anjanette	100	4,160.04	3,339.85
9000021611	Gumina, Scott	100	4,786.06	3,207.97
9000021612	Hamann, Kelly	100	3,270.29	2,515.45
9000021613	Hamilton, Mary Pat	100	858.20	560.70
9000021614	Hardy, Venessa	100	4,234.57	2,686.89
9000021615	Henrichs, Greg	100	3,493.21	2,596.76
9000021616	Hochstetter, Judith	100	1,294.33	895.36
9000021617	Holmes, Steven	100	1,693.89	1,240.41
9000021618	Honzel, Robin	100	4,478.42	3,310.39
9000021619	Howard, Jeffrey	100	7,042.13	4,907.32
9000021620	Irvine, Karin	100	4,013.50	3,237.71
9000021621	Jaegle, Christine A	100	3,404.07	2,791.07
9000021622	Jaegle, Ronald	100	5,053.76	3,587.10
9000021623	Javior, Jeffrey	100	4,133.96	2,699.15
9000021624	Jenkins, David A	100	1,787.40	1,285.93
9000021625	Jensen, Christine	100	3,522.97	2,948.12
9000021626	Kehoe, Debra	100	4,478.42	3,227.56
9000021627	Kerrn, Erin	100	2,814.71	1,979.77
9000021628	Klempic, Mirza	100	2,002.18	1,439.84
9000021629	Koeppen, Kelly	100	1,740.00	1,527.26
9000021630	Kohorn, Paul	100	1,903.65	1,369.69
9000021631	Kucera, Sasha	100	941.25	622.64
9000021632	Kuefner, Julie	100	3,753.38	2,628.94
9000021633	LaScala, Mark	100	5,140.65	3,812.28
9000021634	Love, Sherry	100	834.75	670.62
9000021635	Lutz, Kevin	100	1,502.55	1,059.28
9000021636	Maldre, Sarah	100	3,431.06	2,224.97
9000021637	Marcum, Thomas C	100	4,590.92	3,697.72

Payroll Run Check Listing for Board

Payroll		09/30/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000021638	Martinez, Brian	100	1,612.98	1,177.63	
9000021639	Martinez-Alvear, Aldo	100	1,627.77	1,149.02	
9000021640	Matariyeh, Yousef	100	5,829.14	4,227.44	
9000021641	Meyer, Kendra	100	4,248.75	3,167.45	
9000021642	Milinki, Jennifer	100	4,117.23	2,941.39	
9000021643	Mlynarski, Tim	100	809.55	495.81	
9000021644	Multhaupt, Courtney	100	4,250.20	3,235.86	
9000021645	Musbach, Darlene	100	4,133.96	2,507.67	
9000021646	Ng, Joanna	100	3,233.13	2,149.92	
9000021647	Novak, Emily	100	3,679.04	2,335.98	
9000021648	Ogan, Elizabeth	100	4,478.42	3,477.08	
9000021649	O'Hara, James	100	3,684.38	2,862.21	
9000021650	Perez, Kevin E	100	3,233.13	2,471.81	
9000021651	Perretta, Mia	100	4,080.43	3,126.98	
9000021652	Polinski, Michael	100	2,898.67	2,449.53	
9000021653	Pomatto-Zimmerman, Jennifer	100	4,576.08	3,674.01	
9000021654	Provenzano, Lisa	100	1,052.13	835.86	
9000021655	Renguso, Amy	100	3,308.27	2,404.51	
9000021656	Ridges, Daniel	100	1,255.35	891.01	
9000021657	Sanko, April	100	4,728.56	3,395.82	
9000021658	Sanko, Daniel	100	4,248.75	2,865.17	
9000021659	Schalk, Trent J	100	2,425.56	1,366.69	
9000021660	Schwartz, Rebecca	100	4,582.72	3,336.16	
9000021661	Smith, Justin	100	3,827.71	3,000.83	
9000021662	Steben, James	100	5,578.43	4,320.31	
9000021663	Stelk, Scott	100	1,962.21	1,207.05	
9000021664	Stellmacher, James M	100	3,577.76	2,670.07	
9000021665	Thome, Nicholas	100	2,044.07	1,247.05	
9000021666	Todd, Adam	100	1,599.06	1,154.73	
9000021667	Waibel, Scott	100	3,530.42	2,535.59	
9000021668	Wallenberg, Michelle	100	3,360.29	2,514.32	
9000021669	Weissinger, Derek C	100	1,985.79	1,318.76	

Payroll Run Check Listing for Board

Payroll		09/30/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000021670	Wolak, Brandon P	100	1,726.65	1,269.19	
9000021671	Woyna, Eric	100	3,501.75	2,487.09	
9000021672	Woyna, Patrick	100	4,170.69	2,808.90	
9000021673	Alexander, Jarvis	200	705.79	543.95	
9000021674	Blatchley, Monica	200	4,133.96	3,244.08	
9000021675	Bossenga, Emmy	200	3,976.38	2,427.41	
9000021676	Braun, Katherine	200	2,564.21	1,855.09	
9000021677	Broadus, Gretchen	200	3,307.42	2,737.38	
9000021678	Burdeaux, Jessica	200	759.53	536.77	
9000021679	Burris, Karen M	200	1,318.69	670.26	
9000021680	Byrne, Sharon	200	3,270.29	2,733.80	
9000021681	Cerny, Marie	200	2,675.67	2,254.88	
9000021682	Cervený, Karen	200	3,233.13	2,351.02	
9000021683	Chiappetta, Rebecca	200	1,464.95	1,280.02	
9000021684	Copeland, Naomi	200	527.70	501.48	
9000021685	Cornfield, Betty	200	4,612.20	1,905.66	
9000021686	Davis, Veronica	200	862.60	726.60	
9000021687	De Nichols, Patricia	200	4,266.18	2,417.68	
9000021688	Dembowski, Kasie	200	1,598.24	1,262.87	
9000021689	Dooley, Tara	200	894.60	573.34	
9000021690	Dybeck, David	200	3,716.21	2,228.71	
9000021691	Erickson, Tor	200	4,029.96	3,025.71	
9000021692	Hanson, Janet	200	4,478.42	1,816.40	
9000021693	Hazard, Jean	200	925.46	631.43	
9000021694	Henning, Mary	200	840.94	703.81	
9000021695	Huschart, Kelly	200	2,898.67	2,287.41	
9000021696	Joy, Emma P	200	1,874.64	1,113.85	
9000021697	Kearney, David	200	5,761.79	4,176.95	
9000021698	Keigher, Natalie	200	3,460.59	2,508.78	
9000021699	Kim, Paul	200	3,827.71	2,697.49	
9000021700	Klepper, Mary	200	2,898.67	2,222.67	
9000021701	Lemke, Nanette	200	886.46	591.97	

Payroll Run Check Listing for Board

Payroll	09/30/2020				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000021702	Lima, Valerie	200	991.44	645.38	
9000021703	Lumsden, Jason	200	3,456.83	2,358.63	
9000021704	Malcolm, Lauren	200	3,188.47	2,488.64	
9000021705	Marriner, Carmen M	200	1,065.06	663.98	
9000021706	McIntyre, Celeste	200	3,641.92	2,701.74	
9000021707	McLear IV, Robert	200	3,344.58	2,613.99	
9000021708	Meyer, Peter	200	5,920.63	3,483.00	
9000021709	Meyer, Phillip	200	2,345.92	1,814.59	
9000021710	Miller, Jaime	200	2,824.33	2,103.12	
9000021711	Nelson, Kelli	200	4,389.67	3,125.29	
9000021712	Norwood, Lindsay	200	3,572.09	2,711.63	
9000021713	Oros, Natalie	200	2,053.29	1,657.95	
9000021714	Park, Aimee	200	3,795.05	2,694.17	
9000021715	Pilon, Erica	200	4,233.56	3,098.59	
9000021716	Pivek, Elena	200	2,304.04	1,920.64	
9000021717	Ptak, Jeff R	200	2,043.04	1,388.14	
9000021718	Quick, Lyndsey Ann	200	744.41	482.39	
9000021719	Rankin, Chrysan	200	2,378.38	1,925.89	
9000021720	Ratzer, Bonnie	200	775.13	576.96	
9000021721	Reband, Jennifer	200	4,191.89	3,268.10	
9000021722	Rohlicek, Daniel	200	2,040.98	1,364.99	
9000021723	Sauer, Mary	200	3,270.29	2,558.99	
9000021724	Schindler, Dorene	200	767.33	557.18	
9000021725	Schmidt, Michael	200	4,478.42	3,216.35	
9000021726	Schraub, Daniel	200	3,827.73	2,548.45	
9000021727	Seastrom, Tamela	200	1,704.33	1,113.77	
9000021728	Sergeant, Andrew H	200	1,861.69	1,343.30	
9000021729	Slowiak, Vincent	200	3,233.13	2,071.70	
9000021730	Smid, Jason	200	3,047.29	2,246.26	
9000021731	Stevens, Patricia	200	4,478.42	3,229.82	
9000021732	Twaddle, Debra	200	917.43	529.46	
9000021733	Weissinger, Zachary T	200	1,643.43	1,204.96	

Payroll Run Check Listing for Board

Payroll	09/30/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021734	Wiertel, Jason	200	3,976.38	3,010.27
9000021735	Altic, Megan	300	3,532.34	2,367.59
9000021736	Barber, Lorie	300	2,898.67	1,747.17
9000021737	Bell, Courtney	300	859.23	558.20
9000021738	Bonini, Susan	300	898.38	458.40
9000021739	Briggs, Patricia L	300	2,094.56	1,139.73
9000021740	Burdett, Paul	300	2,378.33	1,457.40
9000021741	Campian, James, JR	300	2,340.25	1,692.51
9000021742	Capristo, Linda	300	3,344.58	1,674.91
9000021743	Carlson, Susan M	300	883.35	699.48
9000021744	Chasensky, Lauren	300	3,271.08	2,485.44
9000021745	Cyrus, Tonia	300	3,047.29	2,301.33
9000021746	Dahleen, Shayla	300	3,188.33	2,331.95
9000021747	Davis, Brianne	300	3,902.04	3,001.74
9000021748	Davis, Courtney	300	1,858.13	1,417.04
9000021749	Dawson, Rachel	300	3,344.58	2,366.01
9000021750	Diaz, Madeline	300	701.10	567.48
9000021751	Dineen-Hendricks, Kathleen	300	3,991.54	3,310.22
9000021752	DuBois, Heidi	300	2,824.33	2,132.10
9000021753	Emde, John C, II	300	2,212.63	1,602.58
9000021754	Gomez, Benigno	300	2,086.47	1,440.22
9000021755	Gosselink, Wesley	300	6,312.42	4,508.82
9000021756	Graff, Patrick	300	2,019.75	1,614.92
9000021757	Grau, Jason	300	3,158.79	2,414.09
9000021758	Green, Patricia	300	1,370.00	1,145.14
9000021759	Grimm, Rhonda	300	897.93	693.20
9000021760	Hausler, Linda	300	3,233.13	2,257.99
9000021761	Heneghan, Dipti	300	766.80	613.73
9000021762	Herrmann, Mary Jo	300	797.02	498.44
9000021763	Hicks, Dena	300	4,089.81	2,832.09
9000021764	James, Lauren	300	2,378.38	1,745.84
9000021765	Johnson, Diane	300	4,478.42	1,968.82

Payroll Run Check Listing for Board

Payroll	09/30/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021766	Jung, Diane	300	884.88	474.74
9000021767	Kerback, Patricia M	300	541.08	468.18
9000021768	Kimmerly, Suzanne	300	1,346.87	872.90
9000021769	Klepadlo, Scott E.	300	2,220.46	1,575.86
9000021770	Klimes, Christy	300	4,248.75	3,024.40
9000021771	Kolacz, Jolanta	300	910.53	476.30
9000021772	Koven, Kelly A.	300	890.00	746.41
9000021773	Lapham, Kathleen	300	3,716.21	2,965.61
9000021774	Larson, Richard W	300	1,804.87	1,328.11
9000021775	Lauten, Theresa	300	3,894.60	2,279.71
9000021776	Leonard, Arlene	300	4,483.46	3,506.01
9000021777	Lieder, Jami	300	1,078.96	728.70
9000021778	Lorkiewicz, Candace	300	884.88	538.08
9000021779	Madonia, Lindsey	300	3,188.47	2,663.51
9000021780	Magness, Adrianne	300	2,750.00	2,140.06
9000021781	Malave-Flavin, Kimberly	300	3,047.29	2,599.43
9000021782	Marino, Jillian	300	3,902.04	2,653.82
9000021783	Martin, Stacey	300	2,898.67	2,094.17
9000021784	Masa, Janelle	300	742.40	438.94
9000021785	McCormick, Meredith	300	4,010.58	3,135.73
9000021786	Miller, Anna	300	2,220.46	1,640.64
9000021787	Murphy, Caitlyn J.	300	2,378.38	1,801.63
9000021788	Murphy, Trisha	300	3,047.29	2,270.08
9000021789	Nelson, Nicole	300	4,478.42	3,590.87
9000021790	Neustadt, Leslie	300	3,796.80	2,744.48
9000021791	Nielsen, Joan	300	884.88	694.85
9000021792	Noreen, Diane C	300	1,062.30	231.14
9000021793	O'Connor-Young, Sheri	300	701.10	564.98
9000021794	Ortiz, Carmen	300	1,784.86	1,207.06
9000021795	O'Shea, Amy	300	3,418.92	2,296.19
9000021796	Parker, Elizabeth	300	3,976.38	2,854.69
9000021797	Paulson, Kristine	300	3,114.18	2,275.30

Payroll Run Check Listing for Board

Payroll	09/30/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021798	Pavilionis, Vincent	300	2,824.33	2,013.61
9000021799	Payne, Melissa	300	5,864.13	4,335.17
9000021800	Peterson, Marybeth	300	3,418.92	2,002.79
9000021801	Polmanteer, Colette	300	3,155.03	2,095.26
9000021802	Poremba, Katherine	300	3,567.58	2,407.99
9000021803	Potempa, Tracey	300	3,270.29	2,542.92
9000021804	Preen, Judith	300	855.07	658.27
9000021805	Pridmore, Elizabeth	300	3,158.79	1,891.48
9000021806	Puetz, Lauren	300	2,816.89	1,888.32
9000021807	Pupillo, Lauren	300	2,400.00	1,652.97
9000021808	Rasner, Kimberly	300	2,066.98	1,277.83
9000021809	Remigio, Maria	300	4,290.42	3,126.38
9000021810	Reyes, Cathy M	300	847.98	489.06
9000021811	Schlessinger, Lukas	300	2,861.50	1,858.48
9000021812	Schroeder, Sara	300	2,824.33	2,232.57
9000021813	Schwarz, Jeanene	300	819.07	114.09
9000021814	Shehee, Wendy	300	884.88	539.83
9000021815	Skonieczny, Sandra	300	723.15	391.09
9000021816	Slade, Stephanie	300	2,601.33	2,049.48
9000021817	Smith, Brittany	300	2,080.00	1,657.02
9000021818	Smith, Elisa	300	4,019.08	2,904.67
9000021819	Sproviero, Rochelle	300	843.82	610.24
9000021820	Staley, Shannon	300	3,374.31	2,539.54
9000021821	Stefani, Colleen	300	4,430.47	3,185.76
9000021822	Svejda, Michele	300	776.25	479.69
9000021823	Tarkowski, Emma	300	2,601.33	2,119.85
9000021824	Toby, Maureen	300	3,084.46	2,286.49
9000021825	Trotter, Suzanne	300	1,370.00	996.51
9000021826	Tuzzolino, Victoria	300	3,010.13	2,279.50
9000021827	Uster, Julia	300	916.78	500.18
9000021828	Weeks, Stacey	300	715.50	568.76
9000021829	Weissinger, Karla	300	835.38	529.86

Payroll Run Check Listing for Board

Payroll	09/30/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021830	Wojcik, Jane	300	1,220.78	1,150.82
9000021831	Yaniz, Catherine	300	3,121.58	2,388.05
9000021832	Zitt, Jean	300	4,019.08	2,978.92
9000021833	Angileri, Debra	800	1,370.00	1,102.72
9000021834	Aske, Jacob	800	1,310.00	1,027.78
9000021835	Livolsi-Hudgens, Carmella	300	739.80	593.46
9000021836	Weeks, Dawn	800	990.00	793.07
			736,362.11	522,311.79

LISLE COMMUNITY UNIT SCHOOL DISTRICT #202

VENDOR PAY ORDERS

This is to certify that the Board of Education of Lisle Community Unit School District No. 202 ratified the following vendor pay orders: October 26, 2020

GENERAL CHECKING ACCOUNT

CHECKS ISSUED	Beginning	114342	Ending	114343
	Beginning	114517	Ending	114519
	Beginning	114520	Ending	114532
	Beginning	114539	Ending	114667
WIRES ISSUED	Beginning	8000000493	Ending	8000000497
	Beginning	8000000498	Ending	8000000499
	Beginning	8000000500	Ending	8000000506

FUND DISTRIBUTION

EDUCATIONAL	\$ 1,167,630.98
OPERATIONS & MAINTENANCE	\$ 155,425.36
DEBT SERVICES	\$ -
TRANSPORTATION	\$ 53,587.36
IMRF/SOCIAL SECURITY	\$ 73,382.14
CAPITAL PROJECTS	\$ -
WORKING CASH	\$ -
TOTAL	\$ 1,450,025.84

IMPREST CHECKING ACCOUNT

CHECKS ISSUED	Beginning	9708	Ending	9714
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FUND DISTRIBUTION

EDUCATIONAL	\$ 3,930.50
OPERATIONS & MAINTENANCE	\$ 1,364.10
TRANSPORTATION	\$ -
CAPITAL PROJECTS	\$ -
TOTAL	\$ 5,294.60

GRAND TOTAL \$ 1,455,320.44

President - Board of Education

Date

Secretary - Board of Education

Date

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 09/15/2020 ZPAY 091520

R - Regular Run Type

Check Number	Name	Net Check Amt
114342	AXA Equitable/EQUI-VEST	2,674.33
114343	Lisle CUSD #202	2,136.37
8000000493	Harris Bank	111,765.86
8000000494	Illinois Department Of Revenue	31,789.17
8000000495	Teachers' Health Ins Security	14,336.87
8000000496	Teachers' Retirement System	63,475.49
8000000497	U.S. OMNI	34,663.38

Regular Checks: 2 4810.70

ACH Checks: 0 0.00

Wire Transfers: 5 256030.77

Total: 7 260,841.47

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$218,985.07	\$0.00	\$0.00	218,985.07
20 - Operations & Maintenance	\$5,989.28	\$0.00	\$0.00	5,989.28
55 - Social Security	\$35,867.12	\$0.00	\$0.00	35,867.12

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 09/17/2020 09/17/2020 Livolsi-Hudgens

R - Regular Run Type

Check Number	Name	Net Check Amt
8000000498	Harris Bank	134.11
8000000499	Illinois Department Of Revenue	34.95
Regular Checks:	0	0.00
ACH Checks:	0	0.00
Wire Transfers:	2	169.06
Total:	2	169.06

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$55.96	\$0.00	\$0.00	55.96
55 - Social Security	\$113.10	\$0.00	\$0.00	113.10

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 09/30/2020 ZPAYEOM 093020

R - Regular Run Type

Check Number	Name	Net Check Amt
114517	AXA Equitable/EQUI-VEST	2,674.33
114518	Lisle CUSD #202	2,136.37
114519	VSP of Illinois, NFP	4,872.18
8000000500	Educational Benefit Coop	377,235.62
8000000501	Harris Bank	110,955.06
8000000502	Illinois Department Of Revenue	31,688.66
8000000503	Illinois Municipal Retirement	53,840.32
8000000504	Teachers' Health Ins Security	14,310.15
8000000505	Teachers' Retirement System	63,468.58
8000000506	U.S. OMNI	36,163.38
Regular Checks:	3	9682.88
ACH Checks:	0	0.00
Wire Transfers:	7	687661.77
Total:	10	697,344.65

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$589,836.35	\$0.00	\$0.00	589,836.35
20 - Operations & Maintenance	\$34,239.26	\$0.00	\$0.00	34,239.26
50 - Muncipal Retirement	\$37,630.34	\$0.00	\$0.00	37,630.34
55 - Social Security	\$35,638.70	\$0.00	\$0.00	35,638.70

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 09/30/2020 September End of Month

R - Regular Run Type

Check Number	Name	Net Check Amt
114520	Albertsons / Safeway	184.68
114521	Amazon.com Corporate Credit	11,932.74
114522	Aramark Services, Inc	2,281.32
114523	AT&T: Acct 198-2	167.07
114524	AT&T: Acct 680	654.73
114525	AT&T: Acct 927	1,682.80
114526	Com Ed	6,891.42
114527	Dupage County Public Works	1,066.48
114528	Laforce Inc	15.00
114529	Lisle Community Unit School	5,350.55
114530	Nextera Energy Services	23,114.47
114531	Westway Coach, Inc	8,681.68
114532	Westway Coach, Inc	2,053.90
Regular Checks:	13	64076.84
ACH Checks:	0	0.00
Wire Transfers:	0	0.00
Total:	13	64,076.84

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$17,750.43	\$0.00	\$0.00	17,750.43
20 - Operations & Maintenance	\$35,590.83	\$0.00	\$0.00	35,590.83
40 - Transportation	\$10,735.58	\$0.00	\$0.00	10,735.58

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/26/2020 October Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
114539	A-Formula Mechanical Corp.	8,683.18
114540	Allegra Marketing/Print/Mail	3,510.39
114541	Amita GlenOaks School	5,650.68
114542	Anderson Pest Solutions	416.45
114543	Anderson's Bookshops	729.14
114544	Apple Inc.	63,090.00
114545	Applied Controls Inc	540.00
114546	Aramark Services, Inc	5,936.93
114547	Association of Illinois School	65.00
114548	AT&T: Acct 988-5	330.72
114549	Award Emblem Mfg Co Inc	21.80
114550	Blackboard Inc	3,518.64
114551	BMO Harris Bank NA	2,838.57
114552	Bright Market LLC	395.00
114553	Broadus, Gretchen	159.99
114554	BSN Sports, LLC	2,283.79
114555	Buckeye Cleaning Centers	3,539.28
114556	Camelot Education	1,975.27
114557	Capital One Commercial	616.64
114558	Chicago Office Technology	2,151.12
114559	College Board (Professional	300.00
114560	Consolidated Electrical	194.98
114561	Costello, Sheri	29.97
114562	Curriculum Associates LLC	8,823.00
114563	Datamation Imaging Services	2,039.40
114564	DEM Services Inc	8,000.00
114565	Discovery Benefits	114.75
114566	Dupage Regional Office of	2,100.00
114567	Edgenuity Inc.	12,070.00
114568	Elan Photography, Inc	1,377.00
114569	Elevation Healthcare LLC	7,020.00

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/26/2020 October Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
114570	Encyclopedia Britannica, Inc	1,500.00
114571	Everyday Speech LLC	119.44
114572	F & G Roofing Company, LLC	1,266.80
114573	Fastenal Company	4.89
114574	Flowers of Lisle	40.00
114575	Follett School Solutions, Inc	2,200.51
114576	Franczek	531.00
114577	G & G Lawncare Inc	1,575.00
114578	Garvey's Office Products	499.90
114579	Giant Steps Illinois, Inc	2,000.34
114580	Gordon Flesch Co, Inc	5,888.41
114581	Gosselink, Wesley	116.76
114582	Great Minds PBC	4,800.00
114583	Gym Closet	298.33
114584	Hardy, Venessa	99.24
114585	Heinemann	1,326.63
114586	Himes, Petrarca & Fester, Chtd	4,140.00
114587	Home Depot Credit Services	944.94
114588	Home Depot U.S.A., Inc	4,280.52
114589	Home Depot U.S.A., Inc (GA)	6.77
114590	Houghton Mifflin Harcourt	14,229.90
114591	Illinois American Water	4,050.73
114592	Illinois Association of School	275.00
114593	Illinois Coaches Association	279.00
114594	Illinois High School Association	600.00
114595	Illinois Science Olympiad	175.00
114596	Illinois Time Recorder Co	251.70
114597	Illinois Tollway	146.85
114598	Jigsaw Learning LLC	898.00
114599	JM Irrigation LLC	150.00
114600	Johnson Controls Security	1,101.47

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/26/2020 October Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
114601	Johnson, Diane	1,200.35
114602	JW Pepper & Son, Inc	91.98
114603	Kohorn, Paul	110.00
114604	Kuefner, Julie	17.83
114605	Lauterbach & Amen, LLP	14,800.00
114606	Learning Without Tears	1,581.25
114607	Lexia Learning Systems LLC	3,543.29
114608	Lisle High School Activity	523.00
114609	LocoRobo Innovations Inc.	3,770.00
114610	Lombard Park District	858.00
114611	Maas, Joseph L.	850.00
114612	Malave-Flavin, Kimberly	150.00
114613	Maldonado, Torrey	250.00
114614	Matariyeh, Maria	746.92
114615	Menard Consulting, Inc	2,600.00
114616	Meyer, Kendra	45.00
114617	Mid-America Sports Advantage	210.00
114618	Musbach, Darlene	109.00
114619	National Council for the Social	75.00
114620	Navarro, Lawrence M	10.00
114621	NCS Pearson, Inc	3,518.94
114622	Neff Company	1,407.00
114623	Nelson, Kelli	114.20
114624	NEUCO Inc	460.97
114625	Nextera Energy Services	24,028.67
114626	Nicor Gas	1,670.28
114627	Novak, Emily	289.08
114628	OverDrive, Inc	2,000.00
114629	Palatine High School Science	75.00
114630	Parkland Preparatory Academy,	5,635.00
114631	Performance Chemical &	2,906.53

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/26/2020 October Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
114632	Pioneer Manufacturing	744.00
114633	Precision Control Systems of	3,715.00
114634	Quinlan & Fabish Music	1,160.84
114635	Really Good Stuff, LLC	70.93
114636	Riedy's Tee Time, Inc	3,216.00
114637	S.E.A.L. South, Inc	4,962.10
114638	Scholastic Inc (BOOK	118.80
114639	School Association For Special	7,929.00
114640	School Specialty, Inc	234.50
114641	Schraub, Daniel	40.00
114642	Schroeder, Sara	180.00
114643	SEAL of Illinois Inc	7,537.53
114644	Shiffler Equipment Sales	311.74
114645	SmartPass LLC	800.00
114646	Smid, Jason	47.88
114647	Soaring Eagle Academy, Inc	12,087.90
114648	Staples Business Advantage	359.90
114649	Steiner Electric Company	809.20
114650	Stelk, Scott	149.79
114651	Suburban Door Check & Lock	3,507.80
114652	Telcom Innovations Group	325.00
114653	Telesolutions Consultants LLC	900.00
114654	Tuzzolino, Victoria	192.00
114655	UPS Store in Lisle	93.12
114656	Vanguard Energy Services,	1,145.17
114657	Veritiv Operating Company	488.00
114658	Village of Lisle	139.90
114659	Village of Lisle (Utilities)	22.89
114660	Virtru Corporation	3,899.00
114661	Vivacity Tech PBC	84,637.00
114662	Warehouse Direct	2,180.44

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/26/2020 October Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
114663	Waste Management of Illinois,	847.13
114664	Weissinger, Derek C	922.00
114665	Westway Coach, Inc	6,975.51
114666	Woyna, Patrick	27.00
114667	Xpressmyself.com LLC	850.64
Regular Checks:	129	427593.82
ACH Checks:	0	0.00
Wire Transfers:	0	0.00
Total:	129	427,593.82

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$341,003.17	\$0.00	\$0.00	341,003.17
20 - Operations & Maintenance	\$79,605.99	\$0.00	\$0.00	79,605.99
40 - Transportation	\$6,984.66	\$0.00	\$0.00	6,984.66

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 09/11/2020 Imprest 9.11.20

R - Regular Run Type

Check Number	Name	Net Check Amt
9708	AT&T: Acct 430-0	121.59
9709	AT&T: Acct 978-4	50.75
9710	Hinckley Springs	31.99
9711	WEX Bank	560.18
Regular Checks:	4	764.51
ACH Checks:	0	0.00
Wire Transfers:	0	0.00
Total:	4	764.51

Accounts Payable Run: 09/14/2020 Imprest 9.14.20

R - Regular Run Type

Check Number	Name	Net Check Amt
9712	Illinois Department of	3,642.50
Regular Checks:	1	3642.50
ACH Checks:	0	0.00
Wire Transfers:	0	0.00
Total:	1	3,642.50

Accounts Payable Run: 09/16/2020 Imprest 9.16.20

R - Regular Run Type

Check Number	Name	Net Check Amt
9713	Nicor Gas	599.59
9714	Wolf Creek Golf Course	288.00
Regular Checks:	2	887.59
ACH Checks:	0	0.00
Wire Transfers:	0	0.00
Total:	2	887.59

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$3,930.50	\$0.00	\$0.00	3,930.50
20 - Operations & Maintenance	\$1,364.10	\$0.00	\$0.00	1,364.10

For Action

**Lisle Community Unit School District 202
Board Of Education Meeting
October 26, 2020**

SUBJECT: Approval of Certified Employment.

