

**LISLE COMMUNITY UNIT SCHOOL DISTRICT 202**  
**LISLE VILLAGE HALL BOARD ROOM**  
**925 BURLINGTON AVE**  
**LISLE, ILLINOIS 60532**  
**Board of Education Meeting**  
**November 25, 2024**  
**7:30 PM**

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

In-Person Meeting Viewing: Guests are welcome to attend the meeting in-person in the Board 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.

Public Comment: Public comments can be made in person or via email at [publiccomment@lisle202.org](mailto:publiccomment@lisle202.org). Comments must be received by 5:00 p.m. on the day on 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 before the start of the meeting and will become part of the meeting record.

Please see the "Meeting Dates, Agendas and Minutes" page for links to the Board of Education meeting agendas, minutes and video feeds.

**AGENDA**

1. Call to Order and Roll Call
2. Adjourn to Closed Session for the Purpose of Discussing the Appointment, Performance, Discipline, Compensation or Dismissal of Employees
3. Return to Open Session
4. Pledge of Allegiance
5. Reading of Mission Statement
6. Public Comment
7. **ACTION ITEMS**
  - A. Consent Agenda:
    - (1) Board Meeting Minutes 3
    - (2) Payroll Pay Orders 9
    - (3) Vendor Pay Orders 31
    - (4) Personnel
      - a. Certified Employment 63
      - b. Administrative Support Compensation 65
      - c. Classified Retirement 66
      - d. Classified Employment 67
      - e. Extra-Duty Resignation 70
    - (5) Audited FY2024 Financial Statements 71
    - (6) Tentative 2024 Real Estate Tax Levy 72
  - B. Authorize the Use of E-learning Days in Lieu of Emergency Days 73
    - (1) Public Hearing - Utilize E-learning Days in lieu of Emergency Days
8. **FINANCIAL INFORMATION** - The Board Acknowledges Receipt of the following Reports
  - A. Financial Report 75
  - B. Treasurer Report 76
9. **DISCUSSION ITEMS**
  - A. Board Policies - PRESS 117 77
  - B. Freedom of Information Request(s) 145
  - C. Public Comment Follow-up - None

- D. Superintendent's Report
- 10. **COMMITTEE REPORTS**
  - A. Facility Master Planning
  - B. Finance - See Finance Committee Agenda
  - C. Policy - See agenda item
  - D. Vision 202
- 11. **BOARD REPRESENTATIVE REPORTS**
  - A. Home and School Organization - Did not meet
  - B. IASB Delegate to Board - Did not meet
  - C. Intergovernmental - Did not meet
  - D. Legislative Education Network of DuPage (LEND) - Did not meet
  - E. Lisle Education Foundation - Did not meet
  - F. School Association for Special Education in DuPage (SASED) - Did not meet
- 12. Agenda Topics for Future Board Meetings
- 13. Adjournment

**FOR ACTION**

**Lisle Community Unit School District 202  
Board of Education Meeting  
November 25, 2024**

**SUBJECT:** Approval of Board of Education Meeting Minutes

**SUGGESTED MOTION:** That the Board of Education approve the Open Session Minutes from the October 28, 2024 Meeting.

**LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202**  
**BOARD OF EDUCATION**  
**REGULAR MEETING MINUTES**  
**October 28, 2024**

Record of Minutes of the Regular Meeting of the Board of Education of Lisle Community Unit School District 202, DuPage County Illinois, held in the Lisle Village Hall at 925 Burlington Avenue Lisle, IL on October 28, 2024.

The meeting was called to order at 7:33 p.m. by President Ahlmann.

Present: Pam Ahlmann  
Paula Di Domenico  
Kate Foster  
Dan Helderle  
Greg Nagler  
Randee Sims

Absent: Steve Lesniak

Also Present: Keith Filipiak, Superintendent  
Linda Kotalik, Assistant Superintendent  
Dave Wilkinson, Director of Finance  
Jen Law, Director of Student Services  
Eric Martzolf, Lisle High School Principal  
Megan Ewald, Lisle High School Assistant Principal of Curriculum & Instruction  
Jen Zimmerman, Lisle High School Assistant Principal of Student Services  
Jim O'Hara, Lisle Elementary School Dean of Students

The Pledge of Allegiance was recited.

Mrs. Ahlmann read the District Mission Statement.

**Public Comment**

- None

## Action Items

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### Consent Agenda

Motion by Ms. DiDomenico, seconded by Ms. Foster

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

- Minutes of the Board of Education Regular and Closed Session of September 23, 2024
- October 2024 Payroll Pay Orders in the amount of \$3,088,626.82
- October 2024 Vendor Pay Orders in the amount of \$1,818,600.26
- Personnel:
  - Administrative Retirement
    - Dave Kearney, Principal at Lisle Junior High School, requests to retire at the conclusion of the 2026-2027 school year (June 30, 2027).
  - Certified Employment
    - Vanessa Hasse, 1.0 Elementary Second Grade Teacher at Lisle Elementary School for the 2024-2025 school year. Her recommended salary schedule placement is at Bachelor's +12, Step 6 (\$ 39,265).
    - Tamara Sultzbaugh, 1.0 FTE Bilingual Education Teacher Lisle Junior High School for the 2024-2025 school year. Her recommended salary schedule placement is at a Master's +0, Step 10 (\$68,344).
  - Certified Resignation
    - Andrea Zulawski, 1.0 FTE Elementary Grade 2 Teacher at Lisle Elementary School, has submitted her resignation to be effective on September 25, 2024.
  - Extra-Duty Employment
    - Andre Allen will be the Wrestling Coach (6-8) at Lisle Junior High School. He is placed at Category V, Level 2, Step 5 (\$3,950).
    - Eric Barker will be the Wrestling Coach (6-8) at Lisle Junior High School. He is placed at Category V, Level 2, Step 4 (\$4,341).
    - Justin Louis will be the Yearbook Sponsor (9-12) at Lisle High School. He is placed at Category I, Level 2 (Step 6, \$3950).
    - Rhiana Mack will be the Dance Coach (6-8) at Lisle Junior High School. She is placed at Category VII, Level 1, Step 1 (\$1,975).
    - Yousef Matariyeh will be AFS Sponsor at Lisle Senior High School. He is placed at Category II, Level 5 (Step 13+, \$5,926).
    - Yousef Matariyeh will be the Head Scholastic Bowl Sponsor at Lisle High School. He is placed at Category VII, Level 5 (Step 13+, \$5,926).
    - Andrew Sergeant will be the Assistant Scholastic Bowl Sponsor at Lisle High School. He is placed at Category VIII, Level 2 (Step 4, \$2,469).
    - James Stellmacher will be the Choral Ensemble Sponsor (6-8) at Lisle Junior High School. He is placed at Category VI, Level 4, Step 12 (\$4,341).
    - James Stellmacher will be the Choral Director (6-8) at Lisle Junior High School. He is placed at Category IV, Level 4, Step 12 (\$5,427).
    - Adam Young will be the Assistant Boys Basketball Coach (9-12) at Lisle High School. He is placed at Category III, Level 3 (Step 9, \$6,913).
  - Extra-Duty Resignation
    - Matthew Finn, Assistant Scholastic Bowl Coach at Lisle High School, has submitted his resignation to be effective immediately.

- Snow Removal Services Bid
- School Maintenance Project Grant
- Lisle Junior High Game Club
- Lisle Senior High Band Trip Funding

Answering to a roll call vote:

AYE: DiDomenico, Foster, Helderle, Nagler, Sims, Ahlmann

NAY: None

Motion carried 6-0

**Appointment of Delegate to the 2024 Illinois Association of School Board (IASB) Assembly and Direction to Vote in Support of or Against IASB Resolutions and the Constitutional Amendment at the 2024 IASB Assembly**

- The Board discussed their position on the proposed resolutions.

Motion by Mr. Nagler, seconded by Ms. Foster

THAT DANIEL HELDERLE BE GRANTED THE AUTHORITY TO VOTE ON THE IASB RESOLUTIONS AT THE 2024 DELEGATE ASSEMBLY SOLELY IN ACCORDANCE WITH THE CONSENSUS OF THE LISLE CUSD 202 SCHOOL BOARD ON OCTOBER 28, 2024 AND ANY DISCUSSIONS HAD ON EACH RESOLUTION AT THE 2024 IASB DELEGATE ASSEMBLY.

Answering to a roll call vote:

The motion carried with a voice vote of 6-0.

**Financial Information**

The Board Acknowledges Receipt of the following Reports:

- September 2024 Financial Report
- September 2024 Treasurer's Report
- Investment Concentration & Collateral Report - 09/30/2024

**Discussion Items**

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**School Improvement Plan Presentation**

- **Lisle High School**
  - The Lisle Elementary School Administrative Team shared information regarding academic progress, social emotional support systems, and their building goals.
    - The administrative team discussed the school’s progress over the past year and the Top 5 Areas of Focus for the current school year.
    - Preliminary 2024 Illinois Assessment of Readiness results showed a strong performance overall in ERW and math.
    - The High School is proud to share that the school earned the Exemplary Illinois School Designation.

- Significant growth was achieved in three AP courses: AP US History, AP US Government, and AP Statistics.
- Information about how the assessment data informs student supports, curricular decisions, and instructional approaches was discussed.
- The ONEPRIDE period is integrated three times/month into the daily schedule. This time during the day offers all students support, review, and enrichment opportunities. The positive impact of the ONEPRIDE period was shown through data for the decrease in D/F course grades and the strong performance on the AP exams.
- The 2024 AP results showed a five year high in the total number of AP students and total number of exams taken.
- Aspects of the Student Services team information about the student population's needs and supports were discussed.
- Various supports have been implemented to further develop a positive school culture and support student social-emotional growth.
- The upcoming change to ACT and the similarities/differences between the SAT and ACT were presented.
- The administration presented information about the 5Essentials Survey results.
- The administration addressed Board member questions throughout the presentation.

### **Remote Learning Plan**

- Dr. Filipiak presented the updated Remote Learning Plan for Board consideration.
- A parent survey will be sent to assist with determining if Lisle 202 will utilize snow days or Remote Learning in the event of a school closure.
- The Board will vote on the plan at the November Board meeting.

### **Freedom of Information Request(s)**

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

- Chris Kozak
- Katharine Casey, Ed. S., Science of Reading Illinois

### **Public Comment Follow-up**

The following individuals received requested follow-up contact from the administration regarding their topic of discussion in September:

- None

### **Superintendent Report**

- See BoardBooks for the full report.

### **Committee Reports**

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

- Facility Master Planning – Did not meet - Board members are being sent an email with scheduling options for an upcoming meeting.
- Finance Committee - See Finance Agenda in BoardBooks
- Policy Committee – Did not meet

- Vision 202

### **Board Representative Reports**

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

- Home and School Organization - Did not meet
- IASB Delegate to Board - See Agenda Item in BoardBooks
  - IASB Division Meeting will be held on October 30th.
  - Mrs. Ahlmann will inquire about rescheduling a Board Workshop based on confirmation of the IASB representative's and the Board's availability.
- Intergovernmental
- Legislative Education Network of Dupage (LEND)
- Lisle Education Foundation
- SASSED - Did not meet

### **Future Agenda Topics**

- The Board discussed the timeline of School Improvement Plan presentations in future school years. They appreciated the K-8 presentations given on one night followed by the 9-12 presentation the following Board meeting. This schedule will be followed if agenda requirements permit.

### **Motion to Adjourn**

At 9:41 p.m., a motion by Mr. Helderle, seconded by Mr. Nagler

THAT THE MEETING BE ADJOURNED.

The motion carried with a voice vote of 6-0

ATTEST:

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

# LISLE COMMUNITY UNIT SCHOOL DISTRICT #202

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## PAYROLL PAY ORDERS

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This is to certify that the Board of Education of Lisle Community Unit School District No. 202 ratified the following payroll pay orders: November 25, 2024

<b>PAYROLL CHECKS ISSUED</b>	Beginning	123081	and Ending	123081
		123086	and Ending	123086
		123215	and Ending	123216

<b>PAYROLL ACH DEPOSIT</b>	Beginning	9000051545	and Ending	9000051846
	Beginning	9000051869	and Ending	9000052166

### FUND DISTRIBUTION

EDUCATIONAL	\$	1,717,785.62
OPERATIONS & MAINTENANCE	\$	108,886.59
DEBT SERVICES	\$	-
TRANSPORTATION	\$	4,993.79
IMRF/SOCIAL SECURITY	\$	-
CAPITAL PROJECTS	\$	-
WORKING CASH	\$	-
TOTAL	\$	<u>1,831,666.00</u>

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President - Board of Education

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Date

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Secretary - Board of Education

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Date

## Payroll Run Check Listing for Board

Payroll		10/15/2024			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
123081	Kehoe, Connor	800	260.00	227.24	
9000051545	Buchholz, Marilyn	000	2,535.81	1,591.83	
9000051546	Engler, Jennifer R	000	5,089.42	3,352.34	
9000051547	Filipiak, Keith	000	9,636.92	5,259.26	
9000051548	Hinton, Jeffery	000	4,611.00	2,610.70	
9000051549	Kempfer-Kotalik, Linda	000	8,880.17	4,242.46	
9000051550	Law, Jennifer S	000	7,545.83	5,133.58	
9000051551	McCormick, Jennifer	000	2,295.06	676.72	
9000051552	Metoyer, Marielle	000	2,520.39	1,563.89	
9000051553	Navarro, Lawrence M	000	2,446.72	1,592.11	
9000051554	Rich, Mary Beth	000	3,693.99	2,482.73	
9000051555	Rohlicek, Daniel	000	2,622.42	1,757.26	
9000051556	Schaefer, Cheryl	000	3,181.59	1,779.30	
9000051557	Schalk, Trent J	000	3,443.46	2,070.59	
9000051558	Tsamis, Anna	000	3,986.34	1,502.27	
9000051559	Van Volkenburg, Nancy L	000	3,546.12	2,287.47	
9000051560	Weissinger, Derek C	000	2,818.68	1,732.35	
9000051561	Wilkinson, David	000	7,431.50	4,467.75	
9000051562	Anderson, Erik D	100	4,073.96	3,272.62	
9000051563	Anderson, Herbert	100	5,102.18	3,757.88	
9000051564	Bamboat, Darius	100	4,279.71	3,148.05	
9000051565	Brady, Jennifer L	100	3,827.04	2,931.23	
9000051566	Buchelt, Jordan	100	1,036.37	788.08	
9000051567	Burdett, Paul	100	2,220.93	1,337.22	
9000051568	Bylsma, Nathan	100	4,839.36	3,482.10	
9000051569	Bylsma, Svea	100	5,049.25	3,578.35	
9000051570	Cervený, Melissa	100	3,456.67	2,890.17	
9000051571	Chandhok, Mona A	100	3,374.38	2,717.05	
9000051572	Clarke, Jeannette	100	4,073.96	3,074.29	
9000051573	Cracco, Catherine	100	2,355.72	1,709.86	
9000051574	Czyl, Maureen	100	1,318.28	852.53	
9000051575	Davis, John	100	6,543.01	4,844.43	