BACKGROUND: The Administration is pleased to recommend the employment of the certified candidates as outlined by the Administrative recommendation included in your packet.

FINANCIAL IMPACT: These positions are budgeted for FY 2021.

RECOMMENDATION: Approval of employment.

SUGGESTED MOTION: That the Board of Education approves the employment of:

Deb Angileri, Permanent Substitute Teacher at Lisle Elementary School.

Jacob Aske, Permanent Substitute Teacher at Lisle Senior High School.

Thomas Harris, Permanent Substitute Teacher at Lisle Junior High School.

Sarah Kutilek, Permanent Substitute Teacher at Lisle Senior High School.

Heather Kuziel, Permanent Substitute Teacher at Lisle Junior High School.

Alex Renko, Permanent Substitute Teacher at Lisle Elementary School.

Katelyn Thurnall, Permanent Substitute Teacher at Lisle Senior High School.

Blair (Slivensky) Zita, Permanent Substitute Teacher at Lisle Senior High School.

Name	School	Position	Salary
Angileri, Deb	LES	Permanent Substitute	\$28.055*
Aske, Jacob	LSHS	Permanent Substitute	\$28.055*
Harris, Thomas	LJHS	Permanent Substitute	\$28.055*
Kutilek, Sarah	LSHS	Permanent Substitute	\$28.055*
Kuziel, Heather	LJHS	Permanent Substitute	\$28.055*
Renko, Alex	LES	Permanent Substitute	\$28.055*
Thurnall, Katelyn	LSHS	Permanent Substitute	\$28.055*
Zita, Blair	LSHS	Permanent Substitute	\$28.055*

*Salaries are pro-rated per employees start date

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202

RECOMMENDATION FOR NEW EMPLOYEE

CERTIFIED PERSONNEL

DATE: 10/26/2020 RECOMMENDED BY: Linda Kotalik

POSITION A. TO BE FILLED: Permanent Substitute Teacher

Grant Program: Yes No

If "Yes" Reading Improvement Title I Other (specify)

REPLACING: _____ NEW POSITION: Yes

NAME OF RECOMMENDED INDIVIDUAL: Deb Angileri

COLLEGE/MAJOR: _____

PRIOR EXPERIENCE: Long Term Substitute Teacher in Lisle School District

START DATE: 10/16/2020 BOARD APPROVAL DATE: 10/26/2020

RECOMMENDED SALARY SCHEDULE PLACEMENT: \$28,055 Annually (\$155/day)

FULL TIME EQUIVALENCY: 1.0 CONTRACTED DAYS 181

BACKGROUND INFORMATION: Ms. Angileri has been a substitute teacher in our district for many years. Her strong work ethic and ability to work with students made her a great candidate for this permanent substitute teaching position.

(Attach additional information if necessary)

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202

RECOMMENDATION FOR NEW EMPLOYEE

CERTIFIED PERSONNEL

DATE: 10/26/2020 RECOMMENDED BY: Linda Kotalik

POSITION A. TO BE FILLED: Permanent Substitute Teacher

Grant Program: Yes No

If "Yes" Reading Improvement Title I Other (specify)

REPLACING: _____ NEW POSITION: Yes

NAME OF RECOMMENDED INDIVIDUAL: Jacob Aske

COLLEGE/MAJOR: _____

PRIOR EXPERIENCE: Long Term Substitute Teacher in Lisle School District

START DATE: 11/16/2020 BOARD APPROVAL DATE: 10/26/2020

RECOMMENDED SALARY SCHEDULE PLACEMENT: \$28,055 Annually (\$155/day)

FULL TIME EQUIVALENCY: 1.0 CONTRACTED DAYS 181

BACKGROUND INFORMATION: Mr. Aske has been a long-term substitute teacher in our district for this current school year. His strong work ethic and ability to work with students made him a great candidate for this permanent substitute teaching position.

(Attach additional information if necessary)

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202

RECOMMENDATION FOR NEW EMPLOYEE

CERTIFIED PERSONNEL

DATE: 10/26/2020 RECOMMENDED BY: Linda Kotalik

POSITION A. TO BE FILLED: Permanent Substitute Teacher

Grant Program: Yes No

If "Yes" Reading Improvement Title I Other (specify)

REPLACING: _____ NEW POSITION: Yes

NAME OF RECOMMENDED INDIVIDUAL: Thomas Harris

COLLEGE/MAJOR: _____

PRIOR EXPERIENCE: Long Term Substitute Teacher in Lisle School District

START DATE: 10/19/2020 BOARD APPROVAL DATE: 10/26/2020

RECOMMENDED SALARY SCHEDULE PLACEMENT: \$28,055 Annually (\$155/day)

FULL TIME EQUIVALENCY: 1.0 CONTRACTED DAYS 181

BACKGROUND INFORMATION: Mr. Harris has been a substitute teacher in our district for many years. His strong work ethic and ability to work with students made him a great candidate for this permanent substitute teaching position.

(Attach additional information if necessary)

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202

RECOMMENDATION FOR NEW EMPLOYEE

CERTIFIED PERSONNEL

DATE: 10/26/2020 RECOMMENDED BY: Linda Kotalik

POSITION A. TO BE FILLED: Permanent Substitute Teacher

Grant Program: Yes No

If "Yes" Reading Improvement Title I Other (specify)

REPLACING: _____ NEW POSITION: Yes

NAME OF RECOMMENDED INDIVIDUAL: Sarah Kutilek

COLLEGE/MAJOR: _____

PRIOR EXPERIENCE: Long Term Substitute Teacher in Lisle School District

START DATE: 10/19/2020 BOARD APPROVAL DATE: 10/26/2020

RECOMMENDED SALARY SCHEDULE PLACEMENT: \$28,055 Annually (\$155/day)

FULL TIME EQUIVALENCY: 1.0 CONTRACTED DAYS 181

BACKGROUND INFORMATION: Ms. Kutilek has been a substitute teacher in our district for many years. Her strong work ethic and ability to work with students made her a great candidate for this permanent substitute teaching position.

(Attach additional information if necessary)

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202

RECOMMENDATION FOR NEW EMPLOYEE

CERTIFIED PERSONNEL

DATE: 10/26/2020 RECOMMENDED BY: Linda Kotalik

POSITION A. TO BE FILLED: Permanent Substitute Teacher

Grant Program: Yes No

If "Yes" Reading Improvement Title I Other (specify)

REPLACING: _____ NEW POSITION: Yes

NAME OF RECOMMENDED INDIVIDUAL: Heather Kuziel

COLLEGE/MAJOR: _____

PRIOR EXPERIENCE: Long Term Substitute Teacher in Lisle School District

START DATE: 10/19/2020 BOARD APPROVAL DATE: 10/26/2020

RECOMMENDED SALARY SCHEDULE PLACEMENT: \$28,055 Annually (\$155/day)

FULL TIME EQUIVALENCY: 1.0 CONTRACTED DAYS 181

BACKGROUND INFORMATION: Ms. Kuziel has been a substitute teacher in our district for the past year. Her strong work ethic and ability to work with students made her a great candidate for this permanent substitute teaching position.

(Attach additional information if necessary)

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202

RECOMMENDATION FOR NEW EMPLOYEE

CERTIFIED PERSONNEL

DATE: 10/26/2020 RECOMMENDED BY: Linda Kotalik

POSITION A. TO BE FILLED: Permanent Substitute Teacher

Grant Program: Yes No

If "Yes" Reading Improvement Title I Other (specify)

REPLACING: _____ NEW POSITION: Yes

NAME OF RECOMMENDED INDIVIDUAL: Alexandra Renko

COLLEGE/MAJOR: _____

PRIOR EXPERIENCE: Long Term Substitute Teacher in Lisle School District

START DATE: 10/13/2020 BOARD APPROVAL DATE: 10/26/2020

RECOMMENDED SALARY SCHEDULE PLACEMENT: \$28,055 Annually (\$155/day)

FULL TIME EQUIVALENCY: 1.0 CONTRACTED DAYS 181

BACKGROUND INFORMATION: Ms. Renko has a strong background in Education. She holds a PEL in Elementary Education. Her strong work ethic and ability to work with students makes her a great candidate for this permanent substitute teaching position.

(Attach additional information if necessary)

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202

RECOMMENDATION FOR NEW EMPLOYEE

CERTIFIED PERSONNEL

DATE: 10/26/2020 RECOMMENDED BY: Linda Kotalik

POSITION A. TO BE FILLED: Permanent Substitute Teacher

Grant Program: Yes No

If "Yes" Reading Improvement Title I Other (specify)

REPLACING: _____ NEW POSITION: Yes

NAME OF RECOMMENDED INDIVIDUAL: Katelyn Thurnall

COLLEGE/MAJOR: _____

PRIOR EXPERIENCE: Long Term Substitute Teacher in Lisle School District

START DATE: 11/09/2020 BOARD APPROVAL DATE: 10/26/2020

RECOMMENDED SALARY SCHEDULE PLACEMENT: \$28,055 Annually (\$155/day)

FULL TIME EQUIVALENCY: 1.0 CONTRACTED DAYS 181

BACKGROUND INFORMATION: Ms. Thurnall has a strong background in Education. She has a strong history of working as a substitute teacher. Her strong work ethic and ability to work with students makes her a great candidate for this permanent substitute teaching position.

(Attach additional information if necessary)

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202

RECOMMENDATION FOR NEW EMPLOYEE

CERTIFIED PERSONNEL

DATE: 10/26/2020 RECOMMENDED BY: Linda Kotalik

POSITION A. TO BE FILLED: Permanent Substitute Teacher

Grant Program: Yes No

If "Yes" Reading Improvement Title I Other (specify)

REPLACING: _____ NEW POSITION: Yes

NAME OF RECOMMENDED INDIVIDUAL: Blair Zita

COLLEGE/MAJOR: _____

PRIOR EXPERIENCE: Long Term Substitute Teacher in Lisle School District

START DATE: 10/13/2020 BOARD APPROVAL DATE: 10/26/2020

RECOMMENDED SALARY SCHEDULE PLACEMENT: \$28,055 Annually (\$155/day)

FULL TIME EQUIVALENCY: 1.0 CONTRACTED DAYS 181

BACKGROUND INFORMATION: Ms. Zita has a strong background in Education. She has a strong history of working as a substitute teacher. Her strong work ethic and ability to work with students makes her a great candidate for this permanent substitute teaching position.

(Attach additional information if necessary)

FOR ACTION

**Lisle Community Unit School District 202
Board Of Education Meeting
October 26, 2020**

- SUBJECT:** Acceptance of Certified Resignation.
- BACKGROUND:** A resignation has been received from a Certified Employee.
- FINANCIAL IMPACT:** This position has been included in the FY 21 budget and will be filled accordingly.
- RECOMMENDATION:** Acceptance of Resignation.
- SUGGESTED MOTION:** That the Board of Education accepts the resignation of:

Naomi Copeland- Choir Teacher at Lisle Junior High School has submitted her resignation effective October 16, 2020.

----- Forwarded message -----

From: **Naomi Copeland** <ncopeland@lisle202.org>

Date: Wed, Oct 14, 2020 at 12:42 PM

Subject: New News

To: Lisle Junior High Staff <lislejuniorhighstaff@lisle202.org>

Hello Lisle Family,

I have both exciting and sad news; I have been offered a job as Dean of Students in another school district, and I have accepted the position starting next week. It truly has been a privilege working alongside some of the most talented, caring, and innovative middle school teachers I have ever met! Thank you for embracing me so quickly 2 years ago, and tolerating all my emails, questions, student concerns, and technology needs.

I held a brief meeting with students today to tell them in person, and have contacted the choir families as well. I offered to keep any conferences already scheduled for this week if parents would still like to discuss their student's progress so far.

Good luck with the upcoming transitions, but I know you all will rock it. Please keep in touch, and when we can finally enjoy the next happy hour in person together, please invite me!!

All the best,
Naomi

--

Dr. Naomi Copeland
6th, 7th, 8th Grade Choir
Lisle Junior High School
ncopeland@Lisle202.org

For Action

**Lisle Community Unit School District 202
Board Of Education Meeting
October 26, 2020**

SUBJECT: Approval of Certified Leave of Absence Request.

BACKGROUND: A certified staff member has submitted a request for FMLA.

RECOMMENDATION: The Administration recommends approval of the request.

SUGGESTED MOTION: That the Board of Education approves the FMLA request of:

Linda Capristo, Special Education Teacher at Lisle Elementary School. She is requesting 12 weeks of FMLA at the conclusion of her sick leave.

FOR ACTION

**Lisle Community Unit School District 202
Board Of Education Meeting
October 26, 2020**

SUBJECT: Approval of Classified Employment.

BACKGROUND: The Administration is pleased to recommend the employment of the classified candidate as outlined by the Administrative recommendation included in your packet.

FINANCIAL IMPACT: These positions are budgeted for FY 2021.

RECOMMENDATION: Approval of employment.

SUGGESTED MOTION: That the Board of Education approves the employment of:

Jarvis Alexander: Inclusion Aide at Lisle Junior High School; Step 1: \$ 15.42/hr.

Name	School	Placement	Salary
Alexander, Jarvis	LJHS	Step 1	\$ 15.42/hr.

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202

RECOMMENDATION FOR NEW EMPLOYEE

SUPPORT PERSONNEL

DATE: 10/21/2020 RECOMMENDED BY: Dave Kearney

POSITION A. TO BE FILLED: Inclusion Aide

POSITION B. TO BE FILLED: _____

Grant Program: _____ Yes _____ No

If "Yes" _____ Reading Improvement _____ Title I _____ Other (specify)

REPLACING: _____ NEW POSITION: X

NAME OF RECOMMENDED INDIVIDUAL: Jarvis Alexander

COLLEGE/MAJOR: AAS in Oceanography and Bachelor of Science in Interdisciplinary Study from Liberty University.

PRIOR EXPERIENCE: Teacher's Aide for SASSED in their Autism program for one year and aquatic instructor at Edward Health and Fitness for four years.

START DATE: 09/2/2020 BOARD APPROVAL DATE: 10/26/2020

RECOMMENDED SALARY SCHEDULE PLACEMENT: Step 1 (\$15.42/hr)

FULL TIME EQUIVALENCY: x CONTRACTED DAYS _____

BACKGROUND INFORMATION: Mr. Jarvis has a wonderful background in working with students at SASSED. He has a strong work ethic and would make a wonderful addition to the Junior High Team.

FOR ACTION

**Lisle Community Unit School District 202
Board Of Education Meeting
October 26, 2020**

SUBJECT: Acceptance of Classified Resignation.

BACKGROUND: A resignation has been received from a Classified Employee

FINANCIAL IMPACT: This position has been included in the FY 21 budget and will be filled accordingly.

RECOMMENDATION: Acceptance of Resignation.

SUGGESTED MOTION: That the Board of Education accepts the resignation of:

Veronica Davis, LRC Aide at Lisle Junior High School has resigned from her position effective October 22, 2020.

Brian Martinez, Evening Custodian at Lisle Junior High School has resigned from his position effective October 22, 2020.

Veronica Davis
167 Chapin Way
Oswego, IL 60543
252-315-4222
vmhall@hotmail.com

October 2, 2020

Dave Kearney
Principal
Lisle Junior High School
5207 Center Avenue
Lisle, IL 60532

Dear Mr. Kearney:

I would like to inform you that I am resigning from my position as Library Aide for Lisle District 202, effective October 22, 2020. Due to my husband's promotion, we will be relocating to Maryland.

Thank you for the support and opportunities that you have provided me during the last five years. I have worked with wonderful students, staff, and teachers and I will forever remember my time here.

I wish you and Lisle Junior High the best.

Sincerely,


Veronica Davis

RECEIVED

OCT 06 2020

By 

Brian Martinez

Brian Martinez 10/9/2020

To the board members of the school district of Lisle. I here to thank you for giving me the opportunity for working as a custodian for the Lisle school district. I am putting my two week notice and resigning from my position as a full time custodian. Just wanna say thank you again for working for this district and the staff.

FOR ACTION

**Lisle Community Unit School District 202
Board Of Education Meeting
October 26, 2020**

SUBJECT: Acceptance of Extra-Duty Resignation.

BACKGROUND: A resignation has been received from an Activity Sponsor.

FINANCIAL IMPACT: This position has been included in the FY 21 budget and will be filled accordingly.

RECOMMENDATION: Acceptance of Resignation.

SUGGESTED MOTION: That the Board of Education accepts the resignation of:

Naomi Copeland, Choral Ensemble Club (6-8) and Chorus Director (6-8), has resigned from theses Extra-Duty Clubs on October 16, 2020.

Name	School	Placement	Effective Date
Copeland, Naomi	LJHS	Choir Director	10/16/2020
Copeland, Naomi	LJHS	Choral Ensemble Club	10/16/2020

----- Forwarded message -----

From: **Naomi Copeland** <ncopeland@lisle202.org>

Date: Wed, Oct 14, 2020 at 12:42 PM

Subject: New News

To: Lisle Junior High Staff <lislejuniorhighstaff@lisle202.org>

Hello Lisle Family,

I have both exciting and sad news; I have been offered a job as Dean of Students in another school district, and I have accepted the position starting next week. It truly has been a privilege working alongside some of the most talented, caring, and innovative middle school teachers I have ever met! Thank you for embracing me so quickly 2 years ago, and tolerating all my emails, questions, student concerns, and technology needs.

I held a brief meeting with students today to tell them in person, and have contacted the choir families as well. I offered to keep any conferences already scheduled for this week if parents would still like to discuss their student's progress so far.

Good luck with the upcoming transitions, but I know you all will rock it. Please keep in touch, and when we can finally enjoy the next happy hour in person together, please invite me!!

All the best,
Naomi

--

Dr. Naomi Copeland
6th, 7th, 8th Grade Choir
Lisle Junior High School
ncopeland@Lisle202.org

RECEIVED

OCT 14 2020

By _____



FOR DISCUSSION

**Lisle Community Unit School District 202
Board of Education Meeting
October 26, 2020**

SUBJECT: Second Reading of Board Policies: PRESS 104 - Part 2 and PRESS 105

BACKGROUND DATA: Included in your packet is a copy of the policies scheduled for second reading by the Board. Where appropriate, in the attached policies revisions/additions are marked by **GREEN highlighted text and/or annotations** while proposed deletions are noted with **RED highlighted text**.

Policies from PRESS Issue 104 - Part 2

- 7:190 - Student Behavior
- 7:340 - Student Records
- 7:345 - Use of Educational Technologies; Student Data Privacy and Security

Policies from PRESS Issue 105

Updated Policies:

- 2:260 Uniform Grievance Procedure (answers required)
- 5:10 Equal Employment Opportunity and Minority Recruitment
- 5:100 Staff Development Program
- 5:20 Workplace Harassment Prohibited
- 5:220 Substitute Teachers
- 7:10 Equal Educational Opportunities (answers required)
- 7:180 Prevention of an Response to Bullying, Intimidation and Harassment
- 7:185 Teen Dating Violence Prohibited
- 7:20 Harassment of Students Prohibited

New Policies:

- 2:265 Title IX Sexual Harassment Grievance Procedure (answers required)
- 7:345 Use of Educational Technologies Student Data Privacy and Security (answers required)

FINANCIAL IMPACT: N/A

RECOMMENDATION: Administration recommends that the Board of Education adopt the new/amended policies cited in the suggested motion.

SUGGESTED MOTION: The Board of Education approve the adoption of the following new and/or amended policies from PRESS 104 and PRESS 105 as presented.

Document Status: Draft Update

STUDENTS

7:190 Student Behavior

The goals and objectives of this policy are to provide effective discipline practices that: (1) ensure the safety and dignity of students and staff; (2) maintain a positive, weapons-free, and drug-free learning environment; (3) keep school property and the property of others secure; (4) address the causes of a student's misbehavior and provide opportunities for all individuals involved in an incident to participate in its resolution; and (5) teach students positive behavioral skills to become independent, self-disciplined citizens in the school community and society.

When and Where Conduct Rules Apply

A student is subject to disciplinary action for engaging in *prohibited student conduct*, as described in the section with that name below, whenever the student's conduct is reasonably related to school or school activities, including, but not limited to:

1. On school grounds at any time;
2. Off school grounds at a school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school;
3. Traveling to or from school or a school activity, function, or event; or
4. Anywhere, if the conduct interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including, but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

Prohibited Student Conduct

The school administration is authorized to discipline students for gross disobedience or misconduct, including but not limited to:

1. Using, possessing, distributing, purchasing, or selling tobacco or nicotine materials, including without limitation, electronic cigarettes, smoking/vaping and materials.
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who are under the influence of an alcoholic beverage are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, selling, or offering for sale:
 - a. Any illegal drug or controlled substance, or cannabis (including marijuana, hashish, and medical cannabis unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*).
 - b. Any anabolic steroid unless it is being administered in accordance with a physician's or licensed practitioner's prescription.
 - c. Any performance-enhancing substance on the Illinois High School Association's most current banned substance list unless administered in accordance with a physician's or licensed practitioner's prescription.
 - d. Any prescription drug when not prescribed for the student by a physician or licensed practitioner, or when used in a manner inconsistent with the prescription or prescribing physician's or licensed practitioner's instructions. The use or possession of medical cannabis, even by a student for whom medical cannabis has been prescribed, is prohibited unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*.
 - e. Any inhalant, regardless of whether it contains an illegal drug or controlled substance: (a) that a student believes is, or represents to be capable of, causing intoxication, hallucination, excitement, or dulling of the brain or nervous system; or (b) about which the student engaged in behavior that would lead a reasonable person to believe that the student intended the inhalant to cause intoxication, hallucination, excitement, or dulling of the brain or nervous system. The prohibition in this section does not apply to a student's use of asthma or other legally prescribed inhalant medications.
 - f. Any substance inhaled, injected, smoked, consumed, or otherwise ingested or absorbed with the intention of causing a physiological or psychological change in the body, including without limitation, pure caffeine in tablet or powdered form.
 - g. *Look-alike* or counterfeit drugs, including a substance that is not prohibited by this policy, but one: (a) that a student believes to be, or represents to be, an illegal drug, controlled substance, or other substance that is prohibited by this policy; or (b) about which a student engaged in behavior that would lead a reasonable person to believe that the student expressly or impliedly represented to be an illegal drug, controlled substance, or other substance that is

prohibited by this policy.

- h. Drug paraphernalia, including devices that are or can be used to: (a) ingest, inhale, or inject cannabis or controlled substances into the body; and (b) grow, process, store, or conceal cannabis or controlled substances.

Students who are under the influence of any prohibited substance are not permitted to attend school or school functions and are treated as though they had the prohibited substance, as applicable, in their possession.

4. Using, possessing, controlling, or transferring a *weapon* as that term is defined in the Weapons section of this policy, or violating the Weapons section of this policy.
5. Using or possessing a cellular telephone, electronic signaling device, two-way radio, video recording device, and/or other telecommunication device, unless authorized and approved by the Building Principal.
6. Possession of, use, control or transfer of any explosive or incendiary device, including fireworks. This includes any component of an explosive or incendiary device, e.g. schematics or other drawings, ignition agent(s), container(s), wiring, etc., when it is reasonably determined that the component was intended to be used as part of an explosive or incendiary device.
7. Using or possessing a laser pointer unless under a staff member's direct supervision and in the context of instruction.
8. Disobeying rules of student conduct or directives from staff members or school officials. Examples of disobeying staff directives include refusing a District staff member's request to stop, present school identification, or submit to a search.
9. Engaging in academic dishonesty, including cheating, intentionally plagiarizing, wrongfully giving or receiving help during an academic examination, altering report cards, and wrongfully obtaining test copies or scores.
10. Engaging in hazing or any kind of bullying or aggressive behavior that does physical or psychological harm to a staff person or another student, or urging other students to engage in such conduct. Prohibited conduct specifically includes, without limitation, any use of violence, intimidation, force, noise, coercion, threats, stalking, harassment, sexual harassment, public humiliation, theft or destruction of property, retaliation, hazing, bullying, bullying using a school computer or a school computer network, or other comparable conduct.
11. Engaging in any sexual activity, including without limitation, offensive touching, sexual harassment, indecent exposure (including mooning), and sexual assault. This does not include the non-disruptive: (a) expression of gender or sexual orientation or preference, or (b) display of affection during non-instructional time.
12. Teen dating violence, as described in Board policy 7:185, *Teen Dating Violence Prohibited*.
13. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
14. Entering school property or a school facility without proper authorization.
15. In the absence of a reasonable belief that an emergency exists, calling emergency responders (such as calling 911); signaling or setting off alarms or signals indicating the presence of an emergency; or indicating the presence of a bomb or explosive device on school grounds, school bus, or at any school activity.
16. Being absent without a recognized excuse; State law and School Board policy regarding truancy control will be used with chronic and habitual truants.
17. Being involved with any public school fraternity, sorority, or secret society, by: (a) being a member; (b) promising to join; (c) pledging to become a member; or (d) soliciting any other person to join, promise to join, or be pledged to become a member.
18. Being involved in gangs or gang-related activities, including displaying gang symbols or paraphernalia.
19. Violating any criminal law, including but not limited to, assault, battery, arson, theft, gambling, eavesdropping, vandalism, and hazing.
20. Making an explicit threat on an Internet website against a school employee, a student, or any school-related personnel if the Internet website through which the threat was made is a site that was accessible within the school at the time the threat was made or was available to third parties who worked or studied within the school grounds at the time the threat was made, and the threat could be reasonably interpreted as threatening to the safety and security of the threatened individual because of his or her duties or employment status or status as a student inside the school.
21. Operating an unmanned aircraft system (UAS) or drone for any purpose on school grounds or at any school event unless granted permission by the Superintendent or designee.
22. Engaging in any activity, on or off campus, that interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

For purposes of this policy, the term *possession* includes having control, custody, or care, currently or in the past, of an object or substance, including situations in which the item is: (a) on the student's person; (b) contained in another item belonging to, or under the control of, the student, such as in the student's clothing, backpack, or automobile; (c) in a school's student locker, desk, or other school property; or (d) at any location on school property or at a school-sponsored event.

Efforts, including the use of positive interventions and supports, shall be made to deter students, while at school or a school-

related event, from engaging in aggressive behavior that may reasonably produce physical or psychological harm to someone else. The Superintendent or designee shall ensure that the parent/guardian of a student who engages in aggressive behavior is notified of the incident. The failure to provide such notification does not limit the Board's authority to impose discipline, including suspension or expulsion, for such behavior.

No disciplinary action shall be taken against any student that is based totally or in part on the refusal of the student's parent/guardian to administer or consent to the administration of psychotropic or psychostimulant medication to the student.

Disciplinary Measures

School officials shall limit the number and duration of expulsions and out-of-school suspensions to the greatest extent practicable, and, where practicable and reasonable, shall consider forms of non-exclusionary discipline before using out-of-school suspensions or expulsions. School personnel shall not advise or encourage students to drop out voluntarily due to behavioral or academic difficulties. Potential disciplinary measures include, without limitation, any of the following:

1. Notifying parent(s)/guardian(s).
2. Disciplinary conference.
3. Withholding of privileges.
4. Temporary removal from the classroom.
5. Return of property or restitution for lost, stolen, or damaged property.
6. In-school suspension. The Building Principal or designee shall ensure that the student is properly supervised.
7. After-school study or Saturday study provided the student's parent/guardian has been notified. If transportation arrangements cannot be agreed upon, an alternative disciplinary measure must be used. The student must be supervised by the detaining teacher or the Building Principal or designee.
8. Community service with local public and nonprofit agencies that enhances community efforts to meet human, educational, environmental, or public safety needs. The District will not provide transportation. School administration shall use this option only as an alternative to another disciplinary measure, giving the student and/or parent/guardian the choice.
9. Seizure of contraband; confiscation and temporary retention of personal property that was used to violate this policy or school disciplinary rules.
10. Suspension of bus riding privileges in accordance with Board policy 7:220, *Bus Conduct*.
11. In school suspension and all school activities in accordance with Board Policy 7:200, *Suspension Procedures*. A student who has been suspended may also be restricted from school activities.
12. Out-of-school suspension from school and all school activities in accordance with Board policy 7:200, *Suspension Procedures*. A student who has been suspended may also be restricted from being on school grounds and at school activities.
13. Expulsion from school and all school activities for a definite time period not to exceed 2 calendar years in accordance with Board policy 7:210, *Expulsion Procedures*. A student who has been expelled may also be restricted from being on school grounds and at school activities.
14. Transfer to an alternative program if the student is expelled or otherwise qualifies for the transfer under State law. The transfer shall be in the manner provided in [Article 13A](#) or [13B](#) of the School Code.
15. Notifying juvenile authorities or other law enforcement whenever the conduct involves criminal activity, including but not limited to, illegal drugs (controlled substances), *look-alikes*, alcohol, or weapons or in other circumstances as authorized by the reciprocal reporting agreement between the District and local law enforcement agencies.

The above list of disciplinary measures is a range of options that will not always be applicable in every case. In some circumstances, it may not be possible to avoid suspending or expelling a student because behavioral interventions, other than a suspension and expulsion, will not be appropriate and available, and the only reasonable and practical way to resolve the threat and/or address the disruption is a suspension or expulsion. Students enrolled in the District's State-funded preschool program(s) may be temporarily removed or transitioned to a new program in accordance with federal and State law. State law prohibits the expulsion of students from the program(s).

Corporal punishment is prohibited. Corporal punishment is defined as slapping, paddling, or prolonged maintenance of students in physically painful positions, or intentional infliction of bodily harm. Corporal punishment does not include reasonable force as needed to maintain safety for students, staff, or other persons, or for the purpose of self-defense or defense of property.

Isolated Time Out, Time Out, and Physical Restraint^{Q1}

~~School staff members shall not use isolated time out and physical restraints other than as permitted in Section 10-20.33 of the School Code, State Board of Education rules, and procedures developed by the Superintendent. Neither isolated time out, time out, nor physical restraints shall be used to discipline or punish a student. These methods are only authorized for use as permitted in 105 ILCS 5/10-20.33, State Board of Education rules (23 Ill. Admin. Code §§ 1.280, 1.285), and the District's procedure(s).~~

*Insert:
Disciplinary measures of isolated time out, or physical restraint

School staff members are prohibited from using profane, derogatory or disrespectful language when disciplining a student. Staff members are prohibited from projecting a bullying-type application of the staff's authority.

Weapons

A student who is determined to have brought one of the following objects to school, any school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school shall be expelled for a period of at least one calendar year but not more than two calendar years:

1. A firearm, meaning any gun, rifle, shotgun, or weapon as defined by Section 921 of Title 18 of the United States Code (18 U.S.C. § 921), firearm as defined in Section 1.1 of the Firearm Owners Identification Card Act (430 ILCS 65/), or firearm as defined in Section 24-1 of the Criminal Code of 1961 (720 ILCS 5/24-1).
2. Any explosive or incendiary device, including fireworks. This includes any component of an explosive or incendiary device, e.g., schematics or other drawings, ignition agent(s), container(s), wiring, etc. when it is reasonably determined that the component was intended to be used as part of an explosive or incendiary device.
3. A knife, brass knuckles, or other knuckle weapon regardless of its composition, a billy club, or any other object if used or attempted to be used to cause bodily harm, including *look alikes* of any firearm as defined above.

The expulsion requirement under either paragraph 1 or 2 above may be modified by the Superintendent, and the Superintendent's determination may be modified by the Board on a case-by-case basis. The Superintendent or designee may grant an exception to this policy, upon the prior request of an adult supervisor, for students in theatre, cooking, ROTC, martial arts, and similar programs, whether or not school-sponsored, provided the item is not equipped, nor intended, to do bodily harm.

This policy's prohibitions concerning weapons apply regardless of whether: (1) a student is licensed to carry a concealed firearm, or (2) the Board permits visitors, who are licensed to carry a concealed firearm, to store a firearm in a locked vehicle in a school parking area.

Re-Engagement of Returning Students

The Superintendent or designee shall maintain a process to facilitate the re-engagement of students who are returning from an out-of-school suspension, expulsion, or an alternative school setting. The goal of re-engagement shall be to support the student's ability to be successful in school following a period of exclusionary discipline and shall include the opportunity for students who have been suspended to complete or make up work for equivalent academic credit.

Required Notices

A school staff member shall immediately notify the office of the Building Principal in the event that he or she: (1) observes any person in possession of a firearm on or around school grounds; however, such action may be delayed if immediate notice would endanger students under his or her supervision, (2) observes or has reason to suspect that any person on school grounds is or was involved in a drug-related incident, or (3) observes a battery committed against any staff member. Upon receiving such a report, the Building Principal or designee shall immediately notify the local law enforcement agency, Ill. Dept. of State Police (ISP), and any involved student's parent/guardian. *School grounds* includes modes of transportation to school activities and any public way within 1000 feet of the school, as well as school property itself.

Delegation of Authority

Each teacher, and any other school personnel when students are under his or her charge, is authorized to impose any disciplinary measure, other than suspension, expulsion, corporal punishment, or in-school suspension, that is appropriate and in accordance with the policies and rules on student discipline. Teachers, other certificated [licensed] educational employees, and other persons providing a related service for or with respect to a student, may use reasonable force as needed to maintain safety for other students, school personnel, or other persons, or for the purpose of self-defense or defense of property. Teachers may temporarily remove students from a classroom for disruptive behavior.

The Superintendent, Building Principal, Assistant Building Principal, or Dean of Students is authorized to impose the same disciplinary measures as teachers and may suspend students guilty of gross disobedience or misconduct from school (including all school functions) and from riding the school bus, up to 10 consecutive school days, provided the appropriate procedures are followed. The Board may suspend a student from riding the bus in excess of 10 school days for safety reasons.

Student Handbook

The Superintendent, with input from the parent-teacher advisory committee, shall prepare disciplinary rules implementing the District's disciplinary policies. These disciplinary rules shall be presented annually to the Board for its review and approval.

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

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

LEGAL REF.:

[20 U.S.C. §6081](#), Pro-Children Act of 1994.

[20 U.S.C. §7961](#) *et seq.*, Gun Free Schools Act.

[105 ILCS 5/10-20.5b](#), [5/10-20.14](#), [5/10-20.28](#), [5/10-20.36](#), [5/10-21.7](#), [5/10-21.10](#), [5/10-22.6](#), [5/10-27.1A](#), [5/10-27.1B](#), [5/22-33](#), [5/24-24](#), [5/26-12](#), [5/27-23.7](#), [5/31-3](#), and [110/3.10](#).

[410 ILCS 130/](#), Compassionate Use of Medical Cannabis Pilot Program.

[410 ILCS 647/](#), Powdered Caffeine Control and Education Act.

[430 ILCS 66/](#), Firearm Concealed Carry Act.

23 Ill.Admin.Code [§§ 1.280, 1.285](#).

CROSS REF.: 2:150 (Committees), 2:240 (Board Policy Development), 5:230 (Maintaining Student Discipline), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 7:70 (Attendance and Truancy), 7:130 (Student Rights and Responsibilities), 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:170 (Vandalism), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:270 (Administering Medicines to Students), 7:310 (Restrictions on Publications; Elementary Schools), 8:30 (Visitors to and Conduct on School Property)

Adopted: March 18, 2019

Questions and Answers:

***Required Question 1. In late November 2019 and early 2020, in response to investigative journalism articles, ISBE issued emergency rules and subsequent amendments to those emergency rules that significantly limited the use of isolated time out and physical restraint. ISBE adopted permanent rules governing the use of isolated time out, time out, and physical restraint (permitted under limited circumstances and only until July 1, 2021), effective April 9, 2020.

Isolated time out, time out, or physical restraint may be used by staff members **only if** their use is authorized by policy and administrative procedure. 105 ILCS 5/2-3.130, 5/10-20.33, and 5/24-24; 23 Ill.Admin.Code §§1.280(c) and 1.285. See 7:190-AP4, *Use of Isolated Time Out, Time Out, and Physical Restraint*, available at PRESS Online by logging in at www.iasb.com. **By default, this policy allows the use of isolated time out, time out, and physical restraint pursuant only to the conditions allowed in the School Code and ISBE rules.** State statute and ISBE rules contain complex restrictions on the use of isolated time out, time out, and physical restraint. 105 ILCS 5/2-3.130, 5/10-20.33, and 5/24-24; 23 Ill.Admin.Code §§1.280(c) and 1.285. According to the ISBE rule, isolated time out, time out, and physical restraints are allowed only if a board authorizes their use in a policy containing the numerous components identified in the rule. To comply with ISBE's rule, a board must also incorporate by reference the district's procedure, i.e., 7:190-AP4, *Use of Isolated Time Out, Time Out, and Physical Restraint*. By doing this, the policy includes the district's procedure.

Does the Board allow or prohibit the use of isolated time out, time out, and physical restraint?

- The Board allows the use of isolated time out, time out, and physical restraint. (Default)
 - The Board prohibits the use of isolated time out, time out, and physical restraint. (IASB will delete this subhead and its contents, amend the Legal Reference, and delete the Incorporated by Reference line.)
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Document Status: Draft Update

STUDENTS

7:340 Student Records

School student records are confidential. Information from them shall not be released other than as provided by law. A school student record is any writing or other recorded information concerning a student and by which a student may be identified individually that is maintained by a school or at its direction by a school employee, regardless of how or where the information is stored, except as provided in State or federal law as summarized below:

1. Records kept in a staff member's sole possession.
2. Records maintained by law enforcement officers working in the school.
3. Video and other electronic recordings (including without limitation, electronic recordings made on school buses) that are created in part for law enforcement, security, or safety reasons or purposes. The content of these recordings may become part of a school student record to the extent school officials create, use, and maintain this content, or it becomes available to them by law enforcement officials, for disciplinary or special education purposes regarding a particular student.
4. Any information, either written or oral, received from law enforcement officials concerning a student less than the age of 17 years who has been arrested or taken into custody.

State and federal law grants students and parents/guardians certain rights, including the right to inspect, copy, and challenge school student records. The information contained in school student records shall be kept current, accurate, clear, and relevant. All information maintained concerning a student receiving special education services shall be directly related to the provision of services to that child. The District may release directory information as permitted by law, but a parent/guardian shall have the right to ~~object to~~ opt-out of the release of directory information regarding his or her child. However, the District will comply with an *ex parte* court order requiring it to permit the U.S. Attorney General or designee to have access to a student's school records without notice to, or the consent of, the student's parent/guardian. Upon request, the District discloses school student records without parent consent to the officials records custodian of another school ~~district~~ in which a student has enrolled or intends to enroll, as well as to any other person as specifically required or permitted by State or federal law. [PRESSPlus1](#)

The Superintendent shall fully implement this policy and designate an *official records custodian* for each school who shall maintain and protect the confidentiality of school student records, inform staff members of this policy, and inform students and their parents/guardians of their rights regarding school student records.

Student Biometric Information Collection

The Superintendent or designee may recommend a student biometric information collection system solely for the purposes of identification and fraud prevention. Such recommendation shall be consistent with budget requirements and in compliance with State law. Biometric information means any information that is collected through an identification process for individuals based on their unique behavioral or physiological characteristics, including fingerprint, hand geometry, voice, or facial recognition or iris or retinal scans.

Before collecting student biometric information, the District shall obtain written permission from the person having legal custody/parental responsibility or the student (if over the age of 18). Upon a student's 18th birthday, the District shall obtain written permission from the student to collect student biometric information. Failure to provide written consent to collect biometric information shall not be the basis for refusal of any services otherwise available to a student.

All collected biometric information shall be stored and transmitted in a manner that protects it from disclosure. Sale, lease, or other disclosure of biometric information to another person or entity is strictly prohibited.

The District will discontinue use of a student's biometric information and destroy all collected biometric information within 30 days after: (1) the student graduates or withdraws from the School District, or (2) the District receives a written request to discontinue use of biometric information from the person having legal custody/parental responsibility of the student or the student (if over the age of 18). Requests to discontinue using a student's biometric information shall be forwarded to the Superintendent or designee.

The Superintendent or designee shall develop procedures to implement this policy consistent with State and federal law.

LEGAL REF.:

[20 U.S.C. §1232g](#), Family Educational Rights and Privacy Act, implemented by [34 C.F.R. Part 99](#).

[50 ILCS 205/7](#).

[105 ILCS 5/10-20.21b](#), [5/20.37](#), [5/20.40](#), and [5/14-1.01](#) et seq.

[105 ILCS 10/](#), Ill. School Student Records Act.

[105 ILCS 85/](#), Student Online Personal Protection Act.

[325 ILCS 17/](#), Children's Privacy Protection and Parental Empowerment Act.

[750 ILCS 5/602.11](#), Ill. Marriage and Dissolution of Marriage Act.

[23 Ill.Admin.Code Parts 226](#) and [375](#).

[Owasso I.S.D. No. I-011 v. Falvo](#), 534 U.S. 426 (2002).

Chicago Tribune Co. v. Chicago Bd. of Ed., 332 Ill.App.3d 60 (1st Dist. 2002).

CROSS REF.: 5:100 (Staff Development Program), 5:130 (Responsibilities Concerning Internal Information), 7:15 (Student and Family Privacy Rights), 7:220 (Bus Conduct), [7:345 \(Use of Educational Technologies; Student Data Privacy and Security\)](#)

Adopted: July 23, 2018

PRESSPlus Comments

PRESSPlus 1. Updated with continuous improvement changes based on feedback from the Ill. Council of School Attorneys. **Issue 104, June 2020**

Document Status: Draft Update - New

7:345 Use of Educational Technologies; Student Data Privacy and Security

New/Unpublished Section

Educational technologies used in the District shall further the objectives of the District's educational program, as set forth in Board policy 6:10, *Educational Philosophy and Objectives*, align with the curriculum criteria in policy 6:40, *Curriculum Development*, and/or support efficient District operations. The Superintendent shall ensure that the use of educational technologies in the District meets the above criteria. [PRESSPlus1](#)

The District and/or vendors under its control may need to collect and maintain data that personally identifies students in order to use certain educational technologies for the benefit of student learning or District operations.

Federal and State law govern the protection of student data, including school student records and/or *covered information*. [PRESSPlus2](#) The sale, rental, lease, or trading of any school student records or covered information by the District is prohibited. [PRESSPlus3](#) Protecting such information is important for legal compliance, District operations, and maintaining the trust of District stakeholders, including parents, students and staff. [Q1](#)

Definitions

Covered information means personally identifiable information (PII) or information linked to PII in any media or format that is not publicly available and is any of the following: (1) created by or provided to an operator by a student or the student's parent/guardian in the course of the student's or parent/guardian's use of the operator's site, service or application; (2) created by or provided to an operator by an employee or agent of the District; or (3) gathered by an operator through the operation of its site, service, or application.

Operators are entities (such as educational technology vendors) that operate Internet websites, online services, online applications, or mobile applications that are designed, marketed, and primarily used for K-12 school purposes. [PRESSPlus4](#)

Breach means the unauthorized acquisition of computerized data that compromises the security, confidentiality or integrity of covered information maintained by an operator or the District. [PRESSPlus5](#)

Operator Contracts

The Superintendent or designee designates which District employees are authorized to enter into written agreements with operators for those contracts that do not require separate Board approval. [PRESSPlus6](#) Contracts between the Board and operators shall be entered into in accordance with State law and Board policy 4:60, *Purchases and Contracts*, and shall include any specific provisions required by State law. [PRESSPlus7](#)

Security Standards

The Superintendent or designee shall ensure the District implements and maintains reasonable security procedures and practices that otherwise meet or exceed industry standards designed to protect covered information from unauthorized access, destruction, use, modification, or disclosure. [PRESSPlus8](#) In the event the District receives notice from an operator of a breach or has determined a breach has occurred, the Superintendent or designee shall also ensure that the District provides any breach notifications required by State law. [PRESSPlus9](#)

LEGAL REF.:

20 U.S.C. §1232g, Family and Educational Rights and Privacy Act, implemented by 34 C.F.R. Part 99.

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

105 ILCS 85/, Student Online Personal Protection Act.

CROSS REF.: 4:15 (Identity Protection), 4:60 (Purchases and Contracts), 6:235 (Access to Electronic Networks), 7:340 (Student Records)

Questions and Answers:

***Required Question 1. SOPPA permits, but does not require, districts to designate an appropriate staff person as a Privacy

Officer, who may also be an official records custodian under ISSRA, to carry out the duties and responsibilities assigned to schools and to ensure a district's compliance with the requirements of SOIPA. 105 ILCS 85/27(f), added by P.A. 101-516, eff. 7-1-21. Boards may designate an individual other than the Superintendent to serve in the capacity of Privacy Officer, such as a Business Manager, IT Director, or District Records Custodian.

Has the Board designated a Privacy Officer?

No. (default)

Yes, the Superintendent is designated to serve as Privacy Officer. (IASB will add the following sentence: "The Board designates the Superintendent to serve as Privacy Officer, who shall ensure the District complies with the duties and responsibilities required of it under the Student Online Personal Protection Act, 105 ILCS 85/, amended by P.A. 101-516, eff. 7-1-21.")

Yes, a title other than Superintendent has been designated to serve as Privacy Officer. (IASB will add the following sentence: "The Board designates the [Insert Title] to serve as Privacy Officer, who shall ensure the District complies with the duties and responsibilities required of it under the Student Online Personal Protection Act, 105 ILCS 85/, amended by P.A. 101-516, eff. 7-1-21.") What is the Privacy Officer's Title?:

PRESSPlus Comments

PRESSPlus 1. The Student Online Personal Protection Act (SOPPA) (105 ILCS 85/), amended by P.A. 101-516, eff. 7-1-21, specifically requires boards to adopt a policy for designating which district employees are authorized to enter into agreements with *operators* (see **Operator Contracts** subhead). SOPPA is the State law that governs how educational technology companies, schools, and the Ill. State Board of Education (ISBE) use and protect *covered information* of students. The amendments to SOPPA were intended to strengthen protections for online student data, in part by centralizing the vetting and contracting process within schools, and to give parents ready access to information about how their children's data is being used at school. SOPPA does not, however, require a district to obtain parent opt-in or separate consent for the use of online services or applications, nor is such consent required if the operator is acting as a *school official* pursuant to the delineated exception in the Family Educational Rights and Privacy Act's (FERPA)(20 U.S.C. §1232g) implementing regulations. See 34 C.F.R. §99.3(a). **Issue 104, June 2020**

PRESSPlus 2. See policy 7:340, *Student Records*, and its implementing administrative procedure, 7:340-AP1, *School Student Records*, available at PRESS Online by logging in at www.iasb.com, for requirements addressing school student records under federal and State law. SOPPA does not override or otherwise supersede the requirements of FERPA or the Ill. School Student Records Act (ISSRA) (105 ILCS 10/). 105 ILCS 85/30(9), amended by P.A. 101-516, eff. 7-1-21.