## Payroll Run Check Listing for Board

Payroll		10/15/2024			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000051576	Derby, Michelle	100	3,950.50	2,514.82	
9000051577	Dillard, Cory	100	5,629.45	4,190.19	
9000051578	Dodge, Cynthia	100	1,100.18	801.83	
9000051579	Duran, Sonia	100	3,376.63	2,713.35	
9000051580	Ebert, Martine	100	1,086.98	909.26	
9000051581	Ewald, Megan	100	5,175.00	3,865.62	
9000051582	Ferenzi, Daniella	100	1,601.31	1,269.69	
9000051583	Finn, Matthew	100	1,094.82	673.22	
9000051584	Fitzgerald, Karen	100	2,469.35	709.84	
9000051585	Gansberg, Michele	100	1,270.73	805.51	
9000051586	Gieschen, Ashley	100	971.37	806.96	
9000051587	Glavach, Jessica	100	3,942.24	2,810.48	
9000051588	Gumina, Scott	100	5,555.39	3,686.13	
9000051589	Hall, Jacqueline	100	1,219.02	737.93	
9000051590	Hamann, Kelly	100	4,073.96	1,610.11	
9000051591	Hamilton, Mary Pat	100	1,147.61	756.24	
9000051592	Hardy, Venessa	100	5,067.91	3,206.36	
9000051593	Hawley, Ashley	100	2,654.25	2,013.40	
9000051594	Hochstetter, Judith	100	1,728.89	1,202.09	
9000051595	Holmes, Steven	100	2,086.20	1,492.08	
9000051596	Honzel, Robin	100	5,061.58	1,901.74	
9000051597	Irvine, Karin	100	4,861.21	2,734.51	
9000051598	Jaegle, Christine A	100	4,394.93	3,042.12	
9000051599	Jaegle, Ronald	100	5,654.15	3,443.17	
9000051600	Jenkins, David A	100	2,151.39	1,517.29	
9000051601	Jensen, Christine	100	4,299.32	3,580.50	
9000051602	Kehoe, Debra	100	5,061.58	3,608.31	
9000051603	Kerrn, Erin	100	4,452.53	3,078.35	
9000051604	Korienek, Caitlin	100	3,777.65	2,662.54	
9000051605	LaScala, Mark	100	4,938.13	3,371.53	
9000051606	Louis, Justin	100	219.47	202.68	
9000051607	Maldre, Sarah	100	4,641.85	3,144.86	

## Payroll Run Check Listing for Board

Payroll		10/15/2024			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000051608	Marcum, Thomas C	100	5,425.58	4,403.57	
9000051609	Martinez, Brian	100	1,960.11	1,428.59	
9000051610	Martzolf, Eric	100	7,883.33	6,263.23	
9000051611	Meyer, Kendra	100	4,814.67	2,852.05	
9000051612	Milinki, Jennifer	100	5,396.62	3,848.62	
9000051613	Multhaupt, Courtney	100	5,933.96	4,469.10	
9000051614	Musbach, Darlene	100	4,691.21	2,870.23	
9000051615	Novak, Emily	100	4,600.69	2,503.28	
9000051616	Nudera, Linda	100	3,127.50	2,311.99	
9000051617	Ogan, Elizabeth	100	5,113.58	3,927.97	
9000051618	O'Hara, James	100	4,361.63	3,386.61	
9000051619	Palatine, Kayla	100	325.00	284.05	
9000051620	Pereshliuha, Mariya	100	1,018.35	663.30	
9000051621	Perez, Kevin E	100	3,909.38	2,932.73	
9000051622	Perretta, Mia	100	4,650.08	3,380.25	
9000051623	Polinski, Michael	100	3,604.00	2,533.95	
9000051624	Pomatto-Zimmerman, Jennifer	100	6,619.43	5,327.00	
9000051625	Provenzano, Lisa	100	1,315.16	847.69	
9000051626	Renguso, Amy	100	4,155.86	2,985.87	
9000051627	Sanko, April	100	5,876.35	4,005.26	
9000051628	Schmidt, Holly	100	716.03	553.69	
9000051629	Schwartz, Rebecca	100	5,489.53	3,987.62	
9000051630	Shum, Joanna	100	3,827.04	2,487.59	
9000051631	Smith, Justin	100	4,666.51	3,586.77	
9000051632	Steben, James	100	6,213.80	4,710.53	
9000051633	Stelk, Scott	100	2,251.26	1,099.77	
9000051634	Stellmacher, James M	100	5,629.45	4,266.87	
9000051635	Strietelmeier, Katelyn	100	3,635.74	2,822.08	
9000051636	Thome, Nicholas	100	2,475.90	1,243.04	
9000051637	Van Dyke, Lisa	100	2,147.15	1,523.65	
9000051638	Wolak, Brandon P	100	2,191.16	1,575.35	
9000051639	Woyna, Eric	100	4,193.96	2,890.46	

## Payroll Run Check Listing for Board

Payroll	10/15/2024				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000051640	Woyna, Patrick	100	4,148.03	2,470.37	
9000051641	Alexander, Jarvis	200	935.81	660.93	
9000051642	Barr, Matthew	200	901.98	654.64	
9000051643	Blatchley, Monica	200	5,012.19	885.49	
9000051644	Bossenga, Emmy	200	4,966.38	3,111.39	
9000051645	Braun, Katherine	200	3,761.22	2,676.95	
9000051646	Broadus, Gretchen	200	3,991.63	3,252.22	
9000051647	Byrne, Sharon	200	4,065.69	3,342.81	
9000051648	Callaghan, Margaret	200	2,117.21	1,689.58	
9000051649	Carr, Kristen	200	3,755.58	2,710.97	
9000051650	Cerny, Marie	200	3,292.08	2,719.49	
9000051651	Cervený, Karen	200	2,474.27	1,767.17	
9000051652	Chiappetta, Rebecca	200	1,790.05	1,515.40	
9000051653	Dooley, Tara	200	1,155.57	755.46	
9000051654	Erickson, Tor	200	4,770.71	3,613.76	
9000051655	Fleischer, Daniel	200	909.83	692.76	
9000051656	Gomez, Benigno	200	2,037.54	1,402.56	
9000051657	Grau, Jason	200	4,197.42	3,258.01	
9000051658	Halfman, Emma	200	1,234.53	1,043.68	
9000051659	Hazard, Jean	200	1,192.30	790.64	
9000051660	Heap, Emily J	200	3,250.92	2,555.56	
9000051661	Joy, Emma P	200	2,483.05	1,478.77	
9000051662	Kearney, David	200	6,811.67	4,620.30	
9000051663	Keigher, Natalie	200	4,592.96	3,261.24	
9000051664	Kim, Paul	200	5,390.77	3,616.26	
9000051665	Klepper, Mary	200	3,539.00	2,618.85	
9000051666	Lemke, Nanette	200	1,132.38	765.43	
9000051667	Leon, Miyax	200	2,997.82	2,391.43	
9000051668	Lima, Valerie	200	1,334.79	884.36	
9000051669	Lipinski, Ellen	200	2,528.72	1,794.28	
9000051670	Lumsden, Jason	200	4,156.25	3,134.35	
9000051671	Marriner, Carmen M	200	1,373.82	853.61	

## Payroll Run Check Listing for Board

Payroll	10/15/2024	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000051672	McIntyre, Celeste	200	4,485.45	3,263.73
9000051673	McLear, Robert, IV	200	4,403.17	3,397.46
9000051674	McMahon, Rebecca	200	1,574.93	1,110.02
9000051675	Miller, Jaime	200	3,556.08	2,585.66
9000051676	Nelson, Kelli	200	6,028.77	4,302.06
9000051677	Norwood, Lindsay	200	4,453.67	3,424.75
9000051678	Oros, Natalie	200	4,277.54	3,035.44
9000051679	Park, Aimee	200	4,527.13	3,161.95
9000051680	Parra, Ashley	200	3,374.38	2,488.08
9000051681	Pilon, Erica	200	4,992.14	3,587.53
9000051682	Pivek, Elena	200	4,015.52	3,013.93
9000051683	Ptak, Jeff R	200	2,559.18	1,737.02
9000051684	Purtell, Maggie	200	2,713.92	2,196.77
9000051685	Rankin, Chrysan	200	3,036.95	2,338.08
9000051686	Reband, Jennifer	200	4,971.03	3,612.50
9000051687	Sauer, Mary	200	3,942.24	3,037.15
9000051688	Schindler, Dorene	200	1,003.63	731.46
9000051689	Schmidt, Michael	200	7,036.82	4,947.92
9000051690	Schraub, Daniel	200	5,399.01	3,932.01
9000051691	Seastrom, Tamela	200	2,071.47	1,161.46
9000051692	Sergeant, Andrew H	200	2,219.83	1,599.19
9000051693	Slowiak, Vincent	200	4,487.71	3,003.59
9000051694	Smid, Jason	200	4,073.95	2,907.47
9000051695	Stevens, Patricia	200	5,185.03	3,684.67
9000051696	Sultzbaugh, Tamara	200	1,760.00	1,481.74
9000051697	Twaddle, Debra	200	1,236.62	744.23
9000051698	Weissinger, Zachary T	200	1,997.52	1,287.81
9000051699	Wiertel, Jason	200	5,300.27	3,997.31
9000051700	Altic, Megan	300	4,066.79	2,781.10
9000051701	Baker, Hannah	300	4,606.82	3,557.77
9000051702	Barker, Eric	300	3,456.67	2,768.66
9000051703	Barnett, Sophie	300	2,176.88	1,699.59

## Payroll Run Check Listing for Board

Payroll	10/15/2024				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000051704	Bell, Courtney	300	1,232.53	758.61	
9000051705	Bonini, Susan	300	1,314.26	745.07	
9000051706	Campian, James, JR	300	3,374.38	2,287.70	
9000051707	Carlson, Susan M	300	1,318.83	1,038.22	
9000051708	Chavez, Daniel	300	1,778.62	1,234.05	
9000051709	Clavelli, Lauren	300	3,818.78	2,595.82	
9000051710	Collins, Courtney	300	3,127.50	2,380.02	
9000051711	Cornyn, Mary Beth	300	651.40	525.04	
9000051712	Cyrus, Richard	300	5,884.60	3,415.24	
9000051713	Cyrus, Tonia	300	3,845.65	2,068.59	
9000051714	Dahleen, Shayla	300	3,456.67	2,581.24	
9000051715	Davis, Brianne	300	4,724.15	3,504.24	
9000051716	Davis, Courtney	300	2,815.08	2,006.25	
9000051717	Dawson, Rachel	300	4,140.86	2,854.46	
9000051718	Dineen-Hendricks, Kathleen	300	4,583.09	3,360.51	
9000051719	Dorsch, Rachael	300	2,117.21	1,686.77	
9000051720	Downs, Jakeda	300	825.81	686.44	
9000051721	DuBois, Heidi	300	3,580.13	2,639.91	
9000051722	Edman, Kelly A	300	2,288.44	1,202.20	
9000051723	Elting, Teresa	300	1,037.85	777.31	
9000051724	Emde, John C, II	300	2,788.82	1,045.23	
9000051725	Gibson, Kayla	300	3,571.90	2,694.09	
9000051726	Gilbert, Jennifer	300	3,250.92	2,508.12	
9000051727	Gilligan, Annabel	300	2,057.54	1,629.54	
9000051728	Hall, Krystal	300	1,433.33	1,287.49	
9000051729	Han, Jieun	300	3,434.15	2,520.72	
9000051730	Hausler, Linda	300	3,909.38	2,710.45	
9000051731	Heindl, Samantha	300	3,333.21	2,453.26	
9000051732	Heneghan, Dipti	300	1,550.86	1,206.40	
9000051733	Hengle, Daniel	300	847.85	704.76	
9000051734	Herrmann, Mary Jo	300	1,177.36	779.93	
9000051735	Hicks, Dena	300	4,888.73	3,338.95	