Covered information is a broader concept than student records, and may include information that does not qualify as a student record. However, even if the covered information is not maintained as a student record, it may still qualify as a *public record* under the Local Records Act (50 ILCS 205/), such that a district would have an obligation to maintain it. Consult the board attorney for guidance on these issues. **Issue 104, June 2020**

PRESSPlus 3. 105 ILCS 85/26(1), added by P.A. 101-516, eff. 7-1-21. SOPPA includes a clarification that schools and operators are not prohibited from producing and distributing, free or for consideration, student class photos and yearbooks to the school, students, parents, or others authorized by parents, as long as there is a written agreement between the operator and district. 105 ILCS 85/30(10), amended by P.A. 101-516, eff. 7-1-21. **Issue 104, June 2020**

PRESSPlus 4. SOPPA specifically provides that it does not apply to general audience websites, online services, online applications, or mobile applications, even if login credentials are required to access the general audience sites, services, or applications. 105 ILCS 85/30(3), amended by P.A. 101-516, eff. 7-1-21. Consult the board attorney for guidance regarding whether certain applications that may be widely used by schools, but which may not have been originally marketed to K-12 (e.g., certain video conference applications), come within the scope of SOPPA. **Issue 104, June 2020**

PRESSPlus 5. Operators must notify districts of a breach of covered information within the most expedient time possible and without reasonable delay, but no later than 30 calendar days after the determination that a breach has occurred. 105 ILCS 85/15(5), added by P.A. 101-516, eff. 7-1-21. **Issue 104, June 2020**

PRESSPlus 6. This statement is required by 105 ILCS 85/27(b), added by P.A. 101-516, eff. 7-1-21. SOPPA provides that any agreement entered into in violation of SOPPA "is void and unenforceable as against public policy." *Id.* SOPPA does not provide for a private right of action against school districts; the Ill. Attorney General has enforcement authority under SOPPA through the Consumer Fraud Deceptive Trade Practices Act. 105 ILCS 85/35. **Issue 104, June 2020**

PRESSPlus 7. SOPPA requires specific provisions be included in a contract with any operator that seeks to receive covered information from a school district. 105 ILCS 85/15(4), added by P.A. 101-516, eff. 7-1-21. See 7:345-AP, *Use of Educational Technologies; Student Data Privacy and Security*, available at PRESS Online by logging in at www.iasb.com, for details. **Issue 104, June 2020**

PRESSPlus 8. 105 ILCS 85/27(e), added by P.A. 101-516, eff. 7-1-21. SOPPA does not provide specifics regarding security procedures or practices, nor is there a formal, nationalized standard specific to K-12. However, SOPPA requires ISBE to make available on its website guidance for schools pertaining to reasonable security procedures and practices. 105 ILCS 85/28, added by P.A. 101-516, eff. 7-1-21. ISBE, the U.S. Dept. of Education (DOE) and other experts in the field agree that training of all staff with access to a school's network is important to protecting schools against cyber threats, although such training is not currently mandated in Illinois. ISBE's grant-funded program, the Learning Technology Center of Illinois, offers cybersecurity training to administrators and educators throughout the State. See www.ltc.org. The U.S. Dept. of Education has also issued multiple guidance documents on security best practices for schools, available at www.studentprivacy.ed.gov/topic/security-best-practices. **Issue 104, June 2020**

PRESSPlus 9. In the event of a breach of covered information of students, SOPPA requires school districts to provide two types of notices: (1) individual notices to the parents of students whose covered information was involved in the breach and (2) a more general notice about the breach on the district's website (or at the district administrative office, if it does not maintain a website) if the breach involved 10% or more of the district's student enrollment. 105 ILCS 85/27(a)(5) & (d), added by P.A. 101-516, eff. 7-1-21. See 7:345-AP, *Use of Educational Technologies; Student Data Privacy and Security*, available at PRESS Online by logging in at www.iasb.com, for details about the required notices. **Issue 104, June 2020**

Document Status: Draft Update

BOARD OF EDUCATION

2:260 Uniform Grievance Procedure

A student, parent/guardian, employee, or community member should notify any District Complaint Manager if he or she believes that the Board of Education, its employees, or its agents have violated his or her rights guaranteed by the State or federal Constitution, State or federal statute, or Board policy, or have a complaint regarding any one of the following: [PRESSPlus1](#)

1. Title II of the Americans with Disabilities Act, [42 U.S.C. §12101 et seq.](#)
2. Title IX of the Education Amendments of 1972, [20 U.S.C. §1681 et seq.](#), excluding Title IX sexual harassment complaints governed by policy 2:265, [Title IX Sexual Harassment Grievance Procedure](#)
3. Section 504 of the Rehabilitation Act of 1973, [29 U.S.C. §791 et seq.](#)
4. Title VI of the Civil Rights Act, [42 U.S.C. §2000d et seq.](#)
5. Equal Employment Opportunities Act (Title VII of the Civil Rights Act), [42 U.S.C. §2000e et seq.](#)
6. Sexual harassment prohibited by the (State Officials and Employees Ethics Act, [5 ILCS 430/70-5\(a\)](#); Illinois Human Rights Act, [775 ILCS 5/](#); and Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e et seq.](#) and Title IX of the Education Amendments of 1972; (Title IX sexual harassment complaints are addressed under policy 2:265, [Title IX Sexual Harassment Grievance Procedure](#))
7. Breastfeeding accommodations for students, [105 ILCS 5/10-20.60](#)
8. Bullying, [105 ILCS 5/27-23.7](#)
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, [820 ILCS 180/](#)
12. Illinois Equal Pay Act of 2003, [820 ILCS 112/](#)
13. Provision of services to homeless students
14. Illinois Whistleblower Act, [740 ILCS 174/](#)
15. Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act (GIPA), [410 ILCS 513/](#); and Titles I and II of the Genetic Information Nondiscrimination Act (GINA), [42 U.S.C. §2000ff et seq.](#)
16. Employee Credit Privacy Act, [820 ILCS 70/](#).

The Complaint Manager will first attempt to resolve complaints without resorting to this grievance procedure. However, complainants may end informal processes and begin the formal complaint process at any time. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy may forgo any informal suggestions and/or attempts to resolve the complaint and may proceed directly to this grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parents/guardians); this includes mediation.

Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of a complaint filed under this policy shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

Deadlines

All deadlines under this policy may be extended by the Complaint Manager as he or she deems appropriate. As used in this policy, *school business days* means days on which the District's main office is open.

Filing a Complaint

A person (hereinafter Complainant) who wishes to avail him or herself of this grievance procedure may do so by filing a complaint with any District Complaint Manager. The Complainant shall not be required to file a complaint with a particular

Complaint Manager and may request a Complaint Manager of the same gender. The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with a student's parent(s)/guardian(s). The Complaint Manager shall assist the Complainant as needed.

For any complaint alleging bullying and/or cyberbullying of students, the Complaint Manager shall process and review the complaint according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy. For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy ~~2:260 - Uniform Grievance Procedure~~.

Investigation Process

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. If the Complainant is a student, under 18 years of age, the Complaint Manager will notify his or her parent(s)/guardian(s) that they may attend any investigatory meetings in which their child is involved. The complaint and identity of the Complainant will not be disclosed except: (1) as required by law or this policy, (2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant.

The identity of any student witnesses will not be disclosed except: (1) as required by law or any collective bargaining agreement, (2) as necessary to fully investigate the complaint, or (3) as authorized by the parent/guardian of the student witness, or by the student if the student is 18 years of age or older.

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days ~~after~~ the date the complaint was filed, the Complaint Manager shall file a written report of his or her findings with the Superintendent. The Complaint Manager may request an extension of time.

The Superintendent will keep the Board informed of all complaints.

If a complaint contains allegations involving the Superintendent or Board member(s), the written report shall be filed directly with the Board, which will make a decision in accordance with paragraph four of the following section of this policy.

Decision and Appeal

Within five school business days after receiving the Complaint Manager's report, the Superintendent shall mail his or her written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager. All decisions shall be based upon the *preponderance of evidence* standard.

Within 10 school business days after receiving the Superintendent's decision, the Complainant or the accused may appeal the decision to the Board by making a written request to the Complaint Manager. The Complaint Manager shall promptly forward all materials relative to the complaint and appeal to the Board.

Within 30 school business days, the Board shall affirm, reverse, or amend the Superintendent's decision or direct the Superintendent to gather additional information. Within five school business days ~~after~~ the Board's decision, the Superintendent shall inform the Complainant and the accused of the Board's action.

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall mail its written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager.

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

Appointing a Nondiscrimination Coordinator and Complaint Managers

The Superintendent shall appoint a Nondiscrimination Coordinator to manage the District's efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator. ⁹¹

The Superintendent shall appoint at least one Complaint Manager to administer the ~~the complaint process in~~ this policy. If possible, the Superintendent will appoint two Complaint Managers, one of each gender. The District's Nondiscrimination Coordinator may be appointed as one of the Complaint Managers.

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

Nondiscrimination Coordinator:

~~Dr. Linda Kotalik, Asst. Supt.~~

Jen Law, Dir. of Student Services

Dr. Linda Rowan, Assoc. Supt.
5211 Center Avenue, Lisle, IL 60532
630/493-8000

Complaint Managers:

~~Mrs. Jennifer Law, Dir. of Student Services
5211 Center Avenue, Lisle, IL 60532
630/493-8000~~

Mr. David Wilkinson, Dir. Of Finance
5211 Center Avenue, Lisle, IL 60532
630/493-8000

*add
Building
Principals
(list
each)*

LEGAL REF.:

Age Discrimination in Employment Act, [29 U.S.C. §621](#) et seq.

Americans With Disabilities Act, [42 U.S.C. §12101](#) et seq.

Equal Employment Opportunities Act (Title VII of the Civil Rights Act), [42 U.S.C. §2000e](#) et seq.

Equal Pay Act, [29 U.S.C. §206](#)(d).

Genetic Information Nondiscrimination Act, [42 U.S.C. §2000ff](#) et seq.

Immigration Reform and Control Act, [8 U.S.C. §1324a](#) et seq.

McKinney-Vento Homeless Assistance Act, [42 U.S.C. §11431](#) et seq.

Rehabilitation Act of 1973, [29 U.S.C. §791](#) et seq.

Title VI of the Civil Rights Act, [42 U.S.C. §2000d](#) et seq.

Title IX of the Education Amendments, [20 U.S.C. §1681](#) et seq.; [34 C.F.R. Part 106](#)

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

[105 ILCS 5/2-3.8](#), [5/3-10](#), [5/10-20.7a](#), [5/10-20.60](#), [5/10-22.5](#), [5/22-19](#), [5/24-4](#), [5/27-1](#), [5/27-23.7](#), and [45/1-15](#).

Illinois Genetic Information Privacy Act, [410 ILCS 513/](#).

Illinois Whistleblower Act, [740 ILCS 174/](#).

Illinois Human Rights Act, [775 ILCS 5/](#).

Victims' Economic Security and Safety Act, [820 ILCS 180/](#), [56 Ill.Admin.Code Part 280](#).

Equal Pay Act of 2003, [820 ILCS 112/](#).

Employee Credit Privacy Act, [820 ILCS 70/](#).

[23 Ill.Admin.Code §§1.240](#) and [200.40](#).

CROSS REF.: 2:105 (Ethics and Gift Ban), [2:265 \(Title IX Sexual Harassment Grievance Procedure\)](#), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), [5:90 \(Abused and Neglected Child Reporting\)](#), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), [7:185 \(Teen Dating Violence Prohibited\)](#), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

Adopted: December 16, 2019

Questions and Answers:

***Required Question 1. A district must prominently display its Title IX non-discrimination policies (this policy 2:260, *Uniform*

Grievance Procedure, and policy 2:265, *Title IX Sexual Harassment Grievance Procedure*) and contact information for its Title IX coordinator(s) on its website, if any, and in each handbook made available to students, applicants for employment, parents/guardians, employees, and collective bargaining units. 34 C.F.R. §106.8(a) and (b). Notifications must state that nondiscrimination extends to employment, and that inquiries about the application of Title IX and its regulations may be referred to the district's Title IX coordinator, to the U.S. Dept. of Education's Assistant Secretary of Education, or both. 34 C.F.R. §106.8(b). See sample exhibit 2:250-E2, *Immediately Available District Public Records and Web-Posted Reports and Records*, available at **PRESS** Online by logging in at www.iasb.com.

Title IX regulations require districts to designate and authorize at least one employee to coordinate efforts to comply with Title IX and to refer to that employee as the *Title IX Coordinator*. 34 C.F.R. §106.8(a). Districts must identify the Title IX coordinator by name, office address, email address, and telephone number.

The Nondiscrimination and Title IX Coordinator(s) need not be the same person. Does the District's Nondiscrimination Coordinator also serve as the Title IX Coordinator?

- The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator. (default)
- The Nondiscrimination Coordinator does not serve as the District's Title IX Coordinator. (IASB will list the District's Title IX Coordinator separately in policies 2:260, 5:10, 5:20, 7:20, and 7:180 and make any other necessary changes to these policies.) The District's Title IX Coordinator's name, office address, email address, and telephone number are:

PRESSPlus Comments

PRESSPlus 1. The items listed are updated for continuous improvement and to explicitly direct any sexual harassment complaints involving Title IX to **NEW** policy 2:265, *Title IX Sexual Harassment Grievance Procedure*. **Issue 105, August 2020**

Document Status: Draft Update

General Personnel

5:10 Equal Employment Opportunity and Minority Recruitment

The School District shall provide equal employment opportunities to all persons regardless of their race, color, creed, religion, national origin, sex, sexual orientation, age, ancestry, marital status, arrest record, military status, order of protection status, unfavorable military discharge, citizenship status provided the individual is authorized to work in the United States, use of lawful products while not at work, being a victim of domestic violence, sexual violence, or gender violence; genetic information; physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation; pregnancy, childbirth, or related medical conditions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Program Act, [410 ILCS 130/](#).

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager for the Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she: (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or (2) initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager for the Uniform Grievance Procedure. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator. [PRESSPlus1](#)

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

~~Dr. Linda Kotalik, Asst. Supt.~~
5211 Center Avenue, Lisle, IL 60532
630/493-8000

Complaint Managers:

Mrs. Jen Law, Dir. of Student Services
5211 Center Avenue, Lisle, IL 60532
630/493-8000

Mr. David Wilkinson, Dir. Of Finance
5211 Center Avenue, Lisle, IL 60532
630/493-8000

*add
Building
Principals
(list)*

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

Minority Recruitment

The District will actively recruit minority employees in an attempt to make the staff demographics more reflective of student diversity. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments. This policy, however, does not require or permit the District to give preferential treatment or special rights based on a protected status without evidence of past discrimination.

LEGAL REF.:

[8 U.S.C. §1324a](#) et seq., Immigration Reform and Control Act.

[20 U.S.C. §1681](#) et seq., Title IX of the Education Amendments of 1972; ~~implemented by~~ [34 C.F.R. Part 106](#).

[29 U.S.C. §206\(d\)](#), Equal Pay Act.

[29 U.S.C. §621 et seq.](#), Age Discrimination in Employment Act.

[29 U.S.C. §701 et seq.](#), Rehabilitation Act of 1973.

[38 U.S.C. §4301 et seq.](#), Uniformed Services Employment and Reemployment Rights Act (1994).

[42 U.S.C. §1981 et seq.](#), Civil Rights Act of 1991.

[42 U.S.C. §2000e et seq.](#), Title VII of the Civil Rights Act of 1964; ~~implemented by~~ [29 C.F.R. Part 1601](#).

[42 U.S.C. §2000ff et seq.](#), Genetic Information Nondiscrimination Act of 2008.

[42 U.S.C. §2000d et seq.](#), Title VI of the Civil Rights Act of 1964.

[42 U.S.C. §2000e\(k\)](#), Pregnancy Discrimination Act.

[42 U.S.C. §12111 et seq.](#), Americans with Disabilities Act, Title I.

[Ill. Constitution, Art. I](#), §§17, 18, and 19.

[105 ILCS 5/10-20.7](#), [5/20.7a](#), [5/21.1](#), [5/22.4](#), [5/23.5](#), [5/22-19](#), [5/24-4](#), [5/24-4.1](#), and [5/24-7](#).

[410 ILCS 130/40](#), Compassionate Use of Medical Cannabis Program Act.

[410 ILCS 513/25](#), Genetic Information Privacy Act.

[740 ILCS 174/](#), Ill. Whistleblower Act.

[775 ILCS 5/1-103](#), [5/2-102](#), [103](#), and [5/6-101](#), Ill. Human Rights Act.

[775 ILCS 35/5](#), Religious Freedom Restoration Act.

[820 ILCS 55/10](#), Right to Privacy in the Workplace Act.

[820 ILCS 70/](#), Employee Credit Privacy Act.

[820 ILCS 75/](#), Job Opportunities for Qualified Applicants Act.

[820 ILCS 112/](#), Ill. Equal Pay Act of 2003.

[820 ILCS 180/30](#), Victims' Economic Security and Safety Act.

[820 ILCS 260/](#), Nursing Mothers in the Workplace Act.

CROSS REF.: 2:260 (Uniform Grievance Procedure), [2:265 \(Title IX Sexual Harassment Grievance Procedure\)](#), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 5:70 (Religious Holidays), 5:180 (Temporary Illness or Temporary Incapacity), 5:200 (Terms and Conditions of Employment and Dismissal), 5:250 (Leaves of Absence), 5:270 (Employment, At-Will, Compensation, and Assignment), 5:300 (Schedules and Employment Year), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 8:70 (Accommodating Individuals with Disabilities)

Adopted: December 16, 2019

PRESSPlus Comments

PRESSPlus 1. Title IX regulations require districts to designate and authorize at least one employee to coordinate their efforts to comply with Title IX and to refer to that employee as the *Title IX Coordinator*. 34 C.F.R. §106.8(a). Districts must identify the Title IX Coordinator by name, office address, email address, and telephone number.

The Nondiscrimination and Title IX Coordinator(s) need not be the same person. If the district uses a separate Title IX Coordinator who does not also serve as the Nondiscrimination Coordinator, see the **PRESS Plus** Question 1 in policy 2:260. **Issue 105, August 2020**

Document Status: Draft Update

General Personnel

5:100 Staff Development Program

The Superintendent or designee shall implement a staff development program. The goal of such program shall be to update and improve the skills and knowledge of staff members in order to achieve and maintain a high level of job performance and satisfaction. Additionally, the development program for licensed staff members shall be designed to effectuate the District and School Improvement Plans so that student learning objectives meet or exceed goals established by the District and State.

The staff development program shall provide, at a minimum, at least once every two years, the in-service training of licensed school personnel and administrators on current best practices regarding the identification and treatment of attention deficit disorder and attention deficit hyperactivity disorder, the application of non-aversive behavioral interventions in the school environment, and the use of psychotropic or psychostimulant medication for school-age children.

The staff development program shall provide, at a minimum, once every two years, the in-service training of all District staff on educator ethics, teacher-student conduct, and school employee-student conduct.

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

1. At least, once every two years, training of all District staff by a person with expertise on anaphylactic reactions and management.
2. At least every two years, an in-service to train school personnel, at a minimum, to understand, provide information and referrals, and address issues pertaining to youth who are parents, expectant parents, or victims of domestic or sexual violence.
3. Training that, at a minimum, provides District staff with a basic knowledge of matters relating to acquired immunodeficiency syndrome (AIDS) and the availability of appropriate sources of counseling and referral.
4. Training for licensed school personnel and administrators who work with students in grades kindergarten through 12 to identify the warning signs of mental illness and suicidal behavior in youth along with appropriate intervention and referral techniques.
5. Abused and Neglected Child Reporting Act (ANCRA), School Code, and *Erin's Law* Training as follows:
 - a. Staff development for local school site personnel who work with students in grades kindergarten through 8, in the detection, reporting and prevention of child abuse and neglect (see policy 5:90, *Abused and Neglected Child Reporting*).
 - b. Within three months of employment, each staff member must complete mandated reporter training from a provider or agency with expertise in recognizing and reporting child abuse. Mandated reporter training must be completed again at least every three years (see policy 5:90, *Abused and Neglected Child Reporting*).
 - c. Informing educators about the recommendation in the *Erin's Law* Taskforce Report requesting them to attend continuing professional development programs that address the prevention and identification of child sexual abuse (see policy 5:90, *Abused and Neglected Child Reporting*).
6. Education for staff instructing students in grades 7 through 12, concerning teen dating violence as recommended by the District's Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students or Complaint Manager.
7. Ongoing professional development for teachers, administrators, school resource officers, and staff regarding the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, the appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.
8. Annual continuing education and/or training opportunities (*professional standards*) for school nutrition program directors, managers, and staff. Each school food authority's director shall document compliance with this requirement by the end of each school year and maintain documentation for a three year period.
9. All high school coaching personnel, including the head and assistant coaches, and athletic directors must obtain online concussion certification by completing online concussion awareness training in accordance with 105 ILCS 25/1.15. Coaching personnel and athletic directors hired on or after 8-19-2014 must be certified before their position's start date.
10. The following individuals must complete concussion training as specified in the Youth Sports Concussion Safety Act: coaches and assistant coaches (whether volunteer or employee) of an interscholastic athletic activity; nurses, licensed and/or non-licensed healthcare professionals serving on the Concussion Oversight Team; athletic trainers; game officials

of an interscholastic athletic activity; and physicians serving on the Concussion Oversight Team.

11. Every two years, school personnel who work with students must complete an in-person or online training program on the management of asthma, the prevention of asthma symptoms, and emergency response in the school setting.
12. Training for school personnel to develop cultural competency, including understanding and reducing implicit racial bias.
13. For school personnel who work with hazardous or toxic materials on a regular basis, training on the safe handling and use of such materials.
14. For nurses, administrators, guidance counselors, teachers, persons employed by a local health department and assigned to a school, and persons who contract with the District to perform services in connection with a student's seizure action plan, training in the basics of seizure recognition, first aid, and appropriate emergency protocols.
15. For all District staff, annual sexual harassment prevention training.
16. Title IX requirements for training as follows (see policy 2:265, *Title IX Sexual Harassment Grievance Procedure*):
 - a. For all District staff, training on the definition of sexual harassment, the scope of the District's education program or activity, all relevant District policies and procedures, and the necessity to promptly forward all reports of sexual harassment to the Title IX Coordinator.
 - b. For school personnel designated as Title IX coordinators, investigators, decision-makers, or informal resolution facilitators, training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and grievance process (including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially.
 - c. For school personnel designated as Title IX investigators, training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
 - d. For school personnel designated as Title IX decision-makers, training on issues of relevance of questions and evidence, including when questions and evidence about a complainant's sexual predisposition or prior sexual behavior are not relevant.

The Superintendent shall develop protocols for administering youth suicide awareness and prevention education to staff consistent with Board policy 7:290, *Suicide and Depression Awareness and Prevention*.

An opportunity shall be provided for all staff members to acquire, develop, and maintain the knowledge and skills necessary to properly administer life-saving techniques and first aid, including the Heimlich maneuver, cardiopulmonary resuscitation, and the use of an automated external defibrillator, in accordance with a nationally recognized certifying organization. Physical fitness facilities' staff must be trained in cardiopulmonary resuscitation and use of an automated external defibrillator.

Tuition Reimbursement

"Agreement Between the Lisle Education Association and the Board of Education Lisle Community Unit School District No. 202 DuPage County, Illinois."

LEGAL REF.:

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

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

105 ILCS 5/2-3.62, 5/10-20.17a, 5/10-20.61, 5/10-22.6(c-5), 5/10-22.39, 5/10-23.12, 5/22-80(h), and 5/24-5.

105 ILCS 25/1.15, Interscholastic Athletic Organization Act.

105 ILCS 150/25, Seizure Smart School Act.

105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.

325 ILCS 5/4, Abused and Neglected Child Reporting Act.

745 ILCS 49/, Good Samaritan Act.

775 ILCS 5/2-109, III. Human Rights Act.

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

77 Ill.Admin.Code §527.800.

CROSS REF.: 2:265 (Title IX Sexual Harassment Grievance Procedure), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 4:160 (Environmental Quality of Buildings and Grounds), 5:20 (Workplace Harassment

Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:250 (Leaves of Absence), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:50 (School Wellness), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:270 (Administering Medicines to Students), 7:285 (Food Allergy Management Program), 7:290 (Suicide and Depression Awareness and Prevention), 7:305 (Student Athlete Concussions and Head Injuries)

Adopted: December 16, 2019

PRESSPlus Comments

PRESSPlus 1. Added in response to Title IX regulations at 34 C.F.R. Part 106. **Issue 105, August 2020**

Document Status: Draft Update

General Personnel

5:20 Workplace Harassment Prohibited

The School District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's actual or perceived race, color, religion, national origin, ancestry, sex, sexual orientation, age, citizenship status, disability, pregnancy, marital status, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's other protected status identified in Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policies 2:260, Uniform Grievance Procedure: 2:265, Title IX Sexual Harassment Grievance Procedure: 7:20, Harassment of Students Prohibited: 7:180, Prevention of and Response to Bullying, Intimidation, and Harassment, and 7:185, Teen Dating Violence Prohibited.

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

Sexual Harassment Prohibited [PRESSPlus1](#)

The School District shall provide a workplace environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. The District provides annual sexual harassment prevention training in accordance with State law. [PRESSPlus2](#)

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment prohibited by this policy includes, but is not limited to, verbal, physical, or other conduct. The terms intimidating, hostile, or offensive include, but are not limited to, conduct that has the effect of humiliation, embarrassment, or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

Making a Report or Complaint

Employees and *nonemployees* (persons who are not otherwise employees and are directly performing services for the District pursuant to a contract with the District, including contractors, and consultants) are encouraged to promptly report information regarding violations of this policy. Individuals may choose to report to a person of the individual's same gender. Every effort should be made to file such reports or complaints as soon as possible, while facts are known and potential witnesses are available.

Aggrieved individuals, if they feel comfortable doing so, should directly inform the person engaging in the harassing conduct or communication that such conduct or communication is offensive and must stop.

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager. Employees may also report claims using Board policy 2:260, *Uniform Grievance Procedure*. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the ~~complaint~~ claim according to that policy, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator. [PRESSPlus3](#)

Nondiscrimination Coordinator:

~~Dr. Linda Kotalik, Asst. Supt.~~

5211 Center Avenue, Lisle, IL 60532

630/493-8000

Jen Law, Dir. of Student Services

Complaint Managers:

Mrs. Jennifer Law, Dir. of Student Services
5211 Center Avenue, Lisle, IL 60532
630/493-8000

Mr. David Wilkinson, Dir. Of Finance
5211 Center Avenue, Lisle, IL 60532
630/493-8000

add
Building Principals
(list)

Investigation Process

~~Supervisors, Building Principals, or administrators~~ Any District employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. Any employee ~~supervisor or administrator~~ who fails to promptly forward a report or complaint may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain a workplace environment that is productive, respectful, and free of unlawful discrimination, including harassment. ~~The District shall investigate alleged workplace harassment when the Nondiscrimination Coordinator or a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.~~

~~For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 et seq.), the Nondiscrimination Coordinator or designee~~ [PRESSPlus4](#) ~~shall consider whether action under policy 2:265, Title IX Sexual Harassment Grievance Procedure, should be initiated.~~

~~For any other alleged workplace harassment that does not require action under policy 2:265, Title IX Sexual Harassment Grievance Procedure, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under policy 2:260, Uniform Grievance Procedure, and/or 5:120, Employee Ethics: Conduct, and Conflict of Interest,~~ [PRESSPlus5](#) ~~should be initiated, regardless of whether a written report or complaint is filed.~~

~~Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel~~ [PRESSPlus6](#)

~~An alleged incident of sexual abuse is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A(b), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.~~

~~Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to policy 5:90, Abused and Neglected Child Reporting. In addition to reporting the suspected abuse, the complaint shall also be processed under policy 2:265, Title IX Sexual Harassment Grievance Procedure, or policy 2:260, Uniform Grievance Procedure.~~

Enforcement

A violation of this policy by an employee may result in discipline, up to and including discharge. A violation of this policy by a third party will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, i.e.g., vendor, parent, invitee, etc. Any ~~person~~ employee making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, which for an employee may be up to and including discharge.

Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing ~~bona fide~~ complaints or providing information about harassment is prohibited (see Board policy 2:260, Uniform Grievance Procedure), and ~~depending upon the law governing the complaint,~~ whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/).