## Payroll Run Check Listing for Board

Payroll	10/15/2024				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000051736	Hill, Anna	300	2,637.79	1,785.38	
9000051737	Horvath, Frank	300	1,960.11	1,472.24	
9000051738	James, Lauren	300	3,283.82	2,468.98	
9000051739	Jezyk, Anna	300	3,634.33	2,410.30	
9000051740	Johnson, Alexandra	300	800.00	699.07	
9000051741	Johnson, Diane	300	5,061.58	2,396.39	
9000051742	Jung, Diane	300	1,309.46	739.87	
9000051743	Karas, Monica	300	1,207.77	1,046.32	
9000051744	Kerback, Patricia M	300	1,318.15	1,093.22	
9000051745	Klepadlo, Scott E	300	3,352.08	2,201.40	
9000051746	Klimes, Christy	300	4,882.67	3,421.39	
9000051747	Kolacz, Jolanta	300	1,323.40	721.05	
9000051748	Konior, Mandy	300	870.94	478.40	
9000051749	Krestan, Kimberly S	300	1,059.67	813.01	
9000051750	Lapham, Kathleen	300	4,592.43	3,506.60	
9000051751	Larson, Richard W	300	3,279.66	2,393.73	
9000051752	Lauten, Theresa	300	4,765.28	2,993.15	
9000051753	Leonard, Arlene	300	5,061.58	3,633.48	
9000051754	Livolsi-Hudgens, Carmella	300	122.10	101.50	
9000051755	Lyell, Kelly	300	4,115.08	2,725.76	
9000051756	MacNeille, Margaret A	300	2,236.54	1,745.27	
9000051757	Maduzia, Vanessa	300	1,194.29	763.92	
9000051758	Marino, Jillian	300	4,485.46	3,130.12	
9000051759	Marovich, Haley	300	3,209.75	2,274.84	
9000051760	Martin, Stacey	300	3,613.07	2,557.97	
9000051761	Martinez-Alvear, Aldo	300	4,316.63	2,895.34	
9000051762	Masa, Janelle	300	1,175.79	657.55	
9000051763	Matteucci, Christina	300	2,117.21	1,646.29	
9000051764	McCormick, Meredith	300	4,747.79	3,767.81	
9000051765	Meister, Jennifer	300	3,703.58	2,793.00	
9000051766	Meyer, Phillip	300	3,966.97	2,989.41	
9000051767	Murphy, Trisha	300	3,703.58	2,383.54	

## Payroll Run Check Listing for Board

Payroll		10/15/2024			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000051768	Nelson, Nicole	300	5,061.58	3,993.32	
9000051769	Neustadt, Leslie	300	4,608.92	3,381.71	
9000051770	O'Connor-Young, Sheri	300	1,916.61	1,382.25	
9000051771	Ortiz, Carmen	300	2,204.46	1,501.75	
9000051772	O'Shea, Amy	300	4,312.61	2,875.09	
9000051773	Pavilionis, Vincent	300	3,598.74	2,509.18	
9000051774	Petrella, Kristin	300	3,409.09	2,755.10	
9000051775	Polmanteer, Colette	300	3,785.92	2,335.81	
9000051776	Poremba, Katherine	300	4,279.71	2,900.87	
9000051777	Potempa, Tracey	300	3,950.50	3,011.24	
9000051778	Pupillo, Lauren	300	3,950.50	2,818.45	
9000051779	Remigio, Maria	300	4,856.34	3,352.72	
9000051780	Reyes, Cathy M	300	1,540.32	1,027.70	
9000051781	Rhoades, Kathleen E	300	3,703.58	2,670.93	
9000051782	Rogers, Megan	300	3,448.45	2,642.93	
9000051783	Schlessinger, Lukas	300	3,552.83	2,203.24	
9000051784	Schreiber Speca, Jill	300	6,459.71	4,694.20	
9000051785	Schwarz, Jeanene	300	1,740.32	758.77	
9000051786	Slade, Stephanie	300	3,209.75	2,366.06	
9000051787	Smith, Brittney	300	2,769.96	2,501.24	
9000051788	Smith, Elisa	300	4,641.82	3,305.89	
9000051789	Soukup, Stephanie	300	1,365.46	541.39	
9000051790	Stefani, Colleen	300	5,006.13	3,544.02	
9000051791	Svejda, Michele	300	1,349.97	738.26	
9000051792	Svoboda, Kathleen	300	2,518.42	2,060.72	
9000051793	Toby, Maureen	300	3,744.71	2,766.29	
9000051794	Todd, Adam	300	1,943.58	1,372.98	
9000051795	Treadway, Katherine	300	3,703.58	2,549.41	
9000051796	Tuzzolino, Victoria	300	3,662.04	2,715.00	
9000051797	Weeks, Stacey	300	2,715.96	2,220.39	
9000051798	Weissinger, Karla	300	1,186.73	829.88	
9000051799	Witt, Elizabeth	300	2,475.25	2,099.38	

## Payroll Run Check Listing for Board

Payroll	10/15/2024	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000051800	Wojcik, Jane	300	1,539.05	1,414.03
9000051801	Yaniz, Catherine	300	3,859.99	3,001.61
9000051802	Dillard, Daniel	700	1,152.22	964.07
9000051803	Matariyeh, Yousef	700	658.42	539.62
9000051804	Posego, John C	700	1,125.30	931.14
9000051805	Anderson, Cathleen	800	1,458.33	1,374.18
9000051806	Angileri, Debra	800	1,085.00	905.90
9000051807	Bailey, Charlotte	800	596.70	521.51
9000051808	Balaban, Nicholas	800	120.00	89.88
9000051809	Benson, Mary Diane	800	656.37	533.03
9000051810	Cassells, Haley	800	658.41	575.45
9000051811	Clemmons, Jamie	800	1,316.83	1,243.07
9000051812	Crenshaw, Samuel, JR	800	1,316.83	1,150.92
9000051813	Dorn, William	800	250.00	218.49
9000051814	Ducharme, Janet	800	1,206.37	1,014.37
9000051815	Flores, Paola	800	596.70	532.96
9000051816	Frigo, Scott	800	1,152.22	1,090.53
9000051817	Grace, Jalen	800	1,152.22	1,029.93
9000051818	Green, Patricia	800	77.50	76.38
9000051819	Holub, Nicole	800	823.02	762.61
9000051820	Hritz, Sara	800	658.41	575.45
9000051821	Keeling, Daniel T	800	740.72	670.29
9000051822	Klein, Raquel	800	651.40	565.01
9000051823	Knaga, Drayea	800	537.03	469.36
9000051824	Kwasneski, Heather	800	150.00	126.28
9000051825	Litney, Payton	800	1,152.22	1,007.03
9000051826	Lopez, Angel R	300	878.60	651.66
9000051827	Malinowski, Nicole	300	943.00	807.20
9000051828	McCarthy, Barbara	800	465.00	391.48
9000051829	Murray, Caitlin	800	6,234.20	4,342.10
9000051830	O'Connell, Jeanne L	800	493.81	431.59
9000051831	Page, Morgan	800	5,825.88	4,086.64

## Payroll Run Check Listing for Board

Payroll	10/15/2024	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000051832	Putnam, Shannon	300	892.40	750.06
9000051833	Reif, James	800	823.02	719.32
9000051834	Ricchio, Anne Marie	800	3,621.25	2,578.44
9000051835	Rodriguez, Kelly	800	537.03	469.36
9000051836	Rolando, Ross	800	905.32	814.14
9000051837	Santoro, Angela Marie	800	155.00	136.21
9000051838	Schmidt, Oliver	800	1,152.22	1,064.07
9000051839	Scott, Casey	800	450.00	384.57
9000051840	Senesac, Kerry	800	150.00	126.28
9000051841	Smith, Stacy	800	596.70	521.51
9000051842	Stratton, Carolyn	800	775.00	658.19
9000051843	Visser, Marianne	300	839.84	703.82
9000051844	Wadas, Patricia	800	823.02	719.32
9000051845	Wong, Kevin David	800	285.00	249.09
9000051846	Zuffa, Adrianna	800	656.37	579.39
			<b>916,461.05</b>	<b>642,242.65</b>

## Payroll Run Check Listing for Board

Payroll 10/15/2024

Lisle CUSD 202

Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
123086	Nelson, Nicole	300	728.00	674.56
			<b>728.00</b>	<b>674.56</b>

## Payroll Run Check Listing for Board

Payroll	10/31/2024				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
123215	Schwarz, Jeanene	300	1,448.27	517.76	
123216	Kehoe, Connor	800	130.00	113.61	
9000051869	Buchholz, Marilyn	000	2,437.74	1,529.19	
9000051870	Engler, Jennifer R	000	5,089.42	3,352.34	
9000051871	Filipiak, Keith	000	9,636.92	5,259.26	
9000051872	Hinton, Jeffery	000	4,611.00	2,610.70	
9000051873	Kempfer-Kotalik, Linda	000	8,880.17	4,242.46	
9000051874	Law, Jennifer S	000	7,545.83	5,133.58	
9000051875	McCormick, Jennifer	000	2,374.20	733.43	
9000051876	Metoyer, Marielle	000	2,520.39	1,563.89	
9000051877	Navarro, Lawrence M	000	2,446.72	1,592.11	
9000051878	Rich, Mary Beth	000	3,652.25	2,453.24	
9000051879	Rohlicek, Daniel	000	2,622.43	1,757.27	
9000051880	Schaefer, Cheryl	000	3,181.59	1,779.30	
9000051881	Schalk, Trent J	000	3,443.46	2,070.59	
9000051882	Tsamis, Anna	000	3,986.34	1,607.67	
9000051883	Van Volkenburg, Nancy L	000	3,546.12	2,287.47	
9000051884	Weissinger, Derek C	000	2,818.68	1,732.35	
9000051885	Wilkinson, David	000	7,431.50	5,491.46	
9000051886	Anderson, Erik D	100	4,073.96	3,272.62	
9000051887	Anderson, Herbert	100	5,072.18	3,733.67	
9000051888	Bamboat, Darius	100	4,279.71	2,566.70	
9000051889	Brady, Jennifer L	100	3,827.04	2,931.23	
9000051890	Buchelt, Jordan	100	971.37	741.51	
9000051891	Burdett, Paul	100	2,220.93	1,337.22	
9000051892	Bylsma, Nathan	100	4,839.36	3,482.10	
9000051893	Bylsma, Svea	100	4,979.25	3,521.82	
9000051894	Cervený, Melissa	100	3,567.17	2,891.43	
9000051895	Chandhok, Mona A	100	3,374.38	2,717.05	
9000051896	Clarke, Jeannette	100	4,073.96	3,074.29	
9000051897	Cracco, Catherine	100	1,929.60	1,404.50	
9000051898	Czyl, Maureen	100	1,327.13	859.32	

## Payroll Run Check Listing for Board

Payroll	10/31/2024			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000051899	Davis, John	100	6,543.01	4,844.43
9000051900	Derby, Michelle	100	3,950.50	2,514.82
9000051901	Dillard, Cory	100	5,629.45	4,190.19
9000051902	Dodge, Cynthia	100	1,100.18	801.83
9000051903	Duran, Sonia	100	3,211.13	2,579.65
9000051904	Ebert, Martine	100	1,086.98	909.26
9000051905	Ewald, Megan	100	5,175.00	3,865.62
9000051906	Ferenzi, Daniella	100	1,787.87	1,406.95
9000051907	Finn, Matthew	100	946.68	549.54
9000051908	Fitzgerald, Karen	100	2,385.35	649.49
9000051909	Gansberg, Michele	100	1,270.73	805.51
9000051910	Gieschen, Ashley	100	971.37	806.96
9000051911	Glavach, Jessica	100	3,942.24	2,810.48
9000051912	Gumina, Scott	100	5,555.39	3,686.13
9000051913	Hall, Jacqueline	100	988.79	545.08
9000051914	Hamann, Kelly	100	4,073.96	2,507.18
9000051915	Hamilton, Mary Pat	100	1,042.11	666.04
9000051916	Hardy, Venessa	100	5,110.41	3,236.44
9000051917	Hawley, Ashley	100	2,934.25	2,232.48
9000051918	Hochstetter, Judith	100	1,674.89	1,163.40
9000051919	Holmes, Steven	100	2,132.56	1,525.30
9000051920	Honzel, Robin	100	5,061.58	1,901.74
9000051921	Irvine, Karin	100	4,691.21	2,615.67
9000051922	Jaegle, Christine A	100	4,394.93	3,042.12
9000051923	Jaegle, Ronald	100	5,654.15	3,443.17
9000051924	Jenkins, David A	100	2,151.39	1,517.29
9000051925	Jensen, Christine	100	4,230.32	3,524.77
9000051926	Kehoe, Debra	100	5,226.58	3,712.92
9000051927	Kerrn, Erin	100	4,537.53	3,138.51
9000051928	Korienek, Caitlin	100	3,777.65	2,662.54
9000051929	LaScala, Mark	100	5,176.13	3,563.79
9000051930	Louis, Justin	100	219.47	202.68

## Payroll Run Check Listing for Board

Payroll	10/31/2024	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000051931	Maldre, Sarah	100	4,641.85	3,144.86
9000051932	Marcum, Thomas C	100	5,543.23	4,486.95
9000051933	Martinez, Brian	100	1,960.11	1,428.59
9000051934	Martzolf, Eric	100	7,883.33	6,263.23
9000051935	Meyer, Kendra	100	4,814.67	2,852.05
9000051936	Milinki, Jennifer	100	5,161.62	3,600.62
9000051937	Multhaupt, Courtney	100	5,933.96	4,469.10
9000051938	Musbach, Darlene	100	4,691.21	2,870.23
9000051939	Novak, Emily	100	4,643.19	2,537.58
9000051940	Nudera, Linda	100	3,170.00	2,346.31
9000051941	Ogan, Elizabeth	100	5,061.58	3,891.12
9000051942	O'Hara, James	100	4,361.63	3,386.61
9000051943	Palatine, Kayla	100	325.00	284.05
9000051944	Pereshliuha, Mariya	100	1,033.35	675.78
9000051945	Perez, Kevin E	100	3,909.38	2,932.73
9000051946	Perretta, Mia	100	4,650.08	3,380.25
9000051947	Polinski, Michael	100	3,539.00	2,487.88
9000051948	Pomatto-Zimmerman, Jennifer	100	6,619.43	5,327.00
9000051949	Provenzano, Lisa	100	1,315.16	847.69
9000051950	Renguso, Amy	100	4,155.86	2,985.87
9000051951	Sanko, April	100	5,876.35	4,005.26
9000051952	Schmidt, Holly	100	716.03	553.69
9000051953	Schwartz, Rebecca	100	5,489.53	3,987.62
9000051954	Shum, Joanna	100	3,827.04	2,487.59
9000051955	Smith, Justin	100	4,666.51	3,586.77
9000051956	Steben, James	100	6,213.80	4,710.53
9000051957	Stelk, Scott	100	2,302.43	1,131.33
9000051958	Stellmacher, James M	100	5,629.45	4,266.87
9000051959	Strietelmeier, Katelyn	100	3,704.49	2,877.61
9000051960	Thome, Nicholas	100	2,796.85	1,396.57
9000051961	Van Dyke, Lisa	100	2,200.38	1,561.79
9000051962	Wolak, Brandon P	100	2,191.16	1,575.35