An employee should report allegations of retaliation to his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees who retaliate against others for reporting or complaining of violations of this policy or for participating in the reporting or complaint process will be subject to disciplinary action, up to and including discharge.

Recourse to State and Federal Fair Employment Practice Agencies

The District encourages all employees who have information regarding violations of this policy to report the information pursuant to this policy. The following government agencies are available to assist employees: the Ill. Dept. of Human Rights and the U. S. Equal Employment Opportunity Commission.

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

LEGAL REF.:

Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e et seq.](#); implemented by [29 C.F.R. §1604.11](#).

Title IX of the Education Amendments of 1972, [20 U.S.C. §1681 et seq.](#); implemented by [34 C.F.R. Part 106](#).

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

Ill. Human Rights Act, [775 ILCS 5/2-101\(E\)](#) and (E-1), [5/2-102\(A\)](#), (A-10), (D-5), [5/2-102\(E-5\)](#), [5/2-109](#), [5/5-102](#), and [5/5-102.2](#).
[56 Ill. Admin. Code Parts 2500, 2510, 5210, and 5220](#).

[Burlington Industries v. Ellerth](#), 524 U.S. 742 (1998).

[Crawford v. Metro. Gov't of Nashville & Davidson County](#), 555 U.S. 271 (2009).

[Faragher v. City of Boca Raton](#), 524 U.S. 775 (1998).

[Franklin v. Gwinnett Co. Public Schools](#), 503 U.S. 60 (1992).

[Harris v. Forklift Systems](#), 510 U.S. 17 (1993).

[Jackson v. Birmingham Bd. of Educ.](#), 544 U.S. 167 (2005).

[Meritor Savings Bank v. Vinson](#), 477 U.S. 57 (1986).

[Oncale v. Sundowner Offshore Services](#), 523 U.S. 75 (1998).

[Porter v. Erie Foods International, Inc.](#), 576 F.3d 629 (7th Cir. 2009).

[Sangamon County Sheriff's Dept. v. Ill. Human Rights Com'n](#), 233 Ill.2d 125 (Ill. 2009).

[Vance v. Ball State University](#), 133 S. Ct. 2434 (2013).

CROSS REF.: 2:260 (Uniform Grievance Procedure), [2:265 \(Title IX Sexual Harassment Grievance Procedure\)](#), [4:60 \(Purchases and Contracts\)](#), [5:10 \(Equal Employment Opportunity and Minority Recruitment\)](#), [5:90 \(Abused and Neglected Child Reporting\)](#), [5:120 \(Employee Ethics: Conduct and Conflict of Interest\)](#), [7:20 \(Harassment of Students Prohibited\)](#), [8:30 \(Visitors to and Conduct on School Property\)](#)

Adopted: December 16, 2019

PRESSPlus Comments

PRESSPlus 1. See policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, (Draft Update - New) for the definition of Title IX sexual harassment (20 U.S.C. §1681 *et seq.*), and see the Draft's PRESS Plus Comment 4 for examples of employee sexual harassment that may violate Title IX. Title IX's reach is broad because an alleged complainant or alleged respondent may be *anyone* in the district's educational program or activity. This includes applicants for employment, students, parents/guardians, any employee, and third parties. Districts are liable for Title IX sexual harassment when *any* district employee has *actual knowledge* of sexual harassment or allegations of sexual harassment against anyone in the district (except when the only employee with knowledge is the perpetrator of the alleged sexual harassment). 34 C.F.R. §106.30. **Issue 105, August 2020**

PRESSPlus 2. For IDHR's online model program, see its *Model Sexual Harassment Prevention Training Program* page at: <https://www2.illinois.gov/dhr/Training/Pages/State-of-Illinois-Sexual-Harassment-Prevention-Training-Model.aspx>. **Issue 105, August 2020**

PRESSPlus 3. Title IX regulations require districts to designate and authorize at least one employee to coordinate their efforts to comply with Title IX and to refer to that employee as the *Title IX Coordinator*. 34 C.F.R. §106.8(a). Districts must identify the Title IX Coordinator by name, office address, email address, and telephone number. The Nondiscrimination and Title IX Coordinator(s) need not be the same person. If the district uses a separate Title IX Coordinator who does not also serve as the Nondiscrimination Coordinator, see the **PRESS Plus Question** in policy 2:260. **Issue 105, August 2020**

PRESSPlus 4. "Nondiscrimination Coordinator or designee" is used where Title IX is potentially implicated. In contrast, if Title IX is likely not implicated then "Nondiscrimination Coordinator or a Complaint Manager or designee" is used. **Issue 105, August**

2020

PRESSPlus 5. See also sample administrative procedure 5:120-AP2, *Employee Conduct Standards*, available at **PRESS** Online by logging in at www.iasb.com. **Issue 105, August 2020**

PRESSPlus 6.. Required for districts located within a county served by an accredited Children's Advocacy Center (CAC). 105 ILCS 5/22-85 (final citation pending), added by P.A. 101-531 (governing the investigation of an *alleged incident of sexual abuse* of any child within any Illinois counties served by a CAC). For further discussion see fn 14 in sample policy 5:90, *Abused and Neglected Child Reporting*, available at **PRESS** Online by logging in at www.iasb.com.

If your school district is not within a county served by an accredited CAC, strike this subsection and select "Adopted with Additional District Edits" as the Save Status. **Issue 105, August 2020**

Document Status: Draft Update

PROFESSIONAL PERSONNEL

5:220 Substitute Teachers

The Superintendent may employ substitute teachers as necessary to replace teachers who are temporarily absent.

A substitute teacher must hold either a valid teaching or substitute license or short-term substitute license and may teach in the place of a licensed teacher who is under contract with the Board. There is no limit on the number of days that a substitute teacher may teach in the District during the school year, except as follows:

1. A teacher holding a Professional Educator License or Educator License with Stipulations may teach for any one licensed teacher under contract with the District only for a period not to exceed 120 paid school days.
2. A short-term substitute teacher holding a short-term substitute teaching license may teach for any one licensed teacher under contract with the District only for a period not to exceed five consecutive school days.

The Illinois Teachers' Retirement System (TRS) limits a substitute teacher who is a TRS annuitant to substitute teaching for a period not to exceed 120 paid days or 600 paid hours in each school year, but not more than 100 paid days in the same classroom. Beginning July 1, 2021, PRESSPlus1 a substitute teacher who is a TRS annuitant may substitute teach for a period not to exceed 100 paid days or 500 paid hours in any school year, unless the subject area is one where the Regional Superintendent has certified that a personnel shortage exists.

The Board establishes a daily rate of pay for substitute teachers. Upon completion of thirty (30) days of substitute assignments in the District during a school year, the substitute teacher shall be paid an additional sum per day determined by the Board.

Substitute teachers receive only monetary compensation for time worked and no other benefits.

Long term substitute assignments shall be categorized as planned or unplanned. A planned long term substitute assignment is one for which the District has prior knowledge with expectations that the assignment will exceed thirty (30) days in length. An unplanned long term substitute assignment is one for which the duration of the assignment is not known at the outset of the assignment.

A substitute teacher for a long term planned assignment shall be paid at the daily rate based upon placement of the substitute teacher on the appropriate step on the current salary schedule as determined by the Superintendent. The daily rate shall be calculated by dividing the amount of the assigned step on the current salary schedule by one hundred eighty one (181).

For substitute assignments of thirty (30) days or less and long term unplanned assignments, a substitute teacher shall be paid at the regular daily rate for substitute teachers until the tenth (10th) consecutive day of substituting for the same absent teacher in the same instructional program. From the eleventh (11th) day through the thirtieth (30th) day, the substitute teacher shall be paid an additional sum determined by the Board. For days in excess of thirty (30) days, the substitute teacher shall be paid at the daily rate calculated by dividing the base salary amount (BA+0) of the current salary schedule by one hundred eighty one (181).

A record of days worked by each substitute teacher shall be kept in the payroll office.

Internal Substitutes

"Agreement Between the Lisle Education Association and the Board of Education Lisle Community Unit School District No. 202 DuPage County, Illinois."

Short-Term Substitute Teachers

A short-term substitute teacher must hold a valid short-term substitute teaching license and have completed the District's short-term substitute teacher training program. Short-term substitutes may teach no more than five consecutive school days for each licensed teacher who is under contract with the Board.

Emergency Situations

A substitute teacher may teach when no licensed teacher is under contract with the Board if the District has an emergency situation as defined in State law. During an emergency situation, a substitute teacher is limited to 30 calendar days of employment per each vacant position. The Superintendent shall notify the appropriate Regional Office of Education within five business days after the employment of a substitute teacher in an emergency situation.

LEGAL REF.:

[105 ILCS 5/10-20.68](#), [5/21B-20\(2\)](#), [5/21B-20\(3\)](#), and [5/21B-20\(4\)](#).

[23 Ill.Admin.Code §1.790](#) (Substitute Teacher) and [§25.520](#) (Substitute Teaching License).

CROSS REF.: 5:30 (Hiring Process and Criteria)

Adopted: January 27, 2020

PRESSPlus Comments

PRESSPlus 1. Updated in response to 40 ILCS 5/16-118, amended by P.A. 101-645, extending until June 30, 2021, the limit of 120 paid days or 600 paid hours that a TRS annuitant can work as substitute teacher in a school year. **Issue 105, August 2020**

Document Status: Draft Update

STUDENTS

7:10 Equal Educational Opportunities

Equal educational and extracurricular opportunities shall be available for all students without regard to color, race, nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, [Q1](#) status of being homeless, immigration status, order of protection status, actual or potential marital or parental status, including pregnancy. Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under Board of Education policy 8:20, *Community Use of School Facilities*. Any student may file a discrimination grievance by using Board policy 2:260, *Uniform Grievance Procedure*.

Sex Equity

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

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

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator, [who also serves as the District's Title IX Coordinator](#), [PRESSPlus1](#) The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and [related grievance procedures](#), [PRESSPlus2](#)

LEGAL REF.:

[20 U.S.C. §1681](#) *et seq.*, Title IX of the Education Amendments of 1972; [implemented by 34 C.F.R. Part 106](#).

[29 U.S.C. §791](#) *et seq.*, Rehabilitation Act of 1973.

[42 U.S.C. §11431](#) *et seq.*, McKinney-Vento Homeless Assistance Act.

[Good News Club v. Milford Central Sch.](#), 533 U.S. 98 (2001).

[Ill. Constitution, Art. I, §18](#).

[105 ILCS 5/3.25b](#), [5/3.25d\(b\)](#), [5/10-20.12](#), [5/10-20.60](#) (P.A.s 100-29 and 100-163, final citations pending), [5/10-22.5](#), and [5/27-1](#).

[775 ILCS 5/1-101](#) *et seq.*, Illinois Human Rights Act.

[775 ILCS 35/5](#), Religious Freedom Restoration Act.

[23 Ill.Admin.Code §1.240](#) and [Part 200](#).

CROSS REF.: 2:260 (Uniform Grievance Procedure), [2:265 \(Title IX Sexual Harassment Grievance Procedure\)](#), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:130 (Student Rights and Responsibilities), 7:160 (Student Appearance), 7:165 (Student 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)

Adopted: February 24, 2020

Questions and Answers:

***Required Question 1. 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.

Does the Board want to incorporate ISBE's *Sample District Policy and Administrative Procedures* policy recommendation into this policy?

No (default)

Yes (IASB will replace "gender identity" with "gender, gender identity (whether or not traditionally associated with the student's sex assigned at birth), gender expression," add "or gender expression" to the first sentence under the Sex Equity subhead, and add the following sentence to that 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." In addition, the list of protected classifications in policy 7:20 will be amended to replace "gender identity" with "gender; gender identity (whether or not traditionally associated with the student's sex assigned at birth);")

PRESSPlus Comments

PRESSPlus 1. The Nondiscrimination and Title IX Coordinator(s) need not be the same person. If the district uses a separate Title IX Coordinator who does not also serve as the Nondiscrimination Coordinator, see the **PRESS Plus** Question in policy 2:260. **Issue 105, August 2020**

PRESSPlus 2. The Illinois Principals Association maintains a handbook service that coordinates with **PRESS** material, *Online Model Student Handbook (MSH)*, at: www.ilprincipals.org/resources/model-student-handbook. **Issue 105, August 2020**

Document Status: Draft Update

STUDENTS

7:180 Prevention of and Response to Bullying, Intimidation, and Harassment

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

Bullying on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic **is prohibited** in each of the following situations:

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

Definitions from 105 ILCS 5/27-23.7

Bullying includes *cyberbullying* and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the student or students in reasonable fear of harm to the student's or students' person or property;
2. Causing a substantially detrimental effect on the student's or students' physical or mental health;
3. Substantially interfering with the student's or students' academic performance; or
4. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Cyberbullying means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. *Cyberbullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyberbullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

Restorative measures means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, and (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school.

School personnel means persons employed by, on contract with, or who volunteer in a school district, including without limitation school and school district administrators, teachers, school guidance counselors, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers, school resource officers, and security guards.

Bullying Prevention and Response Plan

The Superintendent or designee shall develop and maintain a bullying prevention and response plan that advances the District's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the following requirements:

1. Using the definition of *bullying* as provided in this policy, the Superintendent or designee shall emphasize to the school community that: (1) the District prohibits bullying, and (2) all students should conduct themselves with a proper regard for the rights and welfare of other students. This may include a process for commending or acknowledging students for demonstrating appropriate behavior.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the [First Amendment to the U.S. Constitution](#) or under [Section 3 of Article I of the Illinois Constitution](#).
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted.

Nondiscrimination Coordinator: [PRESSPlus1](#)

~~Dr. Linda Kotalik, Asst. Supt.~~ *Jen Law, Dir of Student Services*
5211 Center Avenue, Lisle, IL 60532
630/493-8000

Complaint Manager:

*Dave W. +
Bldg Princ*

~~Mrs. Jennifer Law, Dir. Student Services~~
5211 Center Ave., Lisle, IL 60532
630.493.8000

Anonymous Reporting:

Jen Law, Dir of Student Services
Lisle Junior High
630.493.8212

Lisle High School
630.493.8366

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

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

6. The Superintendent or designee shall use interventions to address bullying, which may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. A student's act of reprisal or retaliation will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.

8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing knowingly false information will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan must be based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. The Superintendent or designee shall assist the Board with its evaluation and assessment of this policy's outcomes and effectiveness. This process shall include, without limitation:
 - a. The frequency of victimization;
 - b. Student, staff, and family observations of safety at a school;
 - c. Identification of areas of a school where bullying occurs;
 - d. The types of bullying utilized; and
 - e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. The Superintendent or designee must post the information developed as a result of the policy evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students.

12. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:
 - a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
 - b. 2:265, *Title IX Sexual Harassment Grievance Procedure*. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972. [PRESSPlus2](#)
 - c. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
 - d. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.
 - e. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
 - f. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
 - g. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
 - h. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
 - i. 7:310, *Restrictions on Publications; Elementary Schools*, and 7:315, *Restrictions on Publications; High Schools*. These policies prohibit students from and provide consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.
13. The Superintendent or designee shall fully inform staff members of the District's goal to prevent students from engaging in bullying and the measures being used to accomplish it. This includes each of the following:
 - a. Communicating the District's expectation and State law requirement that teachers and other certificated or licensed employees maintain discipline.
 - b. Establishing the expectation that staff members: (1) intervene immediately to stop a bullying incident that they witness or immediately contact building security and/or law enforcement if the incident involves a weapon or other illegal activity, (2) report bullying, whether they witness it or not, to an administrator, and (3) inform the administration of locations on school grounds where additional supervision or monitoring may be needed to prevent bullying.
 - c. Where appropriate in the staff development program, providing strategies to staff members to effectively prevent bullying and intervene when it occurs.
 - d. Establishing a process for staff members to fulfill their obligation to report alleged acts of bullying.

[405 ILCS 49/](#) Children's Mental Health Act.

[105 ILCS 5/10-20.14](#), [5/24-24](#), and [5/27-23.7](#).

[23 Ill.Admin.Code §§1.240](#) and [§1.280](#).

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), [2:265 \(Title IX Sexual Harassment Grievance Procedure\)](#), 4:170 (Safety), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:285 (Food Allergy Management Program), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools)

Adopted: December 16, 2019

PRESSPlus Comments

PRESSPlus 1. Title IX regulations require districts to designate and authorize at least one employee to coordinate their efforts to comply with Title IX and to refer to that employee as the *Title IX Coordinator*. 34 C.F.R. §106.8(a). Districts must identify the Title IX Coordinator by name, office address, email address, and telephone number.

The Nondiscrimination and Title IX Coordinator(s) need not be the same person. If the district uses a separate Title IX Coordinator who does not also serve as the Nondiscrimination Coordinator, see the **PRESS Plus** Question 1 in policy 2:260. **Issue 105, August 2020**

PRESSPlus 2. Added in response to Title IX regulations at 34 C.F.R. Part 106. **Issue 105, August 2020**

Document Status: Draft Update

STUDENTS

7:185 Teen Dating Violence Prohibited

Engaging in teen dating violence that takes place at school, on school property, at school-sponsored activities, or in vehicles used for school-provided transportation is prohibited. For purposes of this policy, the term *teen dating violence* occurs whenever a student who is 13 to 19 years of age uses or threatens to use physical, mental, or emotional abuse to control an individual in the dating relationship; or uses or threatens to use sexual violence in the dating relationship.

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

1. Fully implements and enforces each of the following Board policies:
 - a. 2:260, Uniform Grievance Procedure. This policy provides a method for any student, parent/guardian, employee, or community member to file a complaint if he or she believes that the School Board, its employees, or its agents have violated his or her rights under the State or federal Constitution, State or federal statute, Board policy, or various enumerated bases.
 - b. 2:265, Title IX Sexual Harassment Grievance Procedure. This policy prohibits any person from engaging in sexual harassment in violation of Title IX of the Education Amendments of 1972. Prohibited conduct includes but is not limited to sexual assault, dating violence, domestic violence, and stalking. [PRESSPlus1](#)
 - c. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on the student's actual or perceived characteristics of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).
 - d. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.
2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals:
 - a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence.
 - b. The Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*.
3. Incorporates age-appropriate instruction in grades 7 through 12, in accordance with the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
4. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
5. Notifies students and parents/guardians of this policy.

Incorporated
by Reference: 7:180-AP1, (Prevention, Identification, Investigation, and Response to Bullying)

LEGAL REF.:

[105 ILCS 110/3.10.](#)

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 5:100 (Staff Development Program), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities)

Adopted: May 20, 2019

PRESSPlus Comments

PRESSPlus 1. Added in response to Title IX regulations at 34 C.F.R. Part 106. **Issue 105, August 2020**

Document Status: Draft Update

STUDENTS

7:20 Harassment of Students Prohibited

Bullying, Intimidation, and Harassment Prohibited

No person, including a School District employee or agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; [PRESSPlus1](#) gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Sexual Harassment Prohibited

The District shall provide an educational environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. ~~Sexual harassment of students is prohibited.~~ [PRESSPlus2](#) See policies 2:265, *Title IX Sexual Harassment Grievance Procedure*, and 2:260, *Uniform Grievance Procedure*.

~~Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and/or engages in other verbal or physical conduct, including sexual violence, of a sexual or sex-based nature, imposed on the basis of sex, that:~~

- ~~1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or~~
- ~~2. Has the purpose or effect of:
 - ~~a. Substantially interfering with a student's educational environment;~~
 - ~~b. Creating an intimidating, hostile, or offensive educational environment;~~
 - ~~c. Depriving a student of educational aid, benefits, services, or treatment; or~~
 - ~~d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student;~~~~

~~The terms *intimidating*, *hostile*, and *offensive* include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities. The term *sexual violence* includes a number of different acts. Examples of sexual violence include, but are not limited to, rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.~~

Making a Report or Complaint

Students are encouraged to promptly report claims or incidences of bullying, intimidation, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any ~~staff member~~ [employee](#) with whom the student is comfortable speaking. [PRESSPlus3](#) A student may choose to report to an [employee](#) ~~person~~ of the student's same ~~sex~~ [gender](#).

~~An allegation that a student was a victim of any prohibited conduct perpetrated by school personnel, including a school vendor or volunteer, shall be processed and reviewed according to policy 6:90, *Abused and Neglected Child Reporting*, in addition to any response required by this policy. Reports under this policy will be considered a report under Board policy 2:260, *Uniform Grievance Procedure*, and/or Board policy 2:265, *Title IX Sexual Harassment Grievance Procedure*. The Nondiscrimination Coordinator and/or Complaint Manager shall process and review the report according to the appropriate grievance procedure.~~

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. ~~At least one of these individuals will be female, and at least one will be male.~~ The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator. ^{PRESSPlus4}

Nondiscrimination Coordinator:

~~Dr. Linda Kotalik, Asst. Supt.~~ *Jen Law, Dir of Student Services*
5211 Center Avenue, Lisle, IL 60532
630/493-8000

Complaint Managers:

~~Mrs. Jen Law, Dir. of Student Services~~
5211 Center Avenue, Lisle, IL 60532
~~630/493-8000~~

Mr. David Wilkinson, Dir. Of Finance
5211 Center Avenue, Lisle, IL 60532
630/493-8000

*add
Building Princ.
(list)*

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

1. For students, age-appropriate information about the contents of this policy in the District's student handbook(s), on the District's website, and, if applicable, in any other areas where policies, rules, and standards of conduct are otherwise posted in each school.
2. For staff members, this policy in the appropriate employee handbook(s), if applicable, and/or in any other areas where policies, rules, and standards of conduct are otherwise made available to staff.

Investigation Process

~~Supervisors, Building Principals, or administrators~~ Any District employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. Any employee supervisor or administrator who fails to promptly comply may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational environment that is productive, respectful, and free of unlawful discrimination, including harassment.

~~The District shall investigate alleged harassment of students when the Nondiscrimination Coordinator or a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.~~

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 et seq.), the Nondiscrimination Coordinator or designee ^{PRESSPlus5} shall consider whether action under policy 2:265, Title IX Sexual Harassment Grievance Procedure, should be initiated.

For any other alleged student harassment that does not require action under policy 2:265, Title IX Sexual Harassment Grievance Procedure, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under policies 2:260, Uniform Grievance Procedure, and/or 7:190, Student Behavior, should be initiated, regardless of whether a written report or complaint is filed.

Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel ^{PRESSPlus6}

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A(b), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity, or outside of school grounds or not during a school activity.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to policy 5:90, *Abused and Neglected Child Reporting*; ~~in addition to reporting the suspected abuse, the complaint shall also be processed under policy 2:265, Title IX Sexual Harassment Grievance Procedure, or policy 2:260, Uniform Grievance Procedure~~ ^{any response required by this policy.}

Enforcement

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any third party who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited

to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action ~~up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.~~

Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited (see policies 2:260, Uniform Grievance Procedure, and 2:265, Title IX Sexual Harassment Grievance Procedure).

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

LEGAL REF.:

[20 U.S.C. §1681](#) et seq., Title IX of the Educational Amendments of 1972; [34 C.F.R. Part 106](#).

[105 ILCS 5/10-20.12](#), [10-22.5](#), [5/27-1](#), and [5/27-23.7](#).

[775 ILCS 5/1-101](#) et seq., Illinois Human Rights Act.

[23 Ill.Admin.Code §1.240](#) and [Part 200](#).

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

[Franklin v. Gwinnett Co. Public Schs.](#), 503 U.S. 60 (1992).

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

[West v. Derby Unified Sch. Dist. No. 260](#), 206 F.3d 1358 (10th Cir. 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), [2:265 \(Title IX Sexual Harassment Grievance Procedure\)](#), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities)

Adopted: December 16, 2019

PRESSPlus Comments

PRESSPlus 1. 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.

If the Board would like to incorporate ISBE's *Sample District Policy and Administrative Procedures* policy recommendation into this policy, see the **PRESS Plus** Question 1 for policy 7:10, *Equal Educational Opportunities*. **Issue 105, August 2020**

PRESSPlus 2. Two laws apply to sexual harassment of students in Illinois. Title IX of the Education Amendments of 1972 (Title IX) and the IHRA prohibit discrimination on the basis of sex and sexual harassment in any educational program or activity receiving federal financial assistance. 20 U.S.C. §1681. Title IX defines sexual harassment as conduct on the basis of sex that meets one or more of the following: (1) a district employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; (2) unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it denies a person equal access to the District's education program or activity; or (3) sexual assault, dating violence, domestic violence, or stalking as defined in federal law. 34 C.F.R. §106.30. Consult the board attorney to ensure the nondiscrimination coordinator and complaint managers are trained to appropriately respond to allegations of Title IX sexual harassment.

See policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, sample exhibit 2:265-E, *Title IX Sexual Harassment Glossary of Terms*, and sample procedures 2:265-AP1, *Title IX Sexual Harassment Response*, and 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*, available at **PRESS** Online by logging in at www.iasb.com.

The IHRA prohibits any district employee or agent from sexually harassing a student, and defines sexual harassment as any unwelcome sexual advances or requests for sexual favors made to a student, or any conduct of a sexual nature toward a student, when: (1) such conduct has the purpose of substantially interfering with the student's educational performance or creating an

intimidating, hostile or offensive educational environment; or (2) the district employee or agent either explicitly or implicitly makes the student's submission to or rejection of such conduct as a basis for making various enumerated education-related determinations. 775 ILCS 5/5A-201(E).

The Ill. Dept. of Human Rights investigates charges of sexual harassment in violation of the IHRA, and it is a civil rights violation when a district fails to take remedial or disciplinary action against an employee the district knows engaged in sexual harassment. 775 ILCS 5/5A-102. **Issue 105, August 2020**

PRESSPlus 3. Using "or any employee with whom the student is comfortable speaking" ensures compliance with Title IX regulations providing that "any employee" of an elementary or secondary school who has notice of sexual harassment or allegations of sexual harassment is deemed to have *actual knowledge* which triggers a district's duty to respond. 34 C.F.R. §106.30. By including "any employee" in this list, this policy contains an item on which collective bargaining may be required. Any policy that impacts upon wages, hours, and terms and conditions of employment is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. **Issue 105, August 2020**

PRESSPlus 4. Title IX regulations require districts to designate and authorize at least one employee to coordinate their efforts to comply with Title IX and to refer to that employee as the *Title IX Coordinator*. 34 C.F.R. §106.8(a), amended at 85 Fed. Reg. 30573. Districts must identify the Title IX Coordinator by name, office address, email address, and telephone number.