## Payroll Run Check Listing for Board

Payroll	10/31/2024	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000051963	Woyna, Eric	100	4,141.96	2,853.60
9000051964	Woyna, Patrick	100	4,148.03	2,351.09
9000051965	Alexander, Jarvis	200	935.81	660.93
9000051966	Barr, Matthew	200	901.98	654.64
9000051967	Blatchley, Monica	200	5,122.69	961.52
9000051968	Bossenga, Emmy	200	5,200.38	3,277.24
9000051969	Braun, Katherine	200	3,863.22	2,749.21
9000051970	Breeden, Anne	200	155.00	137.40
9000051971	Broadus, Gretchen	200	3,991.63	3,252.22
9000051972	Byrne, Sharon	200	4,065.69	3,342.81
9000051973	Callaghan, Margaret	200	2,253.21	1,796.10
9000051974	Carr, Kristen	200	3,703.58	2,674.10
9000051975	Cerny, Marie	200	3,905.00	3,214.97
9000051976	Cervený, Karen	200	3,909.38	2,790.91
9000051977	Chiappetta, Rebecca	200	1,790.05	1,515.40
9000051978	Dooley, Tara	200	1,155.57	755.46
9000051979	Erickson, Tor	200	4,770.71	3,613.76
9000051980	Fleischer, Daniel	200	909.83	692.76
9000051981	Gomez, Benigno	200	2,037.54	1,402.56
9000051982	Grau, Jason	200	4,197.42	3,258.01
9000051983	Halfman, Emma	200	1,277.03	1,078.01
9000051984	Hazard, Jean	200	1,192.30	790.64
9000051985	Heap, Emily J	200	3,250.92	2,555.56
9000051986	Joy, Emma P	200	2,837.58	1,697.39
9000051987	Kearney, David	200	6,811.67	4,620.30
9000051988	Keigher, Natalie	200	4,635.46	3,291.31
9000051989	Kim, Paul	200	5,390.77	3,616.26
9000051990	Klepper, Mary	200	3,539.00	2,618.85
9000051991	Lemke, Nanette	200	1,132.38	765.43
9000051992	Leon, Miyax	200	2,997.82	2,391.43
9000051993	Lima, Valerie	200	1,280.79	845.67
9000051994	Lipinski, Ellen	200	2,571.22	1,822.99

## Payroll Run Check Listing for Board

Payroll	10/31/2024	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000051995	Lumsden, Jason	200	4,156.25	3,134.35
9000051996	Marriner, Carmen M	200	1,373.82	853.61
9000051997	McIntyre, Celeste	200	4,485.45	3,263.73
9000051998	McLear, Robert, IV	200	4,403.17	3,397.46
9000051999	McMahon, Rebecca	200	1,830.86	1,272.92
9000052000	Miller, Jaime	200	3,624.08	2,640.58
9000052001	Nelson, Kelli	200	4,572.77	3,202.00
9000052002	Norwood, Lindsay	200	4,453.67	3,424.75
9000052003	Oros, Natalie	200	4,312.54	2,914.15
9000052004	Park, Aimee	200	4,527.13	3,161.95
9000052005	Parra, Ashley	200	3,374.38	2,488.08
9000052006	Pilon, Erica	200	5,077.14	3,646.05
9000052007	Pivek, Elena	200	3,950.52	2,969.16
9000052008	Ptak, Jeff R	200	2,435.88	1,648.65
9000052009	Purtell, Maggie	200	2,713.92	2,196.77
9000052010	Rankin, Chrysan	200	3,036.95	2,338.08
9000052011	Reband, Jennifer	200	5,013.53	3,642.62
9000052012	Sauer, Mary	200	3,942.24	3,037.15
9000052013	Schindler, Dorene	200	998.76	727.88
9000052014	Schmidt, Michael	200	7,036.82	4,947.92
9000052015	Schraub, Daniel	200	5,399.01	3,932.01
9000052016	Seastrom, Tamela	200	2,131.00	1,204.99
9000052017	Sergeant, Andrew H	200	2,219.83	1,599.19
9000052018	Slowiak, Vincent	200	4,687.71	3,145.33
9000052019	Smid, Jason	200	4,073.95	2,907.47
9000052020	Stevens, Patricia	200	5,253.03	3,731.50
9000052021	Sultzbaugh, Tamara	200	7,466.17	5,886.87
9000052022	Twaddle, Debra	200	1,176.62	700.08
9000052023	Weissinger, Zachary T	200	2,118.06	1,374.21
9000052024	Wiertel, Jason	200	5,300.27	3,997.31
9000052025	Altic, Megan	300	4,032.79	2,753.64
9000052026	Baker, Hannah	300	4,606.82	3,557.77

## Payroll Run Check Listing for Board

Payroll	10/31/2024				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000052027	Barker, Eric	300	3,456.67	2,718.83	
9000052028	Barnett, Sophie	300	2,515.88	1,957.01	
9000052029	Bell, Courtney	300	1,104.60	673.32	
9000052030	Bonini, Susan	300	1,282.35	722.21	
9000052031	Campian, James, JR	300	3,374.38	2,287.70	
9000052032	Carlson, Susan M	300	1,373.53	1,078.45	
9000052033	Chavez, Daniel	300	1,778.62	1,234.05	
9000052034	Clavelli, Lauren	300	4,469.28	3,121.11	
9000052035	Collins, Courtney	300	3,229.50	2,452.31	
9000052036	Cornyn, Mary Beth	300	527.09	416.40	
9000052037	Cyrus, Richard	300	5,884.60	3,415.24	
9000052038	Cyrus, Tonia	300	3,777.65	2,013.69	
9000052039	Dahleen, Shayla	300	4,000.67	2,966.82	
9000052040	Davis, Brianne	300	5,302.15	3,903.58	
9000052041	Davis, Courtney	300	2,399.08	1,711.40	
9000052042	Dawson, Rachel	300	4,225.86	2,914.67	
9000052043	Dineen-Hendricks, Kathleen	300	2,728.20	2,032.41	
9000052044	Dorsch, Rachael	300	2,185.21	1,740.01	
9000052045	Downs, Jakeda	300	825.81	686.44	
9000052046	DuBois, Heidi	300	3,580.13	2,598.38	
9000052047	Edman, Kelly A	300	2,288.44	1,202.20	
9000052048	Elting, Teresa	300	1,017.50	760.39	
9000052049	Emde, John C, II	300	2,500.19	838.39	
9000052050	Gibson, Kayla	300	3,571.90	2,694.09	
9000052051	Gilbert, Jennifer	300	3,250.92	2,508.12	
9000052052	Gilligan, Annabel	300	2,134.04	1,689.45	
9000052053	Hall, Krystal	300	1,433.33	1,374.07	
9000052054	Han, Jieun	300	3,366.15	2,472.54	
9000052055	Hausler, Linda	300	3,977.38	2,758.64	
9000052056	Heindl, Samantha	300	3,409.71	2,507.49	
9000052057	Heneghan, Dipti	300	1,318.75	1,025.71	
9000052058	Hengle, Daniel	300	847.85	704.76	

## Payroll Run Check Listing for Board

Payroll	10/31/2024	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000052059	Herrmann, Mary Jo	300	1,155.72	761.93
9000052060	Hicks, Dena	300	4,888.73	3,338.95
9000052061	Hill, Anna	300	2,671.79	1,809.48
9000052062	Horvath, Frank	300	1,960.11	1,472.24
9000052063	James, Lauren	300	3,351.82	2,517.17
9000052064	Jezyk, Anna	300	3,497.83	2,313.55
9000052065	Johnson, Alexandra	300	2,108.29	1,695.72
9000052066	Johnson, Diane	300	5,061.58	2,396.39
9000052067	Jung, Diane	300	1,273.53	717.04
9000052068	Karas, Monica	300	1,290.43	1,113.09
9000052069	Kerback, Patricia M	300	1,318.15	1,093.22
9000052070	Klepadlo, Scott E	300	3,292.08	2,162.16
9000052071	Klimes, Christy	300	4,814.67	3,374.54
9000052072	Kolacz, Jolanta	300	1,298.76	705.37
9000052073	Konior, Mandy	300	852.21	464.62
9000052074	Krestan, Kimberly S	300	1,015.92	780.83
9000052075	Lapham, Kathleen	300	4,668.93	3,568.37
9000052076	Larson, Richard W	300	3,054.48	2,232.36
9000052077	Lauten, Theresa	300	4,833.28	3,041.33
9000052078	Leonard, Arlene	300	5,061.58	3,633.48
9000052079	Lyell, Kelly	300	4,115.08	2,725.76
9000052080	MacNeille, Margaret A	300	2,270.54	1,772.74
9000052081	Maduzia, Vanessa	300	1,194.29	763.92
9000052082	Marino, Jillian	300	4,485.46	3,130.12
9000052083	Marovich, Haley	300	3,277.75	2,323.03
9000052084	Martin, Stacey	300	3,613.07	2,557.97
9000052085	Martinez-Alvear, Aldo	300	3,504.46	2,390.89
9000052086	Masa, Janelle	300	1,225.79	693.39
9000052087	Matteucci, Christina	300	2,117.21	1,646.29
9000052088	McCormick, Meredith	300	4,747.79	3,767.81
9000052089	Meister, Jennifer	300	3,703.58	2,793.00
9000052090	Meyer, Phillip	300	3,966.97	2,989.41

## Payroll Run Check Listing for Board

Payroll	10/31/2024				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000052091	Murphy, Trisha	300	3,703.58	2,383.54	
9000052092	Nelson, Nicole	300	5,061.58	3,993.32	
9000052093	Neustadt, Leslie	300	4,608.92	3,381.71	
9000052094	O'Connor-Young, Sheri	300	1,916.61	1,382.25	
9000052095	Ortiz, Carmen	300	2,204.46	1,501.75	
9000052096	O'Shea, Amy	300	4,920.61	3,305.90	
9000052097	Pavilionis, Vincent	300	3,573.24	2,491.11	
9000052098	Petrella, Kristin	300	3,409.09	2,755.10	
9000052099	Polmanteer, Colette	300	3,785.92	2,335.81	
9000052100	Poremba, Katherine	300	4,279.71	2,900.87	
9000052101	Potempa, Tracey	300	3,950.50	3,011.24	
9000052102	Pupillo, Lauren	300	3,950.50	2,818.45	
9000052103	Remigio, Maria	300	4,924.34	3,407.65	
9000052104	Reyes, Cathy M	300	1,485.84	971.67	
9000052105	Rhoades, Kathleen E	300	3,703.58	2,670.93	
9000052106	Rogers, Megan	300	4,026.45	3,052.44	
9000052107	Schlessinger, Lukas	300	3,542.83	2,196.15	
9000052108	Schreiber Specca, Jill	300	6,459.71	4,694.20	
9000052109	Slade, Stephanie	300	3,209.75	2,366.06	
9000052110	Smith, Brittney	300	2,793.46	2,520.65	
9000052111	Smith, Elisa	300	4,641.82	3,305.89	
9000052112	Soukup, Stephanie	300	1,365.46	541.39	
9000052113	Stefani, Colleen	300	4,938.13	3,497.17	
9000052114	Svejda, Michele	300	1,269.87	678.11	
9000052115	Svoboda, Kathleen	300	2,552.42	2,088.19	
9000052116	Toby, Maureen	300	3,744.71	2,766.29	
9000052117	Todd, Adam	300	1,943.58	1,372.98	
9000052118	Treadway, Katherine	300	3,703.58	2,549.41	
9000052119	Tuzzolino, Victoria	300	3,662.04	2,715.00	
9000052120	Weeks, Stacey	300	2,715.96	2,220.39	
9000052121	Weissinger, Karla	300	1,181.09	825.20	
9000052122	Witt, Elizabeth	300	2,475.25	2,099.38	

## Payroll Run Check Listing for Board

Payroll	10/31/2024	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000052123	Wojcik, Jane	300	1,539.05	1,414.03
9000052124	Yaniz, Catherine	300	3,893.99	3,029.07
9000052125	Dillard, Daniel	700	1,152.22	964.07
9000052126	Matariyeh, Yousef	700	658.42	539.62
9000052127	Anderson, Cathleen	800	1,492.33	1,405.68
9000052128	Angileri, Debra	800	1,550.00	1,252.97
9000052129	Bailey, Charlotte	800	537.03	469.36
9000052130	Benson, Mary Diane	800	537.03	440.66
9000052131	Cassells, Haley	800	658.41	575.45
9000052132	Clemmons, Jamie	800	1,316.83	1,243.07
9000052133	Collins, Luke	800	480.00	450.49
9000052134	Crenshaw, Samuel, JR	800	1,316.83	1,150.92
9000052135	Ducharme, Janet	800	937.03	778.96
9000052136	Flores, Paola	800	358.02	324.35
9000052137	Frigo, Scott	800	1,152.22	1,090.53
9000052138	Grace, Jalen	800	1,152.22	1,029.93
9000052139	Green, Patricia	800	155.00	150.80
9000052140	Holub, Nicole	800	823.02	762.61
9000052141	Hritz, Sara	800	658.41	575.45
9000052142	Keeling, Daniel T	800	740.72	670.29
9000052143	Klein, Raquel	800	477.36	417.21
9000052144	Knaga, Drayea	800	472.39	412.87
9000052145	Kwasneski, Heather	800	375.00	315.71
9000052146	Litney, Payton	800	1,442.22	1,260.50
9000052147	Lopez, Angel R	300	864.80	641.50
9000052148	Malinowski, Nicole	300	924.60	791.90
9000052149	Murray, Caitlin	800	1,077.50	876.62
9000052150	O'Connell, Jeanne L	800	493.81	431.59
9000052151	Page, Morgan	800	2,791.88	2,137.02
9000052152	Paige, Stephanie	800	135.00	117.99
9000052153	Putnam, Shannon	300	883.20	742.42
9000052154	Reif, James	800	823.02	719.32

## Payroll Run Check Listing for Board

Payroll 10/31/2024

Lisle CUSD 202

Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000052155	Ricchio, Anne Marie	800	3,663.75	2,608.56
9000052156	Rodriguez, Kelly	800	417.69	365.05
9000052157	Rolando, Ross	800	905.32	814.14
9000052158	Santoro, Angela Marie	800	310.00	266.71
9000052159	Schmidt, Oliver	800	1,152.22	1,064.07
9000052160	Scott, Casey	800	300.00	258.29
9000052161	Smith, Stacy	800	537.03	469.36
9000052162	Stratton, Carolyn	800	310.00	266.71
9000052163	Visser, Marianne	300	1,016.16	850.39
9000052164	Wadas, Patricia	800	823.02	719.32
9000052165	Wong, Kevin David	800	240.00	209.76
9000052166	Zuffa, Adrianna	800	537.03	475.08
			<b>914,476.95</b>	<b>642,346.01</b>

**LISLE COMMUNITY UNIT SCHOOL DISTRICT #202**

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**VENDOR PAY ORDERS**

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This is to certify that the Board of Education of Lisle Community Unit School District No. 202 ratified the following vendor pay orders: November 25, 2024

**GENERAL CHECKING ACCOUNT**

<b>CHECKS ISSUED</b>	Beginning	123082	Ending	123085
	Beginning	123217	Ending	123221
	Beginning	123222	Ending	123254
	Beginning	123260	Ending	123385
<b>WIRES ISSUED</b>	Beginning	8000001134	Ending	8000001139
	Beginning	8000001140	Ending	8000001147
<b>ACH DEPOSITS</b>	Beginning	9000052467	Ending	9000052484
<b>WIRE TRANSFER VOIDS</b>	Beginning	n/a	Ending	n/a
<b>CHECK VOIDS</b>	Beginning	n/a	Ending	n/a

**FUND DISTRIBUTION**

EDUCATIONAL	\$	1,384,952.15
OPERATIONS & MAINTENANCE	\$	136,269.48
DEBT SERVICES	\$	-
TRANSPORTATION	\$	191,149.84
IMRF/SOCIAL SECURITY	\$	125,707.22
CAPITAL PROJECTS	\$	4,314.40
TOTAL	\$	<u>1,842,393.09</u>

**IMPREST CHECKING ACCOUNT**

<b>CHECKS ISSUED</b>	Beginning	10458	Ending	10486
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**FUND DISTRIBUTION**

EDUCATIONAL	\$	3,035.79
OPERATIONS & MAINTENANCE	\$	753.00
TRANSPORTATION	\$	449.08
TOTAL	\$	<u>4,237.87</u>

GRAND TOTAL \$ 1,846,630.96

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\_\_\_\_\_  
President - Board of Education

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\_\_\_\_\_  
Date

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Secretary - Board of Education

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\_\_\_\_\_  
Date

# AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/15/2024 ZPAY 10/15/24

R - Regular Run Type

Check Number	Name	Net Check Amt
123082	Classified Employee	732.63
123083	Glenn Stearns Chapter 13	375.00
123084	Lisle CUSD #202	3,338.87
123085	Lisle Education Association	10,129.25
8000001134	Harris Bank	137,156.09
8000001135	Illinois Department Of Revenue	39,567.59
8000001136	Teachers' Health Ins Security	12,607.40
8000001137	Teachers' Retirement System	76,927.93
8000001138	U.S. OMNI	42,044.73
8000001139	Voya Institutional Trust	262.01
<b>Regular Checks:</b>	4	14575.75
<b>ACH Checks:</b>	0	0.00
<b>Wire Transfers:</b>	6	308565.75
<b>Total:</b>	<b>10</b>	<b>323,141.50</b>

# AP Check Register

Lisle CUSD 202

## Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$268,804.05	\$0.00	\$0.00	268804.05
20 - Operations & Maintenance	\$7,979.13	\$0.00	\$0.00	7979.13
40 - Transportation	\$203.70	\$0.00	\$0.00	203.70
55 - Social Security	\$46,154.62	\$0.00	\$0.00	46154.62

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/31/2024 ZPAYEOM 10/31/24

R - Regular Run Type

Check Number	Name	Net Check Amt
123217	Classified Employee	732.63
123218	Glenn Stearns Chapter 13	375.00
123219	Lisle CUSD #202	3,505.54
123220	Lisle Education Association	10,129.25
123221	VSP of Illinois, NFP	4,778.76
8000001140	Educational Benefit Coop	498,682.15
8000001141	Harris Bank	136,421.50
8000001142	Illinois Department Of Revenue	39,513.00
8000001143	Illinois Municipal Retirement	52,529.84
8000001144	Teachers' Health Ins Security	12,659.32
8000001145	Teachers' Retirement System	77,244.86
8000001146	U.S. OMNI	42,031.08
8000001147	Voya Institutional Trust	472.91

<b>Regular Checks:</b>	5	19521.18
<b>ACH Checks:</b>	0	0.00
<b>Wire Transfers:</b>	8	859554.66
<b>Total:</b>	<b>13</b>	<b>879,075.84</b>

# AP Check Register

Lisle CUSD 202

## Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$752,145.06	\$0.00	\$0.00	752145.06
20 - Operations & Maintenance	\$46,950.35	\$0.00	\$0.00	46950.35
40 - Transportation	\$427.83	\$0.00	\$0.00	427.83
50 - Muncipal Retirement	\$33,672.51	\$0.00	\$0.00	33672.51
55 - Social Security	\$45,880.09	\$0.00	\$0.00	45880.09

# AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/31/2024    October 2024 End of Month

R - Regular    Run Type

Check Number	Name	Net Check Amt
123222	Albertsons / Safeway	164.65
	Acct # 187257      Jewel Statement      10/07/2024	164.65
123223	Amazon Capital Services Inc	8,172.74
	1MVT-CJYN-MX44    High School English Supplies (S Maldre)    10/15/2024	209.80
	1CQR-6PJ7-L471    High School PE Supplies (C Dillard)    10/15/2024	13.97
	1719-MDQW-HTNW    High School Office Supplies    10/15/2024	91.81
	1CQR-6PJ7-LFWD    High School Testing Supplies (K Irvine)    10/15/2024	12.29
	1NQF-FD4Y-JQ7L    High School PE Supplies (C Dillard)    10/15/2024	39.61
	1T4R-FPML-LX6X    High School Auditorium Supplies (J Stellmacher)    10/15/2024	117.96
	1PND-TG7M-M46D    High School Testing Supplies (K Irvine)    10/15/2024	24.30
	1TLM-CQMJ-MDK4    High School Student Service Supplies (J Hochstetter)    10/15/2024	29.07
	1T4R-FPML-KQXM    High School Science Lab Supplies (B Schwartz)    10/15/2024	302.67
	1N7L-6WPH-MK9J    High School Social Studies Supplies (C Jaegle)    10/15/2024	132.00
	171F-9M9N-M67T    High School Teacher Team Building Supplies    10/15/2024	15.10
	1DHL-7WTJ-LVLY    High School Band Supplies (S Gumina)    10/15/2024	89.96
	1NMJ-FN6D-KHFR    High School Math Supplies (R Jaegle)    10/15/2024	119.66
	117Q-KPK7-JNJM    High School Math Supplies (R Jaegle)    10/15/2024	52.99
	117Q-KPK7-K7YW    High School Pride of the Lions Supplies    10/15/2024	154.95
	1MCF-99TX-N4PP    High School Athletic Training Supplies (L Perez)    10/15/2024	19.98
	1F1L-JDXG-HRCM    High School Cheerleading Supplies (C Mulhaupt)    10/15/2024	28.78
	139K-4R7V-LGVR    High School Softball Supplies (J Zimmerman)    10/15/2024	99.99
	1DHL-7WTJ-MKTQ    High School Cheerleading Supplies (C Mulhaupt)    10/15/2024	24.80
	1167-HJW9-LQWP    High School Science Olympiad Supplies (H Anderson)    10/15/2024	63.14
	147L-4LYV-LTT1    High School Athletic Office Supplies    10/15/2024	21.71
	1TLM-CQMJ-MRF1    Jr High School World Language Supplies (M Leon / J Smid)    10/15/2024	42.80
	1NQF-FD4Y-HYKP    Jr High School Social Studies Supplies (E Pilon)    10/15/2024	163.95
	147L-4LYV-KNF9    Jr High School FACS Supplies (S Byrne)    10/15/2024	569.46

# AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/31/2024    October 2024 End of Month

R - Regular    Run Type

Check Number	Name	Net Check Amt
123223	Amazon Capital Services Inc	8,172.74
1MLY-HXFY-M3PF	Jr High School Science Supplies (E Lipinski) 10/15/2024	1,469.70
1MY9-CV4J-	Jr High School LRC Books 10/15/2024	32.06
1167-HJW9-LVFP	Jr High School Choir Supplies (J Stellmacher) 10/15/2024	79.96
117Q-KPK7-K6JY	Jr High School ELL Supplies for New Student 10/15/2024	25.28
1N7L-6WPH-MJTD	Jr High School Science & Language Arts Supplies 10/15/2024	670.74
1GDR-RPDL-	Jr High School Choir and Tech Ed Supplies (Stellmacher / Braun) 10/15/2024	150.83
19F1-4FW1-LL17	Jr High School Cross Country Supplies 10/15/2024	113.66
1RYD-GGRF-MQGF	Return - Jr High School Cross Country Supplies 10/15/2024	-13.98
1RYD-GGRF-MQ9P	Return - Jr High School Cross Country Supplies 10/15/2024	-13.98
1V97-HN3P-KMG1	Return - Jr High School Cross Country Supplies 10/15/2024	-13.98
1719-MDQW-H96K	Jr High School Cross Country Supplies 10/15/2024	29.97
1J3Q-DMVJ-MPDY	Elementary School Bulletin Board Supplies 10/15/2024	79.34
1J3Q-DMVJ-MJF4	Elementary School Office Supplies 10/15/2024	44.43
1NLF-FNLQ-M3WR	Elementary School Teacher Supplies 10/15/2024	109.89
1MY9-CV4J-K97Q	Elementary School Instructional Paraprofessional Supplies 10/15/2024	45.27
11HQ-N91L-LWN6	Elementary School Classroom Tools (L James) 10/15/2024	46.56
1MY9-CV4J-JPQC	Elementary School Classroom Supplies (Mrs. Potempa) 10/15/2024	299.89
1WM9-K6GG-6JT4	Partial Credit for damaged item 10/22/2024	-20.00
1MVT-CJYN-MJHW	Elementary School Classroom Supplies 10/15/2024	139.99
1TLM-CQMJ-MXMD	District Office Conference Room Furniture 10/15/2024	605.86
147L-4LYV-KM6P	District Office Communication Supplies (J Engler) 10/15/2024	45.30
1N7L-6WPH-LYKJ	Elementary School Maintenance Supplies 10/15/2024	16.68
11GV-H4QM-KL6N	District Office HR Supplies (A Tsamis) 10/15/2024	96.14
1NLF-FNLQ-LYF3	District Office HR Supplies (A Tsamis) 10/15/2024	12.17
143M-QVN6-KNMP	Various IT Supplies (CO/JH/LES) 10/15/2024	207.64

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/31/2024    October 2024 End of Month

R - Regular    Run Type

Check Number	Name	Net Check Amt
123223	Amazon Capital Services Inc	8,172.74
	11GV-H4QM-KMRD    Elementary School SpEd Supplies    10/15/2024 (M Rogus)	24.69
	147L-4LYV-LGH9    HS/JH Speech Supplies (E Pivek)    10/30/2024	13.97
	1NMJ-FN6D-KMXG    Elementary School Speech Supplies    10/15/2024 (L Hausler)	19.59
	1MY9-CV4J-KCRJ    High School SpEd Supplies (M    10/15/2024 Polinski)	13.58
	1LKG-NRP6-LQPD    Elementary School SpEd Student    10/15/2024 Supplies	29.97
	147L-4LYV-LDRM    Elementary School PD Supplies (S    10/15/2024 Dahleen)	34.00
	171F-9M9N-LDWC    Jr High School ELL Supplies for    10/15/2024 New Student	62.18
	1DG9-9CNK-1JQG    High School SpEd Supplies    10/15/2024	377.00
	1V97-HN3P-KNHW    Jr High School SpEd/Title I Supplies    10/15/2024	363.38
	117Q-KPK7-K1W9    Student Services Admin Supplies (J    10/15/2024 Law)	120.17
	1NMJ-FN6D-KH3F    Elementary School Nurse Supplies    10/15/2024	414.04
123224	AT&T: Acct 198-2	114.75
	630963882410    Phone Service 09/20/24-10/19/24    10/19/2024	114.75
123225	AT&T: Acct 680	572.64
	1818414904    District VOIP Charges 10/19/24-    10/19/2024 11/18/24	572.64
123226	AT&T: Acct 927	1,396.70
	5642805909    Internet Service 10/19/24-11/18/24    10/19/2024	1,396.70
123227	AT&T: Acct 988-5	178.64
	630437537010    Phone Service 09/14/24-10/13/24    10/13/2024	178.64
123228	Capital One / Menards	162.70
	1658630594    Menards Charges - Credit Account    10/19/2024 #583606	162.70
123229	Capital One / Walmart	1,256.66
	1658650136    Walmart Charges - Credit Account    10/19/2024 #629445	1,256.66
123230	Evans, Michael	118.00
	MEVANS    High School Boys Football 10.18.24    10/18/2024	118.00
123231	Feeney, Dan	118.00
	DFEENEY    High School Girls Volleyball 10.24.    10/24/2024 24	118.00