The Nondiscrimination and Title IX Coordinator(s) need not be the same person. If the district uses a separate Title IX Coordinator who does not also serve as the Nondiscrimination Coordinator, see the **PRESS Plus** Question 1 in policy 2:260. **Issue 105, August 2020**

PRESSPlus 5. "Nondiscrimination Coordinator or designee" is used where Title IX is potentially implicated. In contrast, if Title IX is likely not implicated then "Nondiscrimination Coordinator or a Complaint Manager or designee" is used. **Issue 105, August 2020**

PRESSPlus 6. Required for districts located within a county served by an accredited Children's Advocacy Center (CAC). 105 ILCS 5/22-85 (final citation pending), added by P.A. 101-531 (governing the investigation of an *alleged incident of sexual abuse* of any child within any Illinois counties served by a CAC). For further discussion see f/n 14 in sample policy 5:90, *Abused and Neglected Child Reporting*, available at **PRESS** Online by logging in at www.iasb.com.

If your school district is not within a county served by an accredited CAC, strike this subsection and select "Adopted with Additional District Edits" as the Save Status. **Issue 105, August 2020**

Document Status: Draft Update - New

2:265 Title IX Sexual Harassment Grievance Procedure

New/Unpublished Section

Sexual harassment affects a student's ability to learn and an employee's ability to work. Providing an educational and workplace environment free from sexual harassment is an important District goal. The District does not discriminate on the basis of sex in any of its education programs or activities, and it complies with Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations (34 C.F.R. Part 106) [PRESSPlus1](#) concerning everyone in the District's education programs and activities, including applicants for employment, students, parents/guardians, employees, and third parties. [PRESSPlus2](#)

Title IX Sexual Harassment Prohibited

Sexual harassment as defined in Title IX (Title IX Sexual Harassment) is prohibited. Any person, including a District employee or agent, or student, engages in Title IX Sexual Harassment whenever that person engages in conduct on the basis of an individual's sex that satisfies one or more of the following: [PRESSPlus3](#)

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; [PRESSPlus4](#) or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's educational program or activity; or
3. *Sexual assault* as defined in 20 U.S.C. §1092(f)(6)(A)(v), *dating violence* as defined in 34 U.S.C. §12291(a)(10), *domestic violence* as defined in 34 U.S.C. §12291(a)(8), or *stalking* as defined in 34 U.S.C. §12291(a)(30). [PRESSPlus5](#)

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

Definitions from 34 C.F.R. §106.30

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

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

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

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

Supportive measures mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the *Complainant* or the *Respondent* before or after the filing of a *Formal Title IX Sexual Harassment Complaint* or where no *Formal Title IX Sexual Harassment Complaint* has been filed. [PRESSPlus6](#)

Title IX Sexual Harassment Prevention and Response

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

1. Ensures that the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*, incorporates (a) age-appropriate sexual abuse and assault awareness and prevention programs in grades pre-K through 12, and (b) age-appropriate education about the warning signs, recognition, dangers, and prevention of teen dating violence in grades 7-12. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
2. Incorporates education and training for school staff pursuant to policy 5:100, *Staff Development Program*, and as recommended by the Superintendent, Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, [Q1](#) Dean of Students, [Q2](#) or a Complaint Manager. [PRESSPlus7](#)
3. Notifies applicants for employment, students, parents/guardians, employees, and collective bargaining units of this policy and contact information for the Title IX Coordinator by, at a minimum, prominently displaying them on the District's website, if any, and in each handbook made available to such persons. [PRESSPlus8](#)

Making a Report

A person who wishes to make a report under this Title IX Sexual Harassment grievance procedure may make a report to the Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the person is comfortable speaking. [PRESSPlus9](#) A person who wishes to make a report may choose to report to a person of the same gender.

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

The Superintendent shall insert into this policy and keep current the name, office address, email address, and telephone number of the Title IX Coordinator. [PRESSPlus10](#)

Title IX Coordinator:

Name *Jen Law, Dir. of Student Services*
Address *5211 Center Ave., Lisle IL 60532*
Email *jlaw@lisle202.org*
Telephone *630-493-8000*

Processing and Reviewing a Report or Complaint

Upon receipt of a report, the Title IX Coordinator and/or designee will promptly contact the *Complainant* to: (1) discuss the availability of supportive measures, (2) consider the *Complainant's* wishes with respect to *supportive measures*, (3) inform the *Complainant* of the availability of *supportive measures* with or without the filing of a *Formal Title IX Sexual Harassment Complaint*, and (4) explain to the *Complainant* the process for filing a *Formal Title IX Sexual Harassment Complaint*. [PRESSPlus11](#)

Further, the Title IX Coordinator will analyze the report to identify and determine whether there is another or an additional appropriate method(s) for processing and reviewing it. [PRESSPlus12](#) For any report received, the Title IX Coordinator shall review Board policies 2:260, *Uniform Grievance Procedure*; 5:20, *Workplace Harassment Prohibited*; 5:90, *Abused and Neglected Child Reporting*; 5:120, *Employee Ethics; Conduct; and Conflict of Interest*; [PRESSPlus13](#) 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; 7:185, *Teen Dating Violence Prohibited*; and 7:190, *Student Behavior*, to determine if the allegations in the report require further action.

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

Formal Title IX Sexual Harassment Complaint Grievance Process

When a *Formal Title IX Sexual Harassment Complaint* is filed, the Title IX Coordinator will investigate it or appoint a qualified person to undertake the investigation. [PRESSPlus14](#)

The Superintendent or designee shall implement procedures to ensure that all *Formal Title IX Sexual Harassment Complaints* are processed and reviewed according to a Title IX grievance process that fully complies with 34 C.F.R. §106.45. [PRESSPlus15](#) The District's grievance process shall, at a minimum:

1. Treat *Complainants* and *Respondents* equitably by providing remedies to a *Complainant* where the *Respondent* is determined to be responsible for sexual harassment, and by following a grievance process that complies with 34 C.F.R. §106.45 before the imposition of any disciplinary sanctions or other actions against a *Respondent*.
2. Require an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations may not be based on a person's status as a *Complainant*, *Respondent*, or witness.
3. Require that any individual designated by the District as a Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate an informal resolution process:
 - a. Not have a conflict of interest or bias for or against complainants or respondents generally or an individual *Complainant* or *Respondent*.
 - b. Receive training on the definition of sexual harassment, the scope of the District's *education program or activity*, how to conduct an investigation and grievance process (including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially.

4. Require that any individual designated by the District as an investigator receiving training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
5. Require that any individual designated by the District as a decision-maker receive training on ⁰³ issues of relevance of questions and evidence, including when questions and evidence about the *Complainant's* sexual predisposition or prior sexual behavior are not relevant.
6. Include a presumption that the *Respondent* is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
7. Include reasonably prompt timeframes for conclusion of the grievance process.
8. Describe the range of possible disciplinary sanctions and remedies the District may implement following any determination of responsibility.
9. Base all decisions upon the *preponderance of evidence* standard. ⁰⁴
10. Include the procedures and permissible bases for the *Complainant* and *Respondent* to appeal.
11. Describe the range of *supportive measures* available to *Complainants* and *Respondents*.
12. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege. ^{PRESSPlus16}

Enforcement

Any District employee who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any third party who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any District student who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action, including, but not limited to, suspension and expulsion consistent with student behavior policies. ^{PRESSPlus17} Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action.

This policy does not increase or diminish the ability of the District or the parties to exercise any other rights under existing law. ^{PRESSPlus18}

Retaliation Prohibited

The District prohibits any form of retaliation against anyone who, in good faith, has made a report or complaint, assisted, or participated or refused to participate in any manner in a proceeding under this policy. Any person should report claims of retaliation using Board policy 2:260, *Uniform Grievance Procedure*. ^{PRESSPlus19}

Any person who retaliates against others for reporting or complaining of violations of this policy or for participating in any manner under this policy will be subject to disciplinary action, up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.:

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

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

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

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Conduct, and Conflict of Interest), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior)

Questions and Answers:

***Required Question 1. Does the District employ Assistant Principals?

Yes (default)

No (IASB will remove Assistant Building Principal references from the policy)

***Required Question 2. Does the District employ a Dean of Students?

Yes (default)

No (IASB will remove Dean of Students references from the policy)

***Required Question 3. 34 C.F.R. §106.45(b)(1) lists the basic requirements for a grievance process. While live hearings are only required for postsecondary institutions, elementary and secondary schools may choose to offer them as part of their grievance process. **Consult the board attorney if the board wants the district to use a live hearing in its grievance process.**

Will the District use a live hearing during the grievance process?

No (default)

Yes (IASB will amend #5 by inserting the following after "receive training on": "any technology to be used at a live hearing and on")

***Required Question 4. 34 C.F.R. §106.45(b)(1)(vii) requires the Title IX sexual harassment grievance process to state the standard of evidence it will use to determine responsibility of the respondent. The standard of evidence selected must be applied "consistently to formal complaints alleging Title IX sexual harassment regardless of whether the respondent is a student or an employee." 85 Fed. Reg. 30373. This policy uses the *preponderance of the evidence* standard, not the *clear and convincing evidence* standard. *Preponderance of evidence* is a standard used in civil cases. It means "the greater weight of the evidence, not necessarily established by the greater number of witnesses testifying to a fact but by evidence that has the most convincing force." See *Black's Law Dictionary, 11th ed. 2019*. *Preponderance of the evidence* is the standard used in sample policy 2:260, *Uniform Grievance Procedure*. *Clear and convincing* is a higher standard, requiring more than *preponderance of the evidence* but less than proof beyond a reasonable doubt. It means "evidence indicating that the thing to be proved is highly probable or reasonably certain." See *Black's Law Dictionary, 11th ed. 2019*. **Consult the board attorney regarding the appropriate standard for the district, as well as implications if a different standard is used in this policy than in 2:260, *Uniform Grievance Procedure*.** Ensure the same standard of evidence is used in the district's implemented administrative procedure 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*.

Which standard of proof has the Board adopted for policy 2:265?

Preponderance of evidence (default)

Clear and convincing evidence (IASB will replace "preponderance of" with "clear and convincing")

PRESSPlus Comments

PRESSPlus 1. The final Title IX regulations are eff. 8-14-20; however, their complexity and scope means that districts are unlikely to finalize policies until after the effective date. It is important for school officials to discuss Title IX requirements with their board attorneys, to ensure full implementation and to reduce risks based on Title IX's intersection with local and State laws and regulations. See the **PRESS Issue 105 Update Memo**, available at **PRESS Online** by logging in at www.iasb.com, for more information. **Issue 105, August 2020**

PRESSPlus 2. Title IX of the Education Amendments of 1972 (Title IX)(20 U.S.C. §1681 *et seq.*) requires this subject matter be covered by policy and controls this policy's 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. Employee grievance procedures are a mandatory subject of bargaining and cannot be changed without the employee exclusive representative's consent. This policy and its companion policy 2:260, *Uniform Grievance Procedure*, are in addition to, and not a substitute for, the employee grievance procedure contained in a collective bargaining agreement.

For the sake of consistency and ease of administration, this policy addresses only Title IX sexual harassment grievances, except those contained in collective bargaining agreements. See the cross references for the policies referring to this Title IX sexual harassment grievance procedure policy.

A district must have at least one policy explicitly stating it does not discriminate on the basis of sex in its education programs or activities under Title IX and its implementation regulations (34 C.F.R. Part 106). 34 C.F.R. §106.8(b)(1). Title IX jurisdiction is geographically limited to discrimination against a person in the United States. 34 C.F.R. §106.8(d). Though all complaints of sexual harassment may not constitute sexual harassment under Title IX, Title IX's reach is broad because an alleged complainant or alleged respondent may be *anyone* in the District's educational program or activity in the United States – including applicants for employment, students, parents/guardians, any employee, and third parties. **Issue 105, August 2020**

PRESSPlus 3. 34 C.F.R. §106.30. The definition of *sexual harassment* in the policy and in Title IX includes *unwelcome* conduct. Id. However, case law does not always distinguish between *welcome* and *unwelcome* conduct. See Mary M. v. North Lawrence Community Sch. Corp., 131 F.3d 1220 (7th Cir. 1997) (8th grade student did not need to show that a school employee's sexual advances were *unwelcome* in order to prove sexual harassment). **Issue 105, August 2020**

PRESSPlus 4. 34 C.F.R. §106.30. This behavior is commonly called *quid pro quo* sexual harassment. See 85 Fed. Reg. 30036, f/n 94. By using the term *individual*, Title IX regulations do not limit *quid pro quo* sexual harassment to situations where the provision of an aid, benefit or service by an employee is conditioned on a current *student's* participation in unwelcome sexual conduct. By way of example, *quid pro quo* Title IX sexual harassment involving an employee and an individual other than a current student may be implicated when: an employee tells a former student she can only get a letter of recommendation if she participates in unwelcome sexual conduct; an employee selects a volunteer for a coveted field trip chaperone position if he participates in unwelcome sexual conduct; or a supervisory employee subjects a subordinate employee to unwelcome sexual conduct in exchange for a promotion. **Issue 105, August 2020**

PRESSPlus 5. See sample exhibit 2:265-E, *Title IX Sexual Harassment Glossary of Terms*, available at **PRESS** Online by logging in at www.iasb.com, for these definitions and other definitions of italicized terms in this policy. **Issue 105, August 2020**

PRESSPlus 6. See sample administrative procedure 2:265-AP1, *Title IX Sexual Harassment Response*, available at **PRESS** Online by logging in at www.iasb.com, for further discussion of supportive measures. **Issue 105, August 2020**

PRESSPlus 7. If the Board's policy 5:100, *Staff Development Program*, does not include the paragraphs listing trainings (from footnote 4 of sample policy 5:100), IASB will remove the phrase ~~pursuant to policy 5:100, Staff Development Program~~, and. **Issue 105, August 2020**

PRESSPlus 8. A district must prominently display its Title IX non-discrimination policies (policy 2:260, *Uniform Grievance Procedure*, and this policy 2:265, *Title IX Sexual Harassment Grievance Procedure*) and contact information for its Title IX coordinator(s) on its website, if any, and in each handbook made available to students, applicants for employment, parents/guardians, employees, and collective bargaining units. 34 C.F.R. §106.8(a) and (b). Notifications must state that nondiscrimination extends to employment, and that inquiries about the application of Title IX and its regulations may be referred to the district's Title IX coordinator, to the U.S. Dept. of Education's Assistant Secretary of Education, or both. 34 C.F.R. §106.8(b). See sample exhibit 2:250-E2, *Immediately Available District Public Records and Web-Posted Reports and Records*, available at **PRESS** Online by logging in at www.iasb.com. **Issue 105, August 2020**

PRESSPlus 9. Using "or any employee with whom the Complainant is comfortable speaking" ensures Title IX compliance because Title IX deems "any employee" of an elementary or secondary school who has notice of sexual harassment or allegations of sexual harassment to have *actual knowledge*. Therefore, a report to any employee triggers a district's duty to respond. 34 C.F.R. §106.30. This policy contains an item upon which collective bargaining may be required. Any policy that impacts wages, hours, and terms and conditions of employment is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. **Issue 105, August 2020**

PRESSPlus 10. Title IX regulations require districts to designate and authorize at least one employee to coordinate its efforts to comply with Title IX and to refer to that employee as the *Title IX Coordinator*. 34 C.F.R. §106.8(a). Districts must identify the Title IX coordinator by name, office address, email address, and telephone number. A district's nondiscrimination coordinator often also serves as its Title IX coordinator. See policy 2:260, *Uniform Grievance Procedure*.

While the names and contact information are required by law to be listed, they are not part of the adopted policy and do not require board action. This allows for additions and amendments to the names and contact information when necessary. It is important for updated names and contact information to be inserted into this policy and regularly monitored. **Issue 105, August 2020**

PRESSPlus 11. Required by 34 C.F.R. §106.44(a) and (b) regardless of whether a formal Title IX sexual harassment complaint is filed. **Issue 105, August 2020**

PRESSPlus 12. See sample exhibit 2:265-E, *Title IX Sexual Harassment Glossary of Terms*, available at **PRESS** Online by logging in at www.iasb.com, for a discussion of Title IX sexual harassment and non-Title IX sexual harassment. Consult the board attorney for further guidance. **Issue 105, August 2020**

PRESSPlus 13. See also sample administrative procedure 5:120-AP2, *Employee Conduct Standards*, available at PRESS Online by logging in at www.iasb.com. **Issue 105, August 2020**

PRESSPlus 14. This policy gives Title IX coordinators the flexibility to appoint another qualified individual to conduct an investigation. This may be appropriate when the neutrality or efficacy of the Title IX coordinator is an issue, and/or where the district wishes to have the expertise that an in-house or outside attorney may afford to an investigation. Alternative appointments are often made in consultation with the superintendent or other district-level administrator (except in cases involving complaints about those individuals) and the board attorney. If a complaint involves the superintendent or other district-level administrator, alternative appointments are often made in consultation with the board and the board attorney. **Issue 105, August 2020**

PRESSPlus 15. See sample administrative procedures 2:265-AP1, *Title IX Sexual Harassment Response*, and 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*, available at PRESS Online by logging in at www.iasb.com. **Issue 105, August 2020**

PRESSPlus 16. Examples of legally-recognized privileges include attorney-client privilege, doctor-patient privilege, and spousal privilege. See 85 Fed. Reg. 30277. **Issue 105, August 2020**

PRESSPlus 17. See policies 7:190, *Student Behavior*, and 7:230, *Misconduct by Students with Disabilities*. See also policies 7:200, *Suspension Procedures*, and 7:210, *Expulsion Procedures*, for due process requirements when student suspension or expulsion is recommended following a determination of responsibility for Title IX sexual harassment. **Issue 105, August 2020**

PRESSPlus 18. Examples of rights the district or parties may exercise ancillary to this Title IX sexual harassment grievance procedure include, but are not limited to: disciplinary processes for suspensions and expulsions of students under 105 ILCS 5/10-22.6; tenured teacher dismissal proceedings under 105 ILCS 5/24-12; any other pre-termination process required by an applicable collective bargaining agreement, employment policy or procedure, or employment contract; and student appeal of a sex equity grievance decision under 23 Ill. Admin. Code §200.40 (see policy 7:10, *Equal Educational Opportunities*). **Issue 105, August 2020**

PRESSPlus 19. Retaliation complaints must be processed under policy 2:260, *Uniform Grievance Procedure*, because they are covered under the district's grievance procedure for resolving non-sexual harassment Title IX complaints. See 34 C.F.R. §106.8(c). Title IX sexual harassment regulations state that "[c]omplaints alleging retaliation may be filed according to the grievance procedures for sex discrimination required to be adopted under §106.8(c)." 34 C.F.R. §106.71. **Issue 105, August 2020**

FOR ACTION

**Lisle Community Unit School District No. 202
Board of Education Meeting
October 26, 2020**

SUBJECT: Approval of Superintendent Goals

BACKGROUND DATA: The Superintendent's 2020/2021 Goals were reviewed in Closed Session during the September 28, 2020 Board Meeting and must be approved annually.

FINANCIAL IMPACT: N/A.

SUGGESTED MOTION: That the Board of Education approve the Superintendent's 2020/2021 Goals as presented.

Superintendent Goals

Lisle Community Unit School District 202

School Year 2020-2021

Goal #1 - Support Initiatives to Improve Academic Achievement of All Students, Including Narrowing Achievement Gaps for Identified Student Groups

Objective:

- The Superintendent will promote the academic success and personal wellbeing of every student by utilizing instruction that maximizes student learning and ensuring the development of a culture of continuous school improvement. (Illinois Professional School Leader Standards).
- The Superintendent will also plan, organize, implement, and evaluate educational programs that will provide for students' mastery of the Illinois Learning Standards and meet/exceed student performance and academic improvement goals established by the Board (Board Policy 3:10).
- Throughout the 2020-2021 school term, the Superintendent shall direct the efforts of administration to improve student achievement and narrow the achievement gap for identified student groups as measured by State, National and local assessments.

Action Items during the 2020-2021 school year [Partially based on the Illinois Professional School Leader Standards]:

- Students' learning will be assessed utilizing multiple sources of data and a variety of techniques to make instructional decisions.
- The State Multiple Measure Index will be utilized in defining expectations for all students.
- Professional development will be offered to promote a focus on students' learning consistent with the District's vision and goals.
- Diversity and socioeconomic status will be considered in developing learning experiences and delivering the supports, programs, and educational opportunities for students to succeed.
- Barriers to equity in students' learning will be identified, clarified, and addressed.
- Appropriate technologies will be used in teaching and learning.

Evidence of Progress to be provided during the 2020-2021 School Year:

- District Data Presentation and School Improvement Plans with an analysis of students' performance on State, National, and local assessments including an itemization by demographic groups with follow-up recommendations for necessary curriculum revisions and areas for instructional focus.

- Report to the Board on summer curriculum development, professional development activities, and utilization of teacher collaboration & PLC time.
- Presentation to the Board by the Administrative and Teaching Staff on how technology will be utilized to meet the Illinois Common Core Standards, engage students, and improve instruction/
- Raw data will be provided to the Board of Education when readily available prior to formal presentation.

Goal #2 – Support Initiatives to Improve Communication with Families, Staff and the Community

Objective:

- The Superintendent will promote the success of all students by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources (Illinois Professional School Leader Standards).
- Throughout the 2020-2021 school year, the Superintendent shall direct the efforts to stay connected with the community to determine priorities, foster partnerships and promote learning in a timely and engaging manner through ongoing communication efforts.

Action Items during the 2020-2021 School Year:

- Implementing a communications program that directly assists the District to achieve its strategic goals based on strategies outlined within the Continuous Improvement Framework.
- Continuing to utilize communication and engagement mechanisms with families to assist them in supporting and participating in the learning process of their students.
- Continuing to utilize two-way communication processes with all District stakeholders to collaborate on decisions that impact the future of the District such as Vision 202, focus groups and webinars.
- Remaining committed to highlighting student and staff achievements through various media.
- Providing focus and direction for messages/methods in support of the District's goals

Evidence of Progress to be provided during the 2020-2021 School Year:

- Annual and Quarterly Reports
- Board Highlights posted on website and included in eNewsletters
- “Contact Us” section of the website
- District eNewsletters
- Future Vision 202 sessions
- Mailings
- Newspaper articles
- Photo collections and galleries on the website
- Photo galleries presented on screens in the schools
- School eNewsletters
- Small group discussions at parent meetings to gather feedback

- Social Media
- Staff article submissions
- Staff communications
- Staff participation in photo and video collections
- Targeted articles related to key curriculum and instruction topics
- Topic specific email blasts
- Traditional mailings
- Website “Window into the Classroom”
- Website articles

Goal #3 - Safely Re-Open the School Buildings and In-Person Services during the Covid 19 Global Pandemic

Objective:

- The Illinois State Board of Education (ISBE) and Illinois Department of Public Health (IDPH) agree that in-person learning should be the goal for all public school districts.
- The District will develop a plan to safely re-open K-12 school buildings and in-person services, utilize mitigation strategies to help protect students, teachers, and staff and slow the spread of COVID-19 while protecting the health, safety, and wellbeing of students, teachers, staff, their families, and communities:

Action Items during the 2020-2021 School Year:

- Collaborate with state and local health officials to stay current on community transmission levels and best practices
- Promote behaviors for students, staff, and families that reduce COVID-19’s spread
- Maintain healthy environments and operations in school buildings
- Prepare for absences
- Provide continuity of student learning
- Develop a mixture of in-person, remote, and blended learning, depending on school capacities and individual student needs
- Communicate relevant information and changes in a timely manner

Evidence of Progress to be provided during the 2020-2021 School Year:

- Return to Learn Re-Entry Plan
- Safety and Operational Protocol Documents
- Communications to students, families, faculty members, and the community

FOR ACTION

**Lisle Community Unit School District 202
Board of Education Meeting
October 26, 2020**

SUBJECT: Approval of the Snow Removal Bid Addendum – Roll-Over Year 1

BACKGROUND DATA: Everest Snow Management was awarded the snow removal contract at the October 28, 2019 Board Meeting. The bid specifications provide that up to two (2) roll-over years may be added to the contract, one year at a time. Annual increases for roll-over years shall be no more than 5% or CPI, whichever is lower.

The District was pleased with the services provided by Everest during the 2019-2020 school year. Taking this into consideration, the Administration reached out to Everest in regards to extending the snow removal contract for one additional year. Everest Snow Management has agreed to provide services for the 2020-2021 school year. Pricing levels will increase by the 2018 CPI of 1.9%.

In an effort to formalize this understanding in writing, an addendum has been prepared to reflect the pricing and services for the 2020-2021 school year. A copy of the Snow Removal Bid Addendum is included in BoardBooks for reference.

FINANCIAL IMPACT: Snow removal costs are charged to the O&M Fund. Costs for plowing and salt fluctuate from year to year based on the weather conditions. Included in the FY2020 budget is \$50,000 for snow removal services.

RECOMMENDATION: The Administration recommends approval of the snow removal bid addendum with Everest Snow Management for the 2020-2021 school year.

SUGGESTED MOTION: That the Board of Education approves the Snow Removal Bid Addendum – Roll-Over Year 1 with Everest Snow Management to provide snow removal services for the 2020-2021 school year.

LISLE COMMUNITY UNIT DISTRICT 202
SNOW REMOVAL BID ADDENDUM
ROLL-OVER YEAR 1

In accordance with the “Roll-over” provision (Page 6, Section 18) of the Snow Removal Bid dated September 30, 2019, Everest Snow Management agrees to provide snow removal services for Lisle Community Unit School District #202 for the 2020 - 2021 school year.

Cost includes all equipment, labor and materials to provide the snow removal per bid specifications. Undersigned agrees that prices represent the total cost for snow removal and salting and that nothing additional will be added for delivery, taxes, fuel surcharges, etc.

1. Lisle Sr. High School

1800 Short Street, Lisle, Illinois

Flat rate per removal up to 3”	\$ 354.00 /push
Flat rate per removal greater than 3" up to 6”	\$ 443.00 /push
Flat rate per removal greater than 6" up to 9”	\$ 531.00 /push
Hourly rate for removal greater than 9" (hourly rate)	\$ 110.00 /hour

Flat rate salt furnished and applied \$ 364.00 per application

2. Lisle Jr. High School

5207 Center Avenue, Lisle, Illinois

Flat rate per removal up to 3”	\$ 234.00 /push
Flat rate per removal greater than 3" up to 6”	\$ 293.00 /push
Flat rate per removal greater than 6" up to 9”	\$ 351.00 /push
Hourly rate for removal greater than 9" (hourly rate)	\$ 113.00 /hour

Flat rate salt furnished and applied \$ 239.00 per application

3. Lisle Elementary School

5801 Westview Lane, Lisle, Illinois

Flat rate per removal up to 3”	\$ 92.00 /push
Flat rate per removal greater than 3" up to 6”	\$ 116.00 /push
Flat rate per removal greater than 6" up to 9”	\$ 138.00 /push
Hourly rate for removal greater than 9" (hourly rate)	\$ 113.00 /hour

Flat rate salt furnished and applied \$ 92.00 per application

NOTE: All items include total hourly charges for equipment and driver.

VEHICLE

RATE

Skid Steer \$ 138.00 per hour/ea.

4-wheel drive pick-up truck with blade \$ 138.00 per hour/ea.

Front end loader \$ 245.00 per hour/ea.

Dump truck (for snow transportation) \$ 164.00 per hour/ea.

EVEREST SNOW MANAGEMENT
By Its Authorized Representative

BOARD OF EDUCATION, LISLE
COMMUNITY UNIT SCHOOL DISTRICT
NO. 202, DUPAGE COUNTY, ILLINOIS

By: _____

By: _____

Title: _____

Title: Board of Education President

Date: _____

Date: _____

FOR APPROVAL

**Lisle Community Unit School Dist. 202
Board of Education Meeting
October 26, 2020**

SUBJECT: Sixth Amendment to Purchase and Sale Agreement for Tate Woods School

BACKGROUND DATA: Kindi Academy has requested the District extend the closing date from October 30, 2020 to May 30, 2021 to provide additional time to obtain a building inspection. Kindi Academy has terminated their current lease effective June 30, 2021 and expects to start the 2021/2022 school year at Tate Woods.

The School District is planning to complete the infrastructure modifications related to the special use permit prior to the closing date.

The original contract, first, second, third, fourth, and fifth amendments are available in the August 24th, 2020 BoardBook for reference.

FINANCIAL IMPACT: None

RECOMMENDATION: The Administration recommends the Board approve the Sixth Contract Amendment.

SUGGESTED MOTION: The Board of Education approve the Sixth Amendment to Purchase and Sale Agreement for Tate Woods School.

SIXTH AMENDMENT TO PURCHASE AND SALE AGREEMENT

THIS SIXTH AMENDMENT TO CONTRACT FOR SALE (this “**Sixth Amendment**”) is made this 26th day of October, 2020, by and between Board of Education of Lisle Community Unit School District No. 202 (“**Seller**”), and Kindi Academy Ltd. an Illinois not-for-profit corporation (“**Purchaser**”). Seller and Purchaser may each be referred to as a “**Party**” and collectively as the “**Parties.**”

RECITALS

WHEREAS, on June 25, 2018 (the “**Effective Date**”), Seller and Purchaser entered into a Purchase and Sale Agreement (the “**Agreement**”) for the purchase and sale of the property commonly known as the Tate Wood Elementary School, located at 1736 Middleton Avenue, Lisle, DuPage County, Illinois (the “**Property**”);

WHEREAS, on May 20, 2019, Seller and Purchaser executed an Amendment to the Agreement (“**First Amendment**”);

WHEREAS, on February 24, 2020, Seller and Purchaser executed an Amendment to the Agreement (“**Second Amendment**”);

WHEREAS, on March 16, 2020, Seller and Purchaser executed an Amendment to the Agreement (“**Third Amendment**”); and

WHEREAS, on April 27, 2020, Seller and Purchaser executed an Amendment to the Agreement (“**Fourth Amendment**”); and

WHEREAS, on August 24, 2020, Seller and Purchaser executed an Amendment to the Agreement (“**Fifth Amendment**”); and

WHEREAS, Seller and Purchaser are desirous of amending the Agreement as more specifically set forth herein.

NOW THEREFORE, in consideration of Ten Dollars (\$10.00) and other good and valuable consideration, the receipt and sufficiency thereof being hereby acknowledged, Seller and Purchaser hereby agree as follows:

1. The Recitals above are hereby restated by this reference. The capitalized words and terms herein shall have the same meaning as set forth in the Agreement unless another meaning is given it herein.
2. Closing as specified in Section 3 shall be extended until a date on or before May 30, 2021.
3. Zoning as specified in Section 7 is hereby amended to state Purchaser may terminate this Agreement upon written notice to the Seller not less than ten (10) days prior to closing.

4. Except as specifically set forth in this Sixth Amendment, all terms and conditions in the Agreement and First, Second, Third, Fourth, and Fifth Amendments shall remain unmodified and in full force and effect.

SELLER:

Board of Education of Lisle Community Unit
School District No. 202

By: _____

Its: _____

PURCHASER:

Kindi Academy Ltd. an Illinois not-for-profit
corporation

By: _____

Its: _____

LISLE COMMUNITY UNIT SCHOOL DISTRICT #202
FINANCIAL REPORT
July 2020

	Total All Funds	Educational	Operations & Maintenance	Debt Services	Transportation	IMRF/Social Security		Capital Projects	Working Cash	Tort
						IMRF	Social Security			
BEGINNING FUND										
BALANCE 7/1/20	18,092,810.93	11,159,298.69	520,599.43	183,150.06	2,291,800.18	240,141.62	221,660.55	2,673,622.03	804,793.12	-2,254.75
REVENUES										
JULY	16,425,050.37	12,842,925.21	2,083,055.64	643,445.65	354,239.30	228,701.54	266,000.29	1,518.26	2,813.14	2,351.34
AUGUST	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SEPTEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
OCTOBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NOVEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
DECEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
JANUARY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FEBRUARY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MARCH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
APRIL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MAY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
JUNE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB-TOTAL	16,425,050.37	12,842,925.21	2,083,055.64	643,445.65	354,239.30	228,701.54	266,000.29	1,518.26	2,813.14	2,351.34
EXPENDITURES										
JULY	1,284,441.15	974,234.50	237,841.47	0.00	2.11	36,800.24	35,466.24	0.00	0.00	96.59
AUGUST	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SEPTEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
OCTOBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NOVEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
DECEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
JANUARY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FEBRUARY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MARCH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
APRIL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MAY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
JUNE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB- TOTAL	1,284,441.15	974,234.50	237,841.47	0.00	2.11	36,800.24	35,466.24	0.00	0.00	96.59
ENDING FUND BALANCE	33,233,420.15	23,027,989.40	2,365,813.60	826,595.71	2,646,037.37	432,042.92	452,194.60	2,675,140.29	807,606.26	0.00
LIABILITIES	1,127,002.49	1,062,776.38	61,193.55	0.00	3,032.56	0.00	0.00	0.00	0.00	0.00
ENDING LIABILITY & FUND BALANCE	34,360,422.64	24,090,765.78	2,427,007.15	826,595.71	2,649,069.93	432,042.92	452,194.60	2,675,140.29	807,606.26	0.00

LISLE COMMUNITY UNIT SCHOOL DISTRICT #202
FINANCIAL REPORT
August 2020

	Total All Funds	Educational	Operations & Maintenance	Debt Services	Transportation	IMRF/Social Security		Capital Projects	Working Cash	Tort
						IMRF	Social Security			
BEGINNING FUND										
BALANCE 7/1/20	18,092,810.93	11,159,298.69	520,599.43	183,150.06	2,291,800.18	240,141.62	221,660.55	2,673,622.03	804,793.12	-2,254.75
REVENUES										
JULY	16,425,050.37	12,842,925.21	2,083,055.64	643,445.65	354,239.30	228,701.54	266,000.29	1,518.26	2,813.14	2,351.34
AUGUST	3,649,794.13	2,721,273.14	408,557.28	124,059.25	297,050.95	44,173.30	51,348.30	1,857.23	1,023.10	451.58
SEPTEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
OCTOBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NOVEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
DECEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
JANUARY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FEBRUARY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MARCH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
APRIL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MAY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
JUNE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB-TOTAL	20,074,844.50	15,564,198.35	2,491,612.92	767,504.90	651,290.25	272,874.84	317,348.59	3,375.49	3,836.24	2,802.92
EXPENDITURES										
JULY	1,284,441.15	974,234.50	237,841.47	0.00	2.11	36,800.24	35,466.24	0.00	0.00	96.59
AUGUST	1,342,631.27	1,005,179.23	248,031.59	0.00	0.91	38,905.04	36,362.92	13,700.00	0.00	451.58
SEPTEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
OCTOBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NOVEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
DECEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
JANUARY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FEBRUARY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MARCH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
APRIL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MAY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
JUNE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB-TOTAL	2,627,072.42	1,979,413.73	485,873.06	0.00	3.02	75,705.28	71,829.16	13,700.00	0.00	548.17
ENDING FUND BALANCE	35,540,583.01	24,744,083.31	2,526,339.29	950,654.96	2,943,087.41	437,311.18	467,179.98	2,663,297.52	808,629.36	0.00
LIABILITIES	66,176.35	6,076.35	60,100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ENDING LIABILITY & FUND BALANCE	35,606,759.36	24,750,159.66	2,586,439.29	950,654.96	2,943,087.41	437,311.18	467,179.98	2,663,297.52	808,629.36	0.00

LISLE COMMUNITY UNIT SCHOOL DISTRICT #202
FINANCIAL REPORT
September 2020

	Total All Funds	Educational	Operations & Maintenance	Debt Services	Transportation	IMRF/Social Security		Capital Projects	Working Cash	Tort
						IMRF	Social Security			
BEGINNING FUND										
BALANCE 7/1/20	18,092,810.93	11,159,298.69	520,599.43	183,150.06	2,291,800.18	240,141.62	221,660.55	2,673,622.03	804,793.12	-2,254.75
REVENUES										
JULY	16,425,050.37	12,842,925.21	2,083,055.64	643,445.65	354,239.30	228,701.54	266,000.29	1,518.26	2,813.14	2,351.34
AUGUST	3,649,794.13	2,721,273.14	408,557.28	124,059.25	297,050.95	44,173.30	51,348.30	1,857.23	1,023.10	451.58
SEPTEMBER	10,085,091.06	7,860,550.23	1,228,341.29	378,557.79	320,773.93	134,580.50	156,512.23	2,300.27	2,093.39	1,381.43
OCTOBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NOVEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
DECEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
JANUARY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FEBRUARY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MARCH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
APRIL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MAY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
JUNE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB-TOTAL	30,159,935.56	23,424,748.58	3,719,954.21	1,146,062.69	972,064.18	407,455.34	473,860.82	5,675.76	5,929.63	4,184.35
EXPENDITURES										
JULY	1,284,441.15	974,234.50	237,841.47	0.00	2.11	36,800.24	35,466.24	0.00	0.00	96.59
AUGUST	1,342,631.27	1,005,179.23	248,031.59	0.00	0.91	38,905.04	36,362.92	13,700.00	0.00	451.58
SEPTEMBER	3,013,070.93	2,679,342.03	240,299.79	0.00	18,607.88	37,630.34	35,809.46	0.00	0.00	1,381.43
OCTOBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NOVEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
DECEMBER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
JANUARY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FEBRUARY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MARCH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
APRIL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MAY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
JUNE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB- TOTAL	5,640,143.35	4,658,755.76	726,172.85	0.00	18,610.90	113,335.62	107,638.62	13,700.00	0.00	1,929.60
ENDING FUND BALANCE	42,612,603.14	29,925,291.51	3,514,380.79	1,329,212.75	3,245,253.46	534,261.34	587,882.75	2,665,597.79	810,722.75	0.00
LIABILITIES	66,225.48	6,125.48	60,100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ENDING LIABILITY & FUND BALANCE	42,678,828.62	29,931,416.99	3,574,480.79	1,329,212.75	3,245,253.46	534,261.34	587,882.75	2,665,597.79	810,722.75	0.00

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202
MONTHLY TREASURER'S REPORT
July 31, 2020

							IMRF/Social Security				
		Total All Funds	Educational	Operations & Maintenance	Debt Services	Transportation	IMRF	Social Security	Capital Projects	Working Cash	Tort
ISDLAF+/PMA - 101 ACCOUNT											
7/1/20	LIQ Beginning Balance (1121)	4,905,861.49	3,483,116.67	356,368.39	109,628.95	358,290.96	62,948.03	65,316.31	359,560.00	110,632.18	-
	Monthly Transactions	(855,128.54)	(969,954.50)	(150,765.69)	33,521.44	121,328.13	(17,552.50)	(15,494.36)	109,960.72	33,828.22	-
7/31/20	LIQ Ending Balance (1121)	4,050,732.95	2,513,162.17	205,602.70	143,150.39	479,619.09	45,395.53	49,821.95	469,520.72	144,460.40	-
7/1/20	MAX Beginning Balance (1122)	14,204,833.02	10,085,301.17	1,031,858.20	317,428.63	1,037,424.96	182,264.89	189,122.19	1,041,099.49	320,333.49	-
	Monthly Transactions	(1,355,972.47)	(872,528.06)	(74,502.93)	(22,686.61)	(138,639.97)	(18,807.72)	(18,336.77)	(161,022.40)	(49,448.01)	-
7/31/20	MAX Ending Balance (1122)	12,848,860.55	9,212,773.11	957,355.27	294,742.02	898,784.99	163,457.17	170,785.42	880,077.09	270,885.48	-
7/1/20	Investment Beginning Balance (1210)	16,676,947.95	11,840,480.11	1,211,435.96	372,671.80	1,217,971.52	213,985.06	222,035.76	1,222,285.54	376,082.20	-
	Monthly Transactions	717,404.19	509,350.39	52,113.22	16,031.50	52,394.33	9,205.16	9,551.47	52,579.94	16,178.18	-
7/31/20	Investment Ending Balance (1210)	17,394,352.14	12,349,830.50	1,263,549.18	388,703.30	1,270,365.85	223,190.22	231,587.23	1,274,865.48	392,260.38	-
Total Ending Balance - 101 Account		34,293,945.64	24,075,765.78	2,426,507.15	826,595.71	2,648,769.93	432,042.92	452,194.60	2,624,463.29	807,606.26	-
OTHER CASH, DEPOSITS & ACCOUNTS RECEIVABLE											
	Imprest Fund (1110)	10,800.00	10,000.00	500.00		300.00					
	Flex Spending (1150)	5,000.00	5,000.00								
	Property Tax (1310)										
	Grants Receivable (1510)										
	Deposits (1910)	50,677.00							50,677.00		
7/31/20	Other Cash, Dep. & AR Ending Balance	66,477.00	15,000.00	500.00	-	300.00	-	-	50,677.00	-	-
Total Cash, Investments & Deposits		34,360,422.64	24,090,765.78	2,427,007.15	826,595.71	2,649,069.93	432,042.92	452,194.60	2,675,140.29	807,606.26	-


 David Wilkinson, Treasurer

10/21/20
 Date

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202
MONTHLY TREASURER'S REPORT
August 31, 2020

							IMRF/Social Security				
		Total All Funds	Educational	Operations & Maintenance	Debt Services	Transportation	IMRF	Social Security	Capital Projects	Working Cash	Tort
ISDLAF+/PMA - 101 ACCOUNT											
8/1/20	LIQ Beginning Balance (1121)	4,050,732.95	2,513,162.17	205,602.70	143,150.39	479,619.09	45,395.53	49,821.95	469,520.72	144,460.40	-
	Monthly Transactions	166,807.92	(249,871.09)	(62,306.57)	60,574.34	191,072.89	(7,244.22)	(3,225.34)	178,625.15	59,182.76	-
8/31/20	LIQ Ending Balance (1121)	4,217,540.87	2,263,291.08	143,296.13	203,724.73	670,691.98	38,151.31	46,596.61	648,145.87	203,643.16	-
8/1/20	MAX Beginning Balance (1122)	12,848,860.55	9,212,773.11	957,355.27	294,742.02	898,784.99	163,457.17	170,785.42	880,077.09	270,885.48	-
	Monthly Transactions	820,028.80	727,085.27	203,377.49	57,230.11	82,901.53	9,243.24	14,788.98	(210,327.05)	(64,270.77)	-
8/31/20	MAX Ending Balance (1122)	13,668,889.35	9,939,858.38	1,160,732.76	351,972.13	981,686.52	172,700.41	185,574.40	669,750.04	206,614.71	-
8/1/20	Investment Beginning Balance (1210)	17,394,352.14	12,349,830.50	1,263,549.18	388,703.30	1,270,365.85	223,190.22	231,587.23	1,274,865.48	392,260.38	-
	Monthly Transactions	259,500.00	182,179.70	18,361.22	6,254.80	20,043.06	3,269.24	3,421.74	19,859.13	6,111.11	-
8/31/20	Investment Ending Balance (1210)	17,653,852.14	12,532,010.20	1,281,910.40	394,958.10	1,290,408.91	226,459.46	235,008.97	1,294,724.61	398,371.49	-
Total Ending Balance - 101 Account		35,540,282.36	24,735,159.66	2,585,939.29	950,654.96	2,942,787.41	437,311.18	467,179.98	2,612,620.52	808,629.36	-
OTHER CASH, DEPOSITS & ACCOUNTS RECEIVABLE											
	Imprest Fund (1110)	10,800.00	10,000.00	500.00		300.00					
	Flex Spending (1150)	5,000.00	5,000.00								
	Deposits (1910)	50,677.00							50,677.00		
8/31/20	Other Cash, Dep. & AR Ending Balance	66,477.00	15,000.00	500.00	-	300.00	-	-	50,677.00	-	-
Total Cash, Investments & Deposits		35,606,759.36	24,750,159.66	2,586,439.29	950,654.96	2,943,087.41	437,311.18	467,179.98	2,663,297.52	808,629.36	-



 David Wilkinson, Treasurer

10/22/20

 Date

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202
MONTHLY TREASURER'S REPORT
September 30, 2020

	Total All Funds	Educational	Operations & Maintenance	Debt Services	Transportation	IMRF/Social Security		Capital Projects	Working Cash	Tort
						IMRF	Social Security			
ISDLAF+/PMA - 101 ACCOUNT										
9/1/20 LIQ Beginning Balance (1121)	4,217,540.87	2,263,291.08	143,296.13	203,724.73	670,691.98	38,151.31	46,596.61	648,145.87	203,643.16	-
Monthly Transactions	862,468.61	1,303,179.11	282,774.15	(45,263.32)	(283,846.53)	25,540.38	23,487.53	(336,409.44)	(106,993.27)	-
9/30/20 LIQ Ending Balance (1121)	5,080,009.48	3,566,470.19	426,070.28	158,461.41	386,845.45	63,691.69	70,084.14	311,736.43	96,649.89	-
9/1/20 MAX Beginning Balance (1122)	13,668,889.35	9,939,858.38	1,160,732.76	351,972.13	981,686.52	172,700.41	185,574.40	669,750.04	206,614.71	-
Monthly Transactions	9,676,687.49	6,450,131.51	797,306.16	376,249.55	796,091.69	119,999.68	136,502.68	762,858.86	237,547.36	-
9/30/20 MAX Ending Balance (1122)	23,345,576.84	16,389,989.89	1,958,038.92	728,221.68	1,777,778.21	292,700.09	322,077.08	1,432,608.90	444,162.07	-
9/1/20 Investment Beginning Balance (1210)	17,653,852.14	12,532,010.20	1,281,910.40	394,958.10	1,290,408.91	226,459.46	235,008.97	1,294,724.61	398,371.49	-
Monthly Transactions	(3,467,086.84)	(2,572,053.29)	(92,038.81)	47,571.56	(210,079.11)	(48,589.90)	(39,287.44)	(424,149.15)	(128,460.70)	-
9/30/20 Investment Ending Balance (1210)	14,186,765.30	9,959,956.91	1,189,871.59	442,529.66	1,080,329.80	177,869.56	195,721.53	870,575.46	269,910.79	-
Total Ending Balance - 101 Account	42,612,351.62	29,916,416.99	3,573,980.79	1,329,212.75	3,244,953.46	534,261.34	587,882.75	2,614,920.79	810,722.75	-

OTHER CASH, DEPOSITS & ACCOUNTS RECEIVABLE

Imprest Fund (1110)	10,800.00	10,000.00	500.00		300.00					
Flex Spending (1150)	5,000.00	5,000.00								
Deposits (1910)	50,677.00							50,677.00		
9/30/20 Other Cash, Dep. & AR Ending Balance	66,477.00	15,000.00	500.00	-	300.00	-	-	50,677.00	-	-
Total Cash, Investments & Deposits	42,678,828.62	29,931,416.99	3,574,480.79	1,329,212.75	3,245,253.46	534,261.34	587,882.75	2,665,597.79	810,722.75	-


 David Wilkinson, Treasurer

10/22/20
 Date

FOR ACTION

**Lisle Community Unit School District 202
Board of Education Meeting
October 26, 2020**

SUBJECT: Provide Guidance on Lisle CUSD 202 Position on IASB Delegate Assembly Resolutions

BACKGROUND: In order to participate in IASB Governance, the following proposed resolutions require direction from the Board of Education on how the IASB delegate should vote. At the September meeting, a link to the IASB 2020 Resolutions Committee Report was provided in the IASB Delegate Report in Board Books. That link provided detailed information on the rationale behind proposed resolutions.

New Resolutions:

1. Loan Program
2. Gun Storage
3. School Report Card
4. Pre-K Teacher Licensure
5. Teacher Shortage
6. E-learning on Election Day
7. Local Control Pandemic
8. Local Control Pandemic

Reaffirmations of Existing Positions

9. Position Statement 1.16 Charter Schools – Renewal of Charters
10. Position Statement 1.17 Charter Schools – At-Risk Students
11. Position Statement 2.27 State Authorized Charter School Funding

New Belief Statements

12. Equity

RECOMMENDATION: That the Board of Education authorize its delegate to submit a vote based on the recommendations of the IASB Resolutions Committee.

SUGGESTED MOTION: That the Board of Education authorize the IASB Delegate to cast the District vote

To SUPPORT

- | | | | |
|----|----------------------------|-----|-------------------------|
| #5 | Teacher Shortage | #10 | Position Statement 1.17 |
| #6 | E-learning on Election Day | #11 | Position Statement 2.27 |
| #7 | Local Control Pandemic | #12 | Equity |
| #9 | Position Statement 1.16 | | |

AND

To OPPOSE

- | | | | |
|----|--------------------|----|-------------------------|
| #1 | Loan Program | #4 | Pre-K Teacher Licensure |
| #2 | Gun Storage | #8 | Local Control Pandemic |
| #3 | School Report Card | | |

FOR INFORMATION

**Lisle Community Unit School District 202
Board of Education Meeting
October 26, 2020**

SUBJECT: Freedom of Information Act Request

BACKGROUND DATA: The District received Freedom of Information Act request(s) from the following individual(s):

1. Smart Procure
2. The ADAC
3. Local Labs

The District will respond to all the request(s) within the required timeline.

From: Ken Deloian <kdeloian@smartprocure.com>

Sent: Sunday, October 4, 2020 12:17 PM

To: kfilipiak@lisle202.org

Subject: SmartProcure FOIA Request to Lisle Community Unit School District No. 202 For PO/Vendor Information

Dear Keith Filipiak,

SmartProcure is submitting a commercial FOIA request to the Lisle Community Unit School District No. 202 for any and all purchasing records from 06/30/2020 (mm/dd/yyyy) to current. The request is limited to readily available records without physically copying, scanning or printing paper documents. Any editable electronic document is acceptable.

The specific information requested from your record keeping system is:

- 1. Purchase order number. If purchase orders are not used a comparable substitute is acceptable, i.e., invoice, encumbrance, or check number
- 2. Purchase date
- 3. Line item details (Detailed description of the purchase)
- 4. Line item quantity
- 5. Line item price
- 6. Vendor ID number, name, address, contact person and their email address

If you would like to let me know what type of financial software you use, I may have report samples that help to determine how, or if, you are able to respond.

Please email or click on the button below to upload the information. There is no file size limitation:

[Click Here To Upload](#)

If this request was misrouted, please forward to the correct contact person and reply to this communication with the appropriate contact information.

If you have any questions, please feel free to respond to this email or I can be reached at the phone number below in my signature.

Regards,

Ken Deloian
Data Acquisition Specialist

SmartProcure

Direct: 561-609-6943

Email: kdeloian@smartprocure.com

From: Robert Degre <robertdegre@theadac.com>
Sent: Thursday, October 8, 2020 3:34 PM
To: Keith Filipiak <kfilipiak@lisle202.org>
Cc: Tom Olson <tomolson@theadac.com>; Steve Perla <steveperla@theadac.com>
Subject: Re: Freedom of Information Act Request

Hello Keith,

In accord with the Illinois Freedom of Information Act, I am requesting that Lisle School District 202 provide me with any and all reports, documents, and/or records that contain data from the past five school-years (school-year 2015-2016 through school year 2019-2020) that will provide answers to the following questions;

1. How many public school students have IEPs?
2. How many charter school students have IEPs?
3. How many homeschooled students have IEP/ISPs?
4. How many parentally-placed private school students have been referred for testing under the requirements of the Individuals with Disabilities Education Act's (IDEA) child find procedures?
5. How many parentally-placed private school students have been identified through child-find to need special education and/or related services?
6. How many parentally-placed private school students have an IEP/ISP?
7. Is your district's child-find referral process in writing? If it is, then how/where might I access that information?
8. What is your district's total IDEA Part B allocation?
9. What is your district's total IDEA (Section 619) allocation?
10. How many parentally-placed private school students have received IDEA-funded services?
11. Which IDEA-funded services have been provided to parentally-placed private school students?
12. If IDEA-funded services have been provided to parentally-placed private school students, then what has been/is the location of those services?