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/31/2024 October 2024 End of Month

R - Regular Run Type

Check Number	Name	Net Check Amt
123232	Home Depot Credit Services *****3651 Home Depot Statement 10/13/2024	1,493.45
123233	Janota, Robert RJANOTA High School Boys Football 10.18.24 10/18/2024	118.00
123234	Johnson Controls Security 40655581 SES Annual Service Charge 10/12/2024 11/1/24-10/31/25	944.50
123235	Kloet, Anthony AKLOET High School Girls Volleyball 10.22. 10/22/2024 24	55.00
123236	Knapp, Daniel DKNAPP High School Girls Volleyball 10.22. 10/22/2024 24	118.00
123237	Kohut, David DKOHUT High School Boys Football 10.18.24 10/18/2024	118.00
123238	Konica Minolta Business 9010151112 Copier Monthly Maintenance 10/10/2024 Agreement 10/10/2024-11/09/2024	1,080.00
123239	Lisle Community Unit School Imprest 10.31.24 Reimburse Imprest Account 10/31/2024	4,295.82
123240	Maydak, Chris CMAYDAK High School Girls Volleyball 10.24. 10/24/2024 24	55.00
123241	Mertens, Jane JMERTENS High School Girls Volleyball 10.22. 10/22/2024 24	118.00
123242	Niemiec, Michael MNIEMIEC High School Girls Volleyball 10.22. 10/22/2024 24	55.00
123243	Quadient Finance USA, Inc *****7747 Postage for CO 10.10.24 10/27/2024	700.00
123244	Quadient Finance USA, Inc *****8170 Postage for HS 10.22.24 10/27/2024	750.00
123245	Quadient, Inc (Leasing) Q1577135 District Office Postage Machine 10/29/2024 Lease 9/1/24-11/30/24	241.68

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/31/2024    October 2024 End of Month

R - Regular    Run Type

Check Number	Name	Net Check Amt
123246	Quadient, Inc (Leasing)	241.68
	Q1577136      High School Postage Machine      10/29/2024 Lease 9/1/24-11/30/24	241.68
123247	Sawicki Sr, Steven A	118.00
	SSAWICKI      High School Girls Volleyball 10.24.      10/24/2024 24	118.00
123248	Spice, Mark	118.00
	MSPICE      High School Boys Football 10.18.24      10/18/2024	118.00
123249	T-Mobile for Government	91.02
	Account # 970563340 Empower Ed Hot Spot Program      10/21/2024 09/21/24-10/20/24	91.02
123250	UPS Store in Lisle	15.69
	1690      High School Postage - Return PE      10/04/2024 Supplies	15.69
123251	Van Wagner, Scott	118.00
	SVANWAGNER      High School Boys Football 10.18.24      10/18/2024	118.00
123252	Village of Lisle (Utilities)	553.27
	100-0123100-001      Water/Sewer HS 08/31/24-09/17/24      11/01/2024	553.27
123253	Ward, Andre	55.00
	AWARD      High School Girls Volleyball 10.24.      10/24/2024 24	55.00
123254	Westway Coach, Inc	19,460.95
	HSATH093024      Acct 00169      09/30/2024      10,822.32	
	HSFT093024      Acct 00172      09/30/2024      1,362.12	
	JHATH093024      Acct 00174      09/30/2024      5,806.11	
	LESFT093024      Acct 00179      09/30/2024      1,470.40	
<b>Regular Checks:</b> 33      43169.54		
<b>ACH Checks:</b> 0      0.00		
<b>Wire Transfers:</b> 0      0.00		
<b>Total:</b> 33      43,169.54		

# AP Check Register

Lisle CUSD 202

## Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$17,436.83	\$0.00	\$0.00	17436.83
20 - Operations & Maintenance	\$5,822.68	\$0.00	\$0.00	5822.68
40 - Transportation	\$19,910.03	\$0.00	\$0.00	19910.03

# AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
123260	ACCO Brands USA LLC	531.77
	4729421677 Elementary School Laminating Supplies 10/16/2024	531.77
123261	AGParts Worldwide, Inc	351.95
	113261 Tech Supplies 11/08/2024	351.95
123262	Aguirre, Consuelo	75.00
	29670 High School Band Uniform Mending 10/31/2024	75.00
123263	Allegra Marketing/Print/Mail	990.72
	42608 District Office Supplies 11/04/2024	247.50
	42556 LES Office Supplies 10/23/2024	710.82
	42605 Poster for LES Front Office 10/23/2024	32.40
123264	Anderson Pest Solutions	389.14
	70272301 Pest Services November 2024 (HS) 11/03/2024	103.20
	70272303 Pest Services November 2024 (JH) 11/03/2024	71.40
	70273805 Pest Services November 2024 (LES) 11/03/2024	147.84
	70272305 Pest Services November 2024 (SES) 11/03/2024	66.70
123265	Apple Inc.	1,506.00
	MB22358960 Jr High SpEd Classroom supplies (IDEA Grant) 10/08/2024	1,316.00
	MB24999219 Jr High SpEd Classroom licenses (IDEA Grant) 10/08/2024	70.00
	MB34585373 VPP Credit for Kindi Academy 11/15/2024	120.00
123266	AT&T: Acct 988-5	184.31
	630437537011 Phone Service 10/14/24-11/13/24 11/13/2024	184.31
123267	Bahl, Emily	74.25
	EC Refund for Driver's Ed & Food Prep Classes 10/22/2024	74.25
123268	Barnes & Noble, Inc.	332.88
	4590664 Jr High Library Books 10/18/2024	289.94
	4594029 Jr High Library Books 10/30/2024	42.94
123269	Bartlett Learning Center Inc	10,892.22
	June/July 2024ESY Facility 60928 Intensive Code 60927 07/01/2024	5,646.00
	October 2024 Tuition Facility 60928 Intensive Code 60927 10/31/2024	5,246.22

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name		Net Check Amt
123270	BBF Enterprise Inc dba Petal		140.00
	Order ID 3462	Golf Senior Day Flowers 09/04/2024	24.00
	Order ID 3463	Football Senior Day Flowers 08/29/2024	44.00
	Order ID 3667	Soccer Senior Day Flowers 10/03/2024	24.00
	Order ID 3796	Volleyball Senior Day Flowers 10/24/2024	48.00
123271	Blick Art Materials		2,965.36
	3772013	Jr High Art Supplies 09/10/2024	2,571.72
	3830219	Jr High Art Supplies 09/17/2024	157.65
	3882499	Jr High Art Supplies 09/25/2024	36.32
	3988824	Jr High Art Supplies (return) 10/11/2024	-28.63
	4005390	Jr High Art Supplies (replacement) 10/14/2024	28.63
	4067159	Jr High Art Supplies 10/23/2024	7.19
	4105908	Jr High Art Supplies 10/29/2024	72.87
	274491	High School Art Supplies (V Hardy) 11/10/2024	119.61
123272	BMO Harris Commercial Card		8,215.48
	7900	Marilyn Buchholz's 11.5.24 Statement 11/05/2024	11.99
	7900	Marilyn Buchholz's 11.5.24 Statement 11/05/2024	116.00
	7900	Marilyn Buchholz's 11.5.24 Statement 11/05/2024	119.40
	7900	Marilyn Buchholz's 11.5.24 Statement 11/05/2024	727.93
	7900	Marilyn Buchholz's 11.5.24 Statement 11/05/2024	21.17
	7900	Marilyn Buchholz's 11.5.24 Statement 11/05/2024	23.75
	7900	Marilyn Buchholz's 11.5.24 Statement 11/05/2024	11.99
	7900	Marilyn Buchholz's 11.5.24 Statement 11/05/2024	200.00
	0989	Daniella Ferenzi's 11.5.24 Statement 11/05/2024	69.20
	0989	Daniella Ferenzi's 11.5.24 Statement 11/05/2024	69.20
	0989	Daniella Ferenzi's 11.5.24 Statement 11/05/2024	136.58
	0989	Daniella Ferenzi's 11.5.24 Statement 11/05/2024	50.00
	0989	Daniella Ferenzi's 11.5.24 Statement 11/05/2024	67.95

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
123272	BMO Harris Commercial Card	8,215.48
0989	Daniella Ferenzi's 11.5.24 Statement	58.12
0989	Daniella Ferenzi's 11.5.24 Statement	304.80
0989	Daniella Ferenzi's 11.5.24 Statement	75.69
0989	Daniella Ferenzi's 11.5.24 Statement	109.70
6475	Karen Fitzgerald's 11.5.24 Statement	97.20
6475	Karen Fitzgerald's 11.5.24 Statement	175.75
6475	Karen Fitzgerald's 11.5.24 Statement	181.76
6475	Karen Fitzgerald's 11.5.24 Statement	75.00
6475	Karen Fitzgerald's 11.5.24 Statement	40.00
6475	Karen Fitzgerald's 11.5.24 Statement	103.28
6475	Karen Fitzgerald's 11.5.24 Statement	238.39
6475	Karen Fitzgerald's 11.5.24 Statement	82.50
6475	Karen Fitzgerald's 11.5.24 Statement	44.00
6475	Karen Fitzgerald's 11.5.24 Statement	59.40
6475	Karen Fitzgerald's 11.5.24 Statement	59.40
8546	David Kearney's 11.5.24 Statement	386.49
8546	David Kearney's 11.5.24 Statement	119.88
9519	Jennifer Law's 11.5.24 Statement	150.00
9519	Jennifer Law's 11.5.24 Statement	400.00
9519	Jennifer Law's 11.5.24 Statement	63.88
9519	Jennifer Law's 11.5.24 Statement	166.83
9519	Jennifer Law's 11.5.24 Statement	420.00
9519	Jennifer Law's 11.5.24 Statement	11.83
9850	Marielle Metoyer's 11.5.24 Statement	200.00
9850	Marielle Metoyer's 11.5.24 Statement	144.00
3032	Jennifer Milinki's 11.5.24 Statement	80.00

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
123272	BMO Harris Commercial Card	8,215.48
3032	Jennifer Milinki's 11.5.24 Statement 11/05/2024	35.42
3032	Jennifer Milinki's 11.5.24 Statement 11/05/2024	26.48
3032	Jennifer Milinki's 11.5.24 Statement 11/05/2024	33.36
5440	Trent Schalk's 11.5.24 Statement 11/05/2024	237.00
5440	Trent Schalk's 11.5.24 Statement 11/05/2024	109.75
7470	Jill Schreiber Specas 11.5.24 Statement 11/05/2024	65.94
7470	Jill Schreiber Specas 11.5.24 Statement 11/05/2024	263.45
7470	Jill Schreiber Specas 11.5.24 Statement 11/05/2024	-425.00
8692	Tamela Seastrom's 11.5.24 Statement 11/05/2024	167.00
8692	Tamela Seastrom's 11.5.24 Statement 11/05/2024	13.50
8692	Tamela Seastrom's 11.5.24 Statement 11/05/2024	235.15
8692	Tamela Seastrom's 11.5.24 Statement 11/05/2024	276.25
8692	Tamela Seastrom's 11.5.24 Statement 11/05/2024	19.99
8692	Tamela Seastrom's 11.5.24 Statement 11/05/2024	34.00
8692	Tamela Seastrom's 11.5.24 Statement 11/05/2024	12.50
8692	Tamela Seastrom's 11.5.24 Statement 11/05/2024	159.00
2895	Sheri Young's 11.5.24 Statement 11/05/2024	299.00
2895	Sheri Young's 11.5.24 Statement 11/05/2024	120.00
2895	Sheri Young's 11.5.24 Statement 11/05/2024	400.00
2895	Sheri Young's 11.5.24 Statement 11/05/2024	179.00
2895	Sheri Young's 11.5.24 Statement 11/05/2024	375.00
2895	Sheri Young's 11.5.24 Statement 11/05/2024	105.63
123273	Bolingbrook High School	65.00
	Lisle High School David Riley Memorial Kickoff Scholastic Bowl Tournament 11.23.24	65.00
123274	Bright Market LLC dba	425.00
	PAR241024-2532- Visual PST Renewal 10/24/2024	425.00

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name			Net Check Amt
123275	Brightmont Inc dba Brightmont			9,626.32
	37913	October 2024 Tuition	10/31/2024	9,626.32
123276	BrightStar Healthcare			720.00
	IVC0000008911768	RN Staffing 10.24.24 @ Jr High	10/27/2024	720.00
123277	BSN Sports, LLC			2,024.82
	927088659	High School Boys Football Gear	09/30/2024	294.00
	927088660	High School Girls Soccer Coaches Gear	09/30/2024	235.00
	927117088	High School Girls Soccer Goal Kicker Jerseys	10/01/2024	124.00
	927583277	High School Boys Basketball Coaches Gear	11/01/2024	604.00
	927390430	High School Boys Baseball Supplies	10/18/2024	599.94
	927641417	High School Girls Basketball Supplies	11/06/2024	167.88
123278	Buado, Calvin			650.00
	329	Standard Cheer Mix	11/14/2024	650.00
123279	Buckeye Cleaning Centers			398.80
	90625739	Jr High Custodial Supplies	10/30/2024	398.80
123280	C.O.R.E. Academy			25,342.02
	SESINV-041720	Special Education Tuition October 2024	10/31/2024	19,504.32
	SESINV-41722	Life Skills Tuition October 2024	10/31/2024	5,837.70
123281	Camelot Therapeutic Schools			1,786.40
	INV203888	August/September 2024 Rate Adjustment	10/16/2024	1,786.40
123282	CDW Government Inc			7,519.50
	AB3D52V	Multi-Factor Authentication Renewals	10/28/2024	612.00
	ZR00586629	Google Workspace Edu Plus Renewal 12.15.24-12.14.25	11/18/2024	6,907.50
123283	Chicago Office Technology			542.51
	IN5542499	Metered Prints / Admin fee per contract 11/7/24-12/6/24	11/04/2024	542.51
123284	Children's Plus, Inc dba Libraria			2,701.25
	250870	Fall nonfiction and Spanish books for Elementary School Library	09/10/2024	2,701.25
123285	Cintas Corp			429.00
	4207261265	Towel Service for High School	10/03/2024	57.20

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name				Net Check Amt
123285	Cintas Corp				429.00
	4207983919	Towel Service for High School	10/10/2024	57.20	
	4208694092	Towel Service for High School	10/17/2024	57.20	
	4209406747	Towel Service for High School	10/24/2024	57.20	
	4210122610	Towel Service for High School	10/31/2024	57.20	
	4207261239	Towel Service for Jr High School	10/03/2024	28.60	
	4207983870	Towel Service for Jr High School	10/10/2024	28.60	
	4208694015	Towel Service for Jr High School	10/17/2024	28.60	
	4209406656	Towel Service for Jr High School	10/24/2024	28.60	
	4210122510	Towel Service for Jr High School	10/31/2024	28.60	
123286	College Board				400.00
	EA239480	24-25 College Board Membership Fee	09/13/2024	400.00	
123287	ComEd (PO Box 6111)				17,489.45
	8739027000	HS Electricity 9/26/24-10/27/24	10/28/2024	17,489.45	
123288	ComEd (PO Box 6111)				6,534.27
	0568348000	JH Electricity 9/26/24-10/27/24	10/28/2024	6,534.27	
123289	ComEd (PO Box 6111)				9,287.00
	2729837000	LES Electricity 9/25/24-10/24/24	10/25/2024	9,287.00	
123290	ComEd (PO Box 6111)				2,503.54
	6735838000	SES Electricity 9/26/24-10/27/24	10/28/2024	2,503.54	
123291	Dan Feeney Assigning Service				148.00
	DFFEENEY	Volleyball Assigning Fees 2024 Season	10/28/2024	148.00	
123292	DECA, Inc.				595.00
	178168M	2024-2025 DECA Membership (Chapter ID: 115H-22983)	11/11/2024	595.00	
123293	Demco Inc				332.00
	7563379	Elementary School LRC Fall/winter materials	11/05/2024	332.00	
123294	DeMoulin Brothers & Company				527.33
	3410107	High School Marching Band Plumes	10/29/2024	527.33	
123295	Eckwall, James W				110.00
	JECKWELL	Kawaii Grand Piano tuning @ High School	10/29/2024	110.00	

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name		Net Check Amt
123296	EI US, LLC. dba LearnWell		311.25
	<i>INV211174</i>	<i>Hospital Tutoring (AMMCA-C-PHP) 10/11/2024 10/7/24-10/9/24</i>	186.75
	<i>INV212193</i>	<i>Hospital Tutoring (AMMCA-C-PHP) 10/18/2024 10/15/24</i>	62.25
	<i>INV213349</i>	<i>Hospital Tutoring (AMMCA-C-PHP) 10/25/2024 10/21/24</i>	62.25
123297	Empower Health Services LLC		265.50
	<i>EHS2024692</i>	<i>Wellness Screenings / Flu Shots 11/14/2024</i>	265.50
123298	Follett Content Solutions, LLC		1,424.06
	<i>444924</i>	<i>High School Library Books 09/24/2024</i>	851.10
	<i>444924A</i>	<i>High School Library Books 10/14/2024</i>	511.63
	<i>444924F</i>	<i>High School Library Books 11/01/2024</i>	61.33
123299	Fox Valley Fire & Safety		1,381.90
	<i>IN00724196</i>	<i>Jr High School Fire Alarm System 10/31/2024 Service 10.30.24</i>	609.50
	<i>IN00724197</i>	<i>SES Fire Alarm System Service 10. 10/31/2024 30.24</i>	643.50
	<i>IN00728888</i>	<i>Jr High ABC Fire Extinguisher 11/15/2024 Service 11.11.24</i>	128.90
123300	G & G Lawncare Inc		5,909.00
	<i>17918</i>	<i>Turf Maintenance @ HS, LES &amp; SES 10/29/2024</i>	2,779.00
	<i>18009</i>	<i>Fertilizer &amp; Weed Control Applications @ All Schools 11/07/2024</i>	3,130.00
123301	Gopher Sport		471.58
	<i>IN410340</i>	<i>High School PE Supplies 10/24/2024</i>	441.18
	<i>IN413955</i>	<i>LES Recess Supplies 11/13/2024</i>	30.40
123302	Grainger		181.15
	<i>9302347548</i>	<i>SES Maintenance Supplies 11/01/2024</i>	131.40
	<i>9302347555</i>	<i>CO Maintenance Supplies 11/01/2024</i>	25.32
	<i>9312288708</i>	<i>JH Maintenance Supplies 11/11/2024</i>	24.43
123303	Greatland Corporation		1,290.30
	<i>9526840</i>	<i>AP/Payroll Check Stock 11/04/2024</i>	1,290.30
123304	Green, Patricia		1,719.47
	<i>PGREEN</i>	<i>Medical Reimbursement - July- November 2024 11/30/2024</i>	1,719.47

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name		Net Check Amt
123305	Guitar Center Stores Inc dba		1,529.98
	<i>INV047310562 Musical Instruments (JCS Grant)</i>	<i>11/08/2024</i>	<i>1,399.98</i>
	<i>INV047316347 Musical Instruments (JCS Grant)</i>	<i>11/08/2024</i>	<i>130.00</i>
123306	Home Depot U.S.A., Inc (GA)		246.61
	<i>834671067 LES Custodial Supplies</i>	<i>11/06/2024</i>	<i>246.61</i>
123307	Howell, Bruce		3,500.00
	<i>BHOWELL Medical/Dental/Vision Reimbursement - January-Sept 2024</i>	<i>09/30/2024</i>	<i>3,500.00</i>
123308	Hubble Middle School		250.00
	<i>Jr High Boys Husky Wrestling Invite 12.14.24</i>	<i>12/14/2024</i>	<i>250.00</i>
123309	IHSSBCA		35.00
	<i>Order # 6249 IHSSBCA Coach Membership - Yousef Matariyeh</i>	<i>10/24/2024</i>	<i>35.00</i>
123310	Illinois American Water		811.49
	<i>1025-210001650298 JH Water/Sewer 10/3/24-11/1/24</i>	<i>11/05/2024</i>	<i>811.49</i>
123311	Illinois American Water		1,111.19
	<i>1025-210005689786 LES Water/Sewer 10/3/24-11/1/24</i>	<i>11/05/2024</i>	<i>1,111.19</i>
123312	Illinois American Water		80.23
	<i>1025-220037668226 LES Fire Water/Sewer 11/2/24-12/3/24</i>	<i>11/04/2024</i>	<i>80.23</i>
123313	Illinois American Water		208.78
	<i>1025-210001574981 SES Water/Sewer 10/3/24-11/1/24</i>	<i>11/05/2024</i>	<i>208.78</i>
123314	Illinois American Water		374.27
	<i>1025-210001574776 SES Water/Sewer 10/3/24-11/1/24</i>	<i>11/05/2024</i>	<i>374.27</i>
123315	Illinois Association of School		545.00
	<i>455710 Joint Annual Conference Registration 2024 - Daniel Helderle</i>	<i>10/30/2024</i>	<i>545.00</i>
123316	Illinois Bone and Joint Institute		16,666.66
	<i>2020438 2024-2025 Athletic Training Services 08/13/2024 (payment 1 of 3)</i>		<i>16,666.66</i>
123317	Illinois Music Education		160.00
	<i>90721 D9 Junior Band Festival Entry</i>	<i>10/28/2024</i>	<i>30.00</i>
	<i>85948 D9 Junior Winds/Percussion Auditions</i>	<i>10/28/2024</i>	<i>130.00</i>

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name		Net Check Amt
123318	Illinois School Counselor		250.00
	09510	ISCA Conference Registration on November 14 2024 11/08/2024	250.00
123319	Illinois State Police		197.75
	20241002761	Background Checks - October 2024 10/31/2024	197.75
123320	Illinois Time Recorder Co		1,125.00
	108218-1	Lisle Jr High School Crisis Go/Intercom Interface 11/07/2024	1,125.00
123321	International Translation		920.00
	731	Translation Services July 2024 07/30/2024	140.00
	831	Translation Services August 2024 08/30/2024	440.00
	930	Translation Services September 2024 09/30/2024	340.00
123322	IPSD 204		1,155.47
	DL202-24-6	September 2024 Shared Transportation 11/15/2024	1,155.47
123323	Jesus D. Pizana dba Facts4Me.		150.00
	1006	Facts 4 Me Subscription 10/23/2024	150.00
123324	Johnson Controls Security		972.83
	40747245	HS Annual Service Charge 12/1/24-11/30/25 10/09/2024	972.83
123325	JW Pepper & Son, Inc		550.98
	366908882	High School Chorus Music 10/31/2024	198.99
	366908027	Jr High Chorus Music 10/30/2024	192.50
	366906436	Jr High Chorus Music 10/30/2024	79.99
	366963565	Jr High Chorus Music 11/14/2024	79.50
123326	Korney Board Aids, Inc		626.76
	221030	High School Girls Basketball Supplies 10/22/2024	626.76
123327	Kriha Boucek LLC		352.00
	7495	Special Education Legal Fees through 10.31.24 11/05/2024	352.00
123328	Lab-Aids, Inc		130.65
	00167543	High School Science Supplies 10/24/2024	130.65
123329	Lauterbach & Amen LLP		12,800.00
	94725 (50%)	FY24 Financial Statement Audit - Progress Billing 08/26/2024	12,800.00

# AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
123330	Linden Oaks Tutoring Services	1,007.50
	<i>L202-246 HS Tutoring Service 10/2/24 10/31/2024 40.30</i>	
	<i>L202-247 HS Tutoring Service 10/10/24-10/31/24 10/31/2024 564.20</i>	
	<i>L202-248 HS Tutoring Service 10/18/24-10/31/24 10/31/2024 403.00</i>	
123331	Lisle Automotive & Tire	76.98
	<i>38073 Vehicle Repairs/Maintenance - Bus #67 11/14/2024 76.98</i>	
123332	Lisle High School Activity	370.50
	<i>DuPage Tents &amp; Deposit for High School Graduation Chair Rental 10/25/2024 370.50</i>	
123333	Lisle Jr High Activity Fund	180.00
	<i>10.24.24 Deposit Yearbook Fees -- Should have been deposited at US Bank 10/29/2024 180.00</i>	
123334	Lisle-Woodridge Fire District	560.00
	<i>22349 EMS Stand-by for HS Football Game on 10.18.24 10/22/2024 560.00</i>	
123335	Mahr, Timothy J.	1,500.00
	<i>ADVANCE PAYMENT Composition of Musical Work (JCS Grant) 08/29/2024 1,500.00</i>	
123336	Math Learning Center	367.20
	<i>INV63414 LES Bridges Intervention Curriculum 10/29/2024 367.20</i>	
123337	Menta Academy Midway	8,463.40
	<i>SESINV-042218 Intensive Tuition October 2024 10/31/2024 8,463.40</i>	
123338	National Lift Truck, Inc	766.92
	<i>IV241011045 High School Lift Annual Inspection 10/28/2024 267.08</i>	
	<i>IV241011046 LES Lift Annual Inspection 10/28/2024 190.41</i>	
	<i>IN241011048 LES Lift Annual Inspection 10/28/2024 309.43</i>	
123339	NCS Pearson, Inc	7,904.00
	<i>27074700 Q Global DALs Renewal 10/24/2024 6,600.00</i>	
	<i>27074708 Q Global DALs Renewal 10/24/2024 1,304.00</i>	
123340	Neff Company	934.25
	<i>N003315459 High School Athletic Awards 10/21/2024 934.25</i>	
123341	NEUCO Inc	3,663.65
	<i>8160919 Jr High Roof Exhaust Fan 11/07/2024 2,701.00</i>	
	<i>8121723 Jr High Maintenance Supplies 10/24/2024 581.35</i>	

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name			Net Check Amt
123341	NEUCO Inc			3,663.65
	8160921	Jr High Maintenance Supplies	11/07/2024	314.14
	8178530	LES Maintenance Supplies	11/13/2024	67.16
123342	New Connections Academy			7,781.13
	16048	October 2024 Tuition	10/31/2024	7,634.97
	15909	Retro August 2024 Tuition	08/31/2024	146.16
123343	NextEra Energy Services			2,839.39
	G4000655110624	Gas Billing 10/1/2024-10/31/2024	11/08/2024	2,839.39
123344	Nicor Gas			1,028.77
	52-99-70-1000 5	HS Gas Billing 10/1/24-11/1/24	11/01/2024	1,028.77
123345	Nicor Gas			937.68
	80-02-42-1000 9	JH Gas Billing 10/1/24-11/1/24	11/01/2024	937.68
123346	Nicor Gas			339.52
	01-00-26-6293 8	LES Gas Billing 10/1/24-11/1/24	11/01/2024	339.52
123347	Nicor Gas			275.74
	38-91-42-1000 0	SES Gas Billing 10/1/24-11/1/24	11/01/2024	275.74
123348	Nicor Gas			368.70
	58-91-42-1000 8	SES Gas Billing 10/1/24-11/1/24	11/01/2024	368.70
123349	Oak Brook Mechanical			2,833.36
	C40565	Jr High Maintenance/Repairs	10/24/2024	1,253.36
	C40566	Jr High Maintenance/Repairs	10/24/2024	1,580.00
123350	Ombudsman Educational			1,800.00
	INV-000010828	October 2024 Tuition	10/31/2024	1,800.00
123351	Parents Alliance Employment			1,237.52
	Inv 39 Sep24	Special Student Employment Services - September 2024	09/30/2024	1,237.52
123352	Pepper Construction			4,314.40
	2400750005	Billing #5 - LES Office Renovations through November 15, 2024	11/20/2024	4,314.40
123353	Playaway Products LLC			1,510.97
	479876	Jr High Library Books	10/30/2024	1,510.97
123354	Polar Electro, Inc			1,460.00
	331720693	High School PE Supplies	10/18/2024	1,160.00