I have copied on this email ADAC's Principal Partners Tom Olson and Steve Perla.

Please view this as an amendment of my original non-commercial request from 2 October 2020, at your district's request. Given your delay in asking for the amendment, which was not an outright denial of my request, I am happy to allow an additional 3 days for the collection of records, and look forward to receiving your response by the close of business on 14 October.

If you have any questions, then please be in touch by replying "all" to this email.

Sincerely,

Robert Degre
Director of Research & Administration
781-414-6325
robertdegre@theadac.com
www.theadac.com

From: **Vince Espi** <news+29pypjTxRFb1k51lbwO3eQ@news.locallabs.com>
Date: Mon, Oct 19, 2020 at 11:13 AM
Subject: FOIA Request - Guest Speaker Contracts
To: <mbuchholz@lisle202.org>

To whom it may concern:

I am writing to you on behalf of LocalLabs which is an online publication that reports on and informs the public about local government activities. If you are not the public record officer please forward it to the public record officer or reply to this email with the proper contact.

Pursuant to state public record and open government transparency laws, I am requesting electronic records (preferably non-PDF such as CSV, Excel) of the following:

Copies of any contracts involving guest speakers for the 2019 (previous) and 2020 (current) school year. Please include any virtual guest speakers as well.

The purpose of the request is to access and disseminate information as a matter of public interest and is not for the principal purpose of personal or commercial benefit. I request you furnish any responsive documents and items without charge. Disclosure of the requested information to me is in the public interest because it is likely to contribute significantly to public understanding of the operations or activities of the government and is not primarily in my commercial interest. Thank you in advance for your cooperation and assistance.

Please let me know if you have any questions.

Vince Espi

(312) 772-3924

LocalLabs

Superintendent's Report – October 2020

During October at each building, a significant focus was placed on preparing for in-person learning including planning the cohorts, procedures, protocols, and sharing information with students and staff. In addition, planning for the instructional shifts required for concurrent learning and in-person interactions within the classroom was a primary concern in the weeks leading up to the students' return. Below is an overview of some of the efforts across the District:

- Each school administrative team presented Parent Webinars to provide extensive information about various aspects of the school day. Each webinar was well attended. Webinars and the accompanying presentations are available on the [Return to School page of our website](#).
- At Lisle High School's October 9th Institute Day, 20 students participated in a panel discussion in order to provide staff with feedback on remote learning and the upcoming blended learning model. Thoughtful, articulate and understanding, the students described the issues of not only being on a computer all day, but some of the fears and reservations they have in returning to the building. The majority of students have not been in the building since March, so it is understandable that their anxiety is elevated. However, it was good to see that they are as excited to return to school as we are to have them.
- Videos were also created at the junior high and high school to provide an overview of the new procedures and routines students encounter during the school day at this time. Videos can be found on the website and on the District YouTube Channel.
- Each day a child attends in-person instruction, parents/guardians must complete the Daily Health Certification. Daily email and text reminders as well as building communications are being sent as we begin welcoming students back to school.

HSO Council Meeting, 10/21/2020

Dr. Filipiak and Pam Ahlmann attended the HSO Council zoom meeting.

Pam thanked the HSO for their ongoing communication, sharing information and promoting school spirit initiatives. She also gave kudos to the HSO for continuing school fundraising opportunities such as that evening's Portillo's night and the well-orchestrated mum sale.

Pam recognized the National Merit Scholarship Program Commended Students and National Semifinalist, as well as Aimee Park's nomination for 2021 Illinois Teacher of the Year, and provided an update from the USDA that all students will be able to participate in the free lunch program through the end of the school year.

Participants were appreciative of the recent communications by means of the individual school webinars and were very positive about the time saved by providing virtual open houses and parent-teacher conferences. They expressed their thanks for the many in-school learning efforts of the teachers and staff, and especially the school nurses.

Dr. Filipiak introduced the Lisle 202 COVID-19 Dashboard which he explained would be shared with parents on Friday. The Dashboard metrics for the County, Lisle zip code, and District will be updated weekly and monitored daily. Questions were raised about the metrics analysis, parents reporting symptoms, the possibility of online reporting to the nurses, and temperature checks as well as progress towards concurrent learning. Parents appreciated getting notice in advance of changes to students attending in-person learning, when possible. Dr. Filipiak also stressed a shared responsibility and what parents can do to protect our learning community and help mitigate the spread of COVID-19 in our schools, in order to maintain in-school learning.

Submitted by Pam Ahlmann

HSO Council Meeting Agenda October 21, 2020

IN ATTENDANCE:

CALL TO ORDER:

APPROVAL OF MINUTES:

SUPERINTENDENT REPORT: Keith Filipiak

SCHOOL BOARD LIAISON:

PRESIDENT REPORT: Laura Tchakanakis

TREASURER REPORT: Katie Candler

CORRESPONDING SECRETARY REPORT: Jennifer Zink

RECORDING SECRETARY REPORT: Kathy Gill

Please send reports to Kathy Gill to include in the minutes

OPEN FORUM:

UNIT DELEGATE REPORTS:

Elementary: Sharon Helderle

Junior High: Raquel Pedraza

High School Mary Ebert

COMMITTEE REPORTS

FLOWER SALE -

DIRECTORY -

AWARDS -

5K FUN RUN/WALK

UNFINISHED BUSINESS

MEMBERSHIP DUES

NEW BUSINESS

Motion to adjourn

****Next meeting date: January 20 2021****

HSO Council Meeting Minutes September 16, 2020

IN ATTENDANCE: Laura Tchakanakis, Katie Candler, Rebecca, Debra Roper, Sharon Helderle, Mary Ebert, Anne Blaske, Irene Everet, Keith Filipak, Meg Sima, Dena Klein, Heather T, Raquel Pedraza, Jerry Ebert

*Met via Zoom

CALL TO ORDER: Laura Tchakanakis called the meeting to order at 7:02.

APPROVAL OF MINUTES:

Last meeting was in January 2020 due to schools cancelled in March 2020 due to Covid 19. Motion to approve minus from Sharon Helderle, Seconded by Mary Ebert

PRESIDENT REPORT: Laura Tchakanakis

- Trying to keep meeting to an hour in length
- Acknowledged that this is a difficult time and everyone's work is appreciated
- Introductions
- Sending out email to unit presidents providing them By Laws and Code of Conduct
- If unable to attend one of five meeting please let Laura Tchakanakis know and send reports to Kathy Gill and Laura Tchakanakis
- Dues - appreciate if each unit president would:
 - Update dues collection at each level
 - Ask school secretaries to post link and remind parents
- Needs that continue: Fill Awards Chairperson, HSO Council Vice President, People to be part of 5k committee
- Thank you to Jane Martin and Rosemary Galloway for Flower Sale as well as committee and volunteers. Great event, safe and well organized.
- Thank you to Awards Committee
- Thank you to Rebecca and Anne for getting directory ready.
- Thank you to Beth Eckert treasurer for leading audit at each level and those who attended
- Thank you to unit boards, getting started
- Thank you to HSO leaders who retired: Lisa Lau, Beth Eckert, Monica Waggoner

TREASURER REPORT: Katie Candler

Please see attached

CORRESPONDING SECRETARY REPORT: Jennifer Zink

Sent sympathy card to Amy Sohl regarding loss of father in law

RECORDING SECRETARY REPORT: Kathy Gill

Please send reports to Kathy Gill to include in the minutes

9-16-20

Lisle HSO Council Meeting Minutes

Page 1 of 5

SUPERINTENDENT REPORT: Keith Filipiak

- Adapting to pandemic, initially thought had a really good plan spreading students out. Unfortunately when the school year started there was a spike, and difficulty getting information from the county and CDC.
- Almost all 48 districts in DuPage county did not open school. A few districts started.
- Recently the county came out with a system of green, yellow, red, and now figuring out how to develop a plan.
- Some students who cannot engage in remote learning or may be in special education are beginning to come in. Younger students have more difficulty.
- Kudos to teachers, learning is happening but think more effective if students are coming in person.
- Will be discussing it at the board meeting.
- There have been some cases of COVID, Have a contact tracer in the district. Explained that if one student develops COVID, we need to look back at 14 days and track that down.
- Talked about requirements, cannot bend rules and put students and staff at risk.
- Concern about the social/emotional side of this situation.
- To be clear we want students to be in person, while considering needs of staff.
- Appreciate everyone's patience.
- Most classrooms can only fit about 14 desks with 6 foot distance.
- Question about grade levels (Heather) Keith 3 different plans and they look different for different levels
- Jerry Ebert asked about potential for another parent survey
- Guidelines for buses is 1 student per row

SCHOOL BOARD LIAISON: Meg Sima

- Board meeting in September making an effort to have teacher buy in.
- Talking about doing a town hall before board meeting.
- Meetings need to be in person as cannot ask staff to do something board members are not willing to do themselves. Would need to be in a big space.
- Will need patience for the next step. Can be difficult. Survey will be helpful
- Talked about details of plans including lunch, days of the week, driving to and from school.

OPEN FORUM:

No items - most discussed above

UNIT DELEGATE REPORTS:

Elementary: Sharon Helderle

9-16-20

Lisle HSO Council Meeting Minutes

Page 2 of 5

- First meeting has not yet occurred.
- Sprit week next week.
- Need ideas to virtually connect families. Perhaps a project to pick up and do together.

Junior High: Raquel Pedraza

- First meeting September 9, 2020
- Principal report:
 - Talked about i-ready testing
 - Started softball and basketball scrimmaging
 - Bringing clubs back virtually
- To welcome teachers they set up a sign welcoming back teachers and provided gift cards
- VP discussed fund raiser possibilities
- Next meeting is October 14, 2020

High School Mary Ebert

- Mr Howard spoke about the importance of communication and streamlining the messages. He said they are still planning for a hybrid or blended plan but it will be a slow transition. The learning for life students are coming to the building every day except for Wednesdays and it has been a positive experience having them in the building. They may start bringing some classes in as needed (i.e. science labs, wood class, art)
- Seniors will be coming in to the building on September 23rd to take the SAT test. They are offering remote SAT prep for Seniors at this time. The Junior SAT schedule looks like it normally does with the PSAT being offered in October and prep opportunities prior to the SAT test that is hopefully going to take place in April.
- The IHSA is allowing contact days for off season sports and you can attend if you are not participating in a Fall sport. The sports are broken into three sessions and are listed in the Principal's weekly message.
- Mr Howard reminded us that the teachers update their weekly agenda/plans and post them on the school website. Someone asked if someone could post the link on the HS HSO Facebook page as well for those that frequently follow this page.
- Jen Lauerman asked if we could provide a treat or something for the teachers as a gesture of appreciation for all they are doing as we start the school year. Mr Howard said it would have to be individually wrapped items and the Administration could assist with the distribution.
- Dena reported that the HSO was able to offer 16 students scholarships in the amount of \$750 each.
- The Fall Mum sale is doing really well and the pick-up is on Saturday, September 26th. There will be extras available to purchase on the pick-up day.
- We discussed whether we should approach local businesses for restaurant nights. Jen Lauermann mentioned that the owner of Sizzaly seems interested in doing something as a new business in town. Lanie researched Meal Village as a possible restaurant night. We also plan to do the Nothing Bundt Cake fundraiser in the Spring.
- The next meeting is on October 6th at 7:00

COMMITTEE REPORTS

FLOWER SALE - Made 3,590\$ Remind everyone of MUM sale September 26 pick up - there will be extra

DIRECTORY - 95% done - will be put together into the directory. They don't start working on it before Labor Day because of the many changes before that time. It typically is distributed in October through email. Schools get hard copies.

AWARDS - All distributed

5K FUN RUN/WALK High School partnering on this. Planning on having a meeting next Wednesday via zoom. Proposed date in latter half of April 2021. Focus on having it be a fun event.

UNFINISHED BUSINESS -

None

NEW BUSINESS

None

Motion to adjourn by DenaKlein, Katie Handler seconded 8:18pm

****Next meeting date: October 21, 2020****

LISLE HSO COUNCIL TREASURER'S REPORT

September 14, 2020

1. The cash balance as of 09/14/20 is \$8157.95
2. \$12,000 in scholarships were awarded to 16 seniors from the Class of 2020 in the amount of \$750 each.
3. Income/Expense items to note:
 - The Flower Sale was extremely successful! After expenses, the net profit was \$3,391.96
 - Total membership collected for 2019-2020 was \$3,286.40
 - 50% of membership remains with Council; the other 50% is split among the other 3 Units.

2019-2020 District Enrollment
School # Students Membership Amount to Distribute
Allocation

LES 674 48% \$807 L JH 252 16% \$260 LHS 476 36% \$607 Total 1400
100% \$1674

4. Audits for the 2019 – 2020 school year have been completed for each unit.
5. Unit Presidents or Treasurers, please check with your school and collect any memberships (family/staff) so that they can be deposited.

LISLE HSO COUNCIL TREASURER'S REPORT
October 21, 2020

- 1) The cash balance as of 9/16/20 was \$8,157.94.
- 2) Income/Expense items to note:
 - a) Membership
 - i) Amount collected for 2020-2021 school year is currently \$820.00.
 - ii) The following staff dues have been deposited:
 - (1) TW - \$0
 - (2) SES - \$0
 - (3) LJHS - \$0
 - (4) LSHS - \$0
 - iii) 50% of membership remains with Council; the other 50% is split among the other 3 Units.

2020-2021 District Enrollment			
School	# Students	Membership Allocation	Amount to Distribute
LES	665	47%	\$192.70
LJHS	309	22%	\$90.20
LSHS	428	31%	\$127.10
Total	1,402	100%	\$410.00

- b) The proposed budget for the 2020-2021 School Year is as follows:

REVENUES		EXPENSES	
Membership	\$4,000	Membership	\$2,000
Installation Dinner	\$0	Installation Dinner	\$0
Scholarships	\$5,000	Scholarships	\$12,000
Memorials	\$0	Memorials	\$0
Interest	\$10	Administrative	\$50
Flower Sale	\$8,000	Flower Sale	\$5,000
Miscellaneous	\$0	Filing Fees	\$200
Donations	\$0	Fundraisers/5k	\$500
Fundraisers	\$2,500		
TOTAL = REVENUES - EXPENSES = -\$2,490			

LEND Council Meeting, October 23, 2020

Dr. Filipiak, Dr. Kotalik and Pam Ahlmann participated in the LEND zoom meeting. Peg Anos, LEND Executive Director, began the meeting with thanks and kudos to the DuPage County school district leadership during this exceptionally challenging time.

The majority of the meeting was devoted to Dr. Rob Grossi's presentation, "Update on the State of Illinois Financial Condition and Its Impact on School Funding." Dr. Grossi has 33 years experience as the Bloom Township Treasurer and currently works with 13 school districts in Bloom Township and 5 districts or Regional Offices outside the township

Additional discussions:

- When looking at fund balances, districts throughout the State still use different accounting systems, i.e., cash vs. accrual.
- One funding idea was to just fund Tier 1 Districts and eliminate EBF.
- Tier 2 Districts will be impacted the most by different EBF considerations.
- The LEND Finance Committee will be reconvened to discuss funding proposals, implications and recommendations.
- HB 5851 - Ongoing discussion; Learning Standards would need to change before changing the American history curriculum.
- Diversity, Equity, and Social Justice Subcommittee Mission and Objectives shared.

Submitted by Pam Ahlmann

UPDATE ON THE STATE OF ILLINOIS' FINANCIAL CONDITION AND ITS IMPACT ON SCHOOL FUNDING

October 2020

Robert G. Grossi





THE MAGNITUDE OF THE FISCAL CRISIS IN ILLINOIS

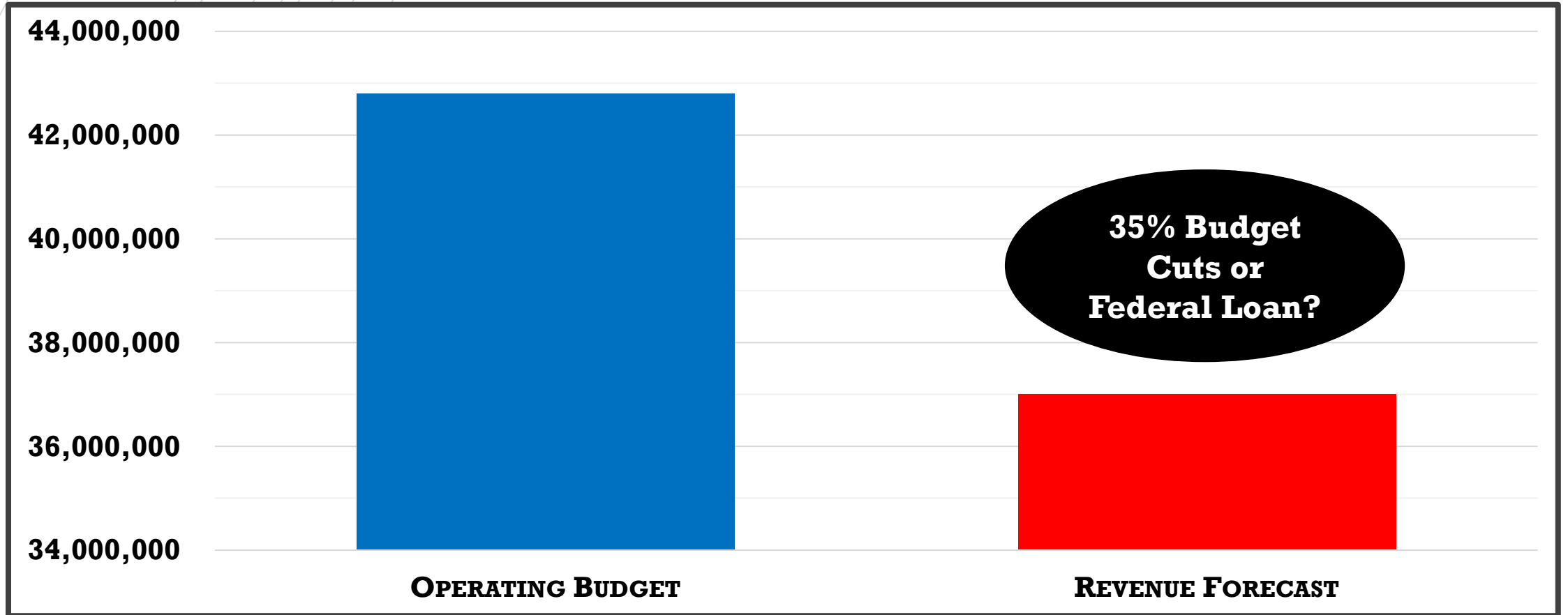
WHY ILLINOIS IS VULNERABLE TO THIS CRISIS

PREEXISTING CONDITIONS (PRIOR TO COVID)

- \$7 billion+ in outstanding bills
- \$137 billion+ in unfunded pension liability
- 21 credit rating downgrades since 2009
- Lowest credit rating in USA
- No rainy day fund

THE BUDGET DILEMMA

DESIRED FY21 BUDGET > REVENUE FORECAST BY \$5.8 BILLION



Final Decision: Borrow from Federal Reserve's Municipal Liquidity Fund

WHERE IS ILLINOIS Now?

(SIX MONTHS AFTER
COVID SHUTDOWN)

- Unpaid bills have increased to \$7.6 billion as of 9/22/20. (over 78,000 vendors owed)
- \$5 billion has been borrowed so far from Federal government
 - Illinois is the only state to use this loan program
 - Must be paid back within three years
- The three major rating agencies have dire assessments of the State's financial future.
- Chicago now has a \$1.2 billion budget hole in FY2021
- To get out of the red, Illinois would need \$52,000 from each taxpayer

Source: Truth in Accounting Group, Barron's, Crain's

THE FISCAL FUTURE OF ILLINOIS WILL BE DEFINED BY FOUR EVENTS:

- 1) Magnitude of Federal Bailout – **Will the Federal bailout extend beyond economic loss from COVID shutdown?**
- 2) Passage of Progressive Income Tax Ballot Question
- 3) Pace of Economic Recovery
- 4) Investment performance of pension funds

November 2020 will be a month that may greatly shape school funding for many years



THE IMPACT ON ILLINOIS SCHOOL FUNDING

**FY 2021, FY 2022 AND
BEYOND**

CURRENT FISCAL YEAR (FY 2021)

- State funding will likely be flat versus FY 2020
- Slight chance funding will be cut this year:
 - Governor recently ordered state department heads to find potential cuts of 5% in this current year
 - S&P believes that current year cuts are unlikely.
 - **Will Pritzker respond to a failed referendum with immediate cuts to budget?**
- Cash flow crunch may cause a delay in State categorical payment.

FISCAL YEAR 2022

- If there is a substantial Federal bailout or progressive income tax passes, EBF funding will likely not decrease in FY 2022.
- If both the referendum fails and the bailout does not exceed COVID impact on economy, the State has political cover to decrease funding significantly.
- Best guess: State funding decreases slightly in FY 2022 to send a message without shocking the system.



The Long-Term Picture of School Funding in Illinois

Inconvenient Truths

- The State never could, nor ever will have the resources to fully fund the Evidenced-Based Funding Formula for 850+ school districts
- A growing percentage of residents and businesses are leaving Illinois
 - Adequately funding our schools can only happen by growing the State's tax base
 - Policies that don't recognize that fact are short sighted and will deepen the long-term crisis
- Chicago is a mess and most solutions filter through their lens. Their problems become our problems.
- The future of school funding is hard to predict because logic and fiscal honesty are never the genesis of the solution

How Will This Ultimately Play Out Legislatively?

Focus will be on addressing equity with limited resources

- Reduction in Evidenced-Based Funding levels
- Modifications to the EBF formula
- Redistribution of statewide resources to address equity
- Shifting pension costs to school districts
- School consolidations

Therefore, higher tiered districts will be more vulnerable to the solutions

**What would
an EBF
decrease look
like?**

EBF Decreases would Affect All Tiers Equally*

**Total EBF base funding in FY 2021 is \$7.1 billion.
There are 1.9 million students affected by EBF**

% Decrease	\$ Decrease	Loss per Pupil
5%	\$355 million	\$180
10%	\$710 million	\$360
15%	\$1.06 billion	\$540
20%	\$1.42 billion	\$720

*** First reductions would be taken by bringing down funding levels of Tier 3 and Tier 4 schools to base year (approximately \$10 millions total)**

IMPORTANT POINT REGARDING THE EBF REDUCTION PROCESS

The method used to take money out of EBF is different than method used to put money into EBF. Therefore, under a scenario where money leaves EBF one year and the same money comes back in future years, districts will not be in same spot as where they started.

Potential Modifications to EBF Formula

- Lowering the adequacy target
- Greater weighting to at-risk students
- Elimination of hold harmless for reductions in student enrollment
- Rolling pensions into formula
- Create “losers” similar to pre-EBF formula concepts.

BE PREPARED TO BE TASK-FORCED TO DEATH

THIS TIME IT WILL BE FOR REAL

- Consolidations
- Tax Reform
- Pension Reform
- Funding Equity
- Compensation Levels

Question: What do we want?

RECOMMENDATIONS

- Most districts are currently in strong financial shape and can withstand the immediate effects of an unexpected shock to their financial position
- Schools should factor in likely fiscal challenges when making major decisions
- Schools should be proactive and develop a more cost effective method to deliver education
 - Effective use of technology and distance learning
 - Shared services
 - Delivering education with a smaller staff size
 - Adjustments to cost per unit of labor
- Schools should work to get their fingerprints on honest solutions in Springfield

END OF PRESENTATION

Robert G. Grossi



LEND Council Meeting

Peg Agnos, Executive Director
Jen Figurelli, Director
October 23, 2020
8:00 a.m. via Zoom

Executive Committee

- Co-Chair, Dr. John Corbett, Wood Dale 7
- Co-Chair, Ms. Kristin Fitzgerald, Naperville 203
- Ms. Nancy Kupka, CSD 99
- Mr. Tim Keeley, Addison 4
- Mr. Dennis Peterson, Benjamin 25
- Mr. John Reiniche, Bloomingdale 13
- Dr. Jeff Schuler, CUSD 200

Agenda

- Welcome
- Approval of Minutes
 - September 25, 2020
- Presentation
 - Dr. Rob Grossi, Bloom Township Treasurer, President Crystal Financial
 - Tim Keeley, Assistant Superintendent for Business, Addison 4
 - John Reiniche, Chief School Business Official, Bloomingdale 13
 - Update on the State of Illinois' Fiscal Condition and its impact to K-12 Funding
- Executive Director Report
- Subcommittee Update
 - Diversity, Equity, and Social Justice
- Member Concerns
- Adjourn

Presentation

- Update on the State of Illinois' Fiscal Condition and its impact to K-12 Funding

Executive Director Report

SB449 (Moeller)- Ensuring Success in Schools

- We are still at the negotiating table
- Concerns:
 - New requirements for a certain population of students.
 - Duplicates services and accommodations already afforded in statute.
 - Confidentiality policies that conflict with existing law.
 - Enforcement provisions go beyond Title IX, The Human Rights Act, and enumerates damages required by school districts.

HB5851 (Ford)- Inclusive American History

- Learning Standards
- Ultimate Goal
- Meeting with advocates including ISBE and intends to continue to work with us.

Executive Director Report

Education Omnibus Bill- Veto Session

- Leader Kimberly Lightford and Rep, Carol Ammons are carrying the education and workforce development agenda.

ISBE Meeting this week

- ISBE Budget Testimony
 - EFAB- MCATS- ACCOUNTABILITY
- State Assessments

Diversity, Equity, and Social Justice Subcommittee

Mission:

The LEND Diversity, equity, and social justice committee believes in the power of fostering educational environments that embrace the concept of diversity and inclusion as a means to ensure equitable opportunities and outcomes for all students in DuPage County Schools.

Objectives:

- LEND will advocate for legislation that seeks comprehensive efforts toward diversity, equity and inclusion that mirror the students served in DuPage County Schools.
- To encourage local legislators in their understanding in order to support diversity, equity, and inclusion efforts in DuPage Schools.
- To serve as a catalyst for bringing together DuPage schools to continuously review our diversity and inclusion efforts, progress, and legislative needs.

Member Concerns

- Questions