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name			Net Check Amt
123354	Polar Electro, Inc			1,460.00
	331720759	Additional High School GoFit Licenses	10/21/2024	300.00
123355	PROCAM Photo & Video Gear			2,516.90
	947185	Camera for High School Yearbook	10/22/2024	2,516.90
123356	Quinlan & Fabish Music			3,102.27
	16081494	Musical Instruments (JCS Grant)	11/08/2024	1,095.00
	16081497	Musical Instruments (JCS Grant)	11/08/2024	1,275.00
	15851580	Jr High Band Supplies	08/28/2024	49.50
	15922254	Jr High Band Supplies	09/15/2024	198.95
	15966603	Jr High Band Supplies	09/26/2024	29.99
	15991839	Jr High Band Supplies	10/03/2024	17.09
	16003624	Jr High Band Supplies	10/08/2024	231.92
	16003413	Jr High Band Supplies	10/08/2024	42.30
	16014366	Jr High Band Supplies	10/11/2024	45.00
	15928462	Jr High Band Instrument Repair	09/23/2024	107.67
	16081910	LES Band Supplies	11/08/2024	9.85
123357	Quiroga, Brianna			47.00
	JA	Refund for Food Prep Class	10/24/2024	47.00
123358	Reinstein Quizbowl			225.00
	242519	Scholastic Bowl - Scobol Solo Tournament	11/13/2024	225.00
123359	Reyes, Mandi			11.75
	AJ	Refund for Food Prep Class	10/24/2024	11.75
123360	Richlee Vans Inc			14,739.97
	RTINV1002707	Transportation 8/1/24-8/31/24	08/31/2024	14,739.97
123361	Riverside Assessments, LLC			1,811.23
	INV223749	Bilingual Evaluation Materials	10/21/2024	1,811.23
123362	RK Lighting LLC			4,493.00
	202333	High School Auditorium Lighting Upgrades	10/22/2024	4,493.00
123363	S.E.A.L. South, Inc			5,415.74
	8855	October 2024 Billing	10/31/2024	5,415.74

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name				Net Check Amt
123364	School Specialty, LLC				774.71
	208135106812	Jr High Math Supplies	10/31/2024	363.52	
	208135077069	LES Art Supplies	10/23/2024	411.19	
123365	SEAL of Illinois Inc				14,545.52
	12876	October 2024 Billing	10/31/2024	14,545.52	
123366	Sheldon, Robert				500.00
	ADVANCED	Composition of Musical Work (JCS Grant)	08/29/2024	500.00	
123367	Solution Tree, Inc.				5,200.00
	S312235 (Balance)	Onsite PD for Teachers on 11.4.24	11/04/2024	5,200.00	
123368	Special Education Systems,				6,915.92
	SYSINV-016169	Special Ed Transportation October 2024 (C.O.R.E.)	10/31/2024	5,186.94	
	SYSINV-016170	Life Skills Transportation October 2024 (C.O.R.E.)	10/31/2024	1,728.98	
123369	Staples Business Advantage				664.76
	6016592977	LES Custodial Supplies	11/08/2024	664.76	
123370	Suburban Door Check & Lock				119.91
	IN573826	September 2024 Key Orders	09/30/2024	119.91	
123371	Sunrise Southwest LLC				4,256.30
	#14 - 23/24	ESY School Day Transportation 8/1-8/31	09/16/2024	4,256.30	
123372	Technology Center of DuPage				38,871.30
	25-071	75% Enrollment Billing 24-25 Tuition Charge Back	11/04/2024	38,871.30	
123373	The Fitness Connection				283.45
	56682	High School Wellness Equipment Repairs	10/22/2024	188.75	
	56678	Jr High Wellness Equipment Repairs	10/22/2024	94.70	
123374	Third Coast Percussion NFP				750.00
	25% Deposit	Elementary School Live Performances (JCS Grant)	01/13/2025	750.00	
123375	TPS Sports				369.50
	9845	High School Cross Country Uniform Shorts	08/21/2024	229.50	
	9835	High School Cross Country Coaches Gear	08/14/2024	140.00	

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name		Net Check Amt
123376	Vanda King Entm't dba Piano		314.50
	148166 Jr High Choir Supplies	11/04/2024	314.50
123377	Vernier Software & Technology		241.00
	5507373 High School Science Supplies	10/18/2024	241.00
123378	Vestis Group Inc dba Vestis		169.94
	26725090 Uniform Order -- Daniel Hengle (LES)	10/11/2024	107.96
	26741184 Uniform Order -- Daniel Hengle (LES)	11/18/2024	61.98
123379	Vex Robotics, Inc.		980.10
	767717 Jr High Tech Ed Supplies	10/22/2024	980.10
123380	Volt Electric Inc		1,250.00
	11222 High School Parking Lot Light Repairs 10.16.24	10/22/2024	1,250.00
123381	Weissman's Theatrical Supply,		461.45
	254082449 High School Dance Costumes	11/04/2024	461.45
123382	Wenger Corporation		1,336.00
	881564 LES Music Classroom Supplies	10/16/2024	1,336.00
123383	West Suburban DECA		255.00
	Membership West Suburban DECA Membership Registration	11/15/2024	255.00
123384	Westway Coach, Inc		143,113.64
	RTINV1003207 October 2024 Transportation (Acct 00180)	10/31/2024	142,413.64
	RTINV1003208 October 2024 Attendance Bonus (Acct 00180)	10/31/2024	700.00
123385	WEX Health, Inc		194.25
	0002042582-IN FSA Monthly Admin Fee	10/31/2024	194.25
9000052467	Compass Group USA, Inc dba		81,502.75
	K66337001 Food Service October 2024	10/31/2024	73,417.32
	6633700009 Food Service August/Sept 2024 Ala Carte Adjustment	11/15/2024	8,085.43
9000052468	Grau, Jason		75.37
	JGRAU Reimbursement - JH SpEd Field Trip - Keller's Farmstand/MOD Pizza	10/22/2024	75.37
9000052469	Gumina, Scott		43.95
	SGUMINA Reimbursement - Mileage to/from Band Director's Workshop - Skokie IL	11/04/2024	43.95

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
9000052470	Himes, Petrarca & Fester, Chtd	976.50
	50587 Legal Fees through 10.31.24 11/01/2024	976.50
9000052471	Jaegle, Christine A	30.82
	CJAEGLE Reimbursement - Mileage to/from WSSSDC @ Argo High School - Summit IL 10/18/2024	30.82
9000052472	McIntyre, Celeste	149.41
	CMCINTYRE Reimbursement - Mileage to/from IAEA Conference October 17-19 - Bloomington-Normal IL 10/17/2024	149.41
9000052473	Musbach, Darlene	29.98
	DMUSBACH Reimbursement - Office Depot - 24/25 Daily Planner 09/14/2024	19.99
	DMUSBACH Reimbursement - Staples - 2025 Wall Calendar 08/09/2024	9.99
9000052474	New Direction Solutions, LLC	3,525.00
	21054866 Speech Language Pathologist 10/7/24-10/10/24 10/27/2024	1,057.50
	21052539 Speech Language Pathologist 10/16/24-10/18/24 10/20/2024	1,057.50
	21058019 Speech Language Pathologist 10/21/24-10/25/24 10/27/2024	1,410.00
9000052475	Norwood, Lindsay	83.62
	LNORWOOD Reimbursement - Mileage to/from IAASE Conference 10/29 & 10/30 - Tinley Park IL 10/29/2024	83.62
9000052476	O'Connell, Jeanne L	234.46
	JOCONNELL Reimbursement - Fall Play Supplies 11/11/2024	234.46
9000052477	Odeh, Aya	3,360.00
	20 Speech Services @ Kindi Academy 11/06/2024	3,360.00
	10/1/24-10/31/24	
9000052478	Pomatto-Zimmerman, Jennifer	51.19
	JZIMMERMAN Reimbursement - Mileage to/from IAASE Conference 10/29 & 10/30 - Tinley Park IL 10/29/2024	51.19
9000052479	Renguso, Amy	52.00
	ARENGUSO Reimbursement - West Suburban World Language Leaders - Registration Fee 11/01/2024	52.00
9000052480	Rohlcek, Daniel	96.04
	DROHLICEK Reimbursement - BRUNT Workwear - Work Boots 11/13/2024	96.04

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 11/25/2024 November 2024 Board Bills

R - Regular Run Type

Check Number	Name			Net Check Amt
9000052481	Sanko, April			56.42
	ASANKO	Reimbursement - BSN Sports - Coach's Gear	08/20/2024	56.42
9000052482	SBC Waste Solutions			1,210.00
	511812	High School Trash/Recycle	10/31/2024	520.00
	511813	Jr High Trash/Recycle	10/31/2024	280.00
	511814	LES Trash/Recycle	10/31/2024	330.00
	511818	SES Trash/Recycle	10/31/2024	80.00
9000052483	Sunrise Communications, Inc			350.00
	4034	Videography Services for School Board Meeting 10.28.24	11/03/2024	350.00
9000052484	Village of Lisle			24,215.86
	1083	Police Services - High School Sporting Events 8/27	10/21/2024	229.08
	1083	Police Services - High School Sporting Events 8/30	10/21/2024	1,063.83
	1083	Police Services - High School Sporting Events 10/3-10/10	10/21/2024	2,214.50
	1106	Police Services - High School Sporting Events 10/18-10/25	11/05/2024	1,867.82
	1091	Prescient Solutions	10/21/2024	14,561.63
	1092	Monthly Rent - December 2024	10/21/2024	4,279.00
<b>Regular Checks:</b>	126			480962.84
<b>ACH Checks:</b>	18			116043.37
<b>Wire Transfers:</b>	0			0.00
<b>Total:</b>	<b>144</b>			<b>597,006.21</b>

# AP Check Register

Lisle CUSD 202

## Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$346,566.21	\$0.00	\$0.00	346566.21
20 - Operations & Maintenance	\$75,517.32	\$0.00	\$0.00	75517.32
40 - Transportation	\$170,608.28	\$0.00	\$0.00	170608.28
60 - Capital Projects	\$4,314.40	\$0.00	\$0.00	4314.40

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/04/2024 Imprest 10.4.24

R - Regular Run Type

Check Number	Name				Net Check Amt
10458	Andrews, Doug				118.00
	DANDREWS	HS Boys Football 9.27.24	09/27/2024	118.00	
10459	Avignone, David				151.00
	DAVIGNONE	HS Boys Soccer 10.3.24	10/03/2024	151.00	
10460	Dupage IASBO				30.00
	David Wilkinson	DuPage IASBO Meeting October 10, 2024	10/10/2024	30.00	
10461	Hall, Timothy				118.00
	THALL	HS Boys Football 9.27.24	09/27/2024	118.00	
10462	Johnson, Kenneth, JR				118.00
	KJOHNSON	HS Boys Football 9.27.24	09/27/2024	118.00	
10463	Kain, Shawn				118.00
	SKAIN	HS Boys Football 9.27.24	09/27/2024	118.00	
10464	Long, John				118.00
	JLONG	HS Boys Football 9.27.24	09/27/2024	118.00	
10465	Robertson, Don				151.00
	DROBERTSON	HS Boys Soccer 10.3.24	10/03/2024	151.00	
10466	WEX Bank				1,115.76
	100139848	Fuel Charges September 2024	09/30/2024	1,115.76	

Regular Checks:	9	2037.76
ACH Checks:	0	0.00
Wire Transfers:	0	0.00
<b>Total:</b>	<b>9</b>	<b>2,037.76</b>

Accounts Payable Run: 10/15/2024 Imprest 10.15.24

R - Regular Run Type

Check Number	Name				Net Check Amt
10467	AT&T: Mobility				116.46
	826906947X1001202	Phone Service 08/24/24-09/23/24	09/23/2024	116.46	

Regular Checks:	1	116.46
ACH Checks:	0	0.00
Wire Transfers:	0	0.00
<b>Total:</b>	<b>1</b>	<b>116.46</b>

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/22/2024 Imprest 10.22.24

R - Regular Run Type

Check Number	Name			Net Check Amt
10468	Alcaraz, Rigoberto			151.00
	<i>RALCARAZ</i>	<i>HS Boys Soccer 10.5.24</i>	<i>10/05/2024</i>	<i>151.00</i>
10469	AT&T: Acct 276-9			83.65
	<i>630971405410</i>	<i>Phone Service 9/2/24-10/1/24</i>	<i>10/01/2024</i>	<i>83.65</i>
10470	Briarton, Cristina			175.00
	<i>CBRIARTON</i>	<i>Ken Jakalski Cross Country Invite 10.5.24</i>	<i>10/05/2024</i>	<i>175.00</i>
10471	Cann, Bryce			84.00
	<i>BCANN</i>	<i>HS Boys Soccer 10.10.24</i>	<i>10/10/2024</i>	<i>84.00</i>
10472	Chojecki, Gary			118.00
	<i>GCHOJECKI</i>	<i>HS Girls Volleyball 10.10.24</i>	<i>10/10/2024</i>	<i>118.00</i>
10473	Consdorf, Lindsay			175.00
	<i>LCONSDORF</i>	<i>Ken Jakalski Cross Country Invite 10.5.24</i>	<i>10/05/2024</i>	<i>175.00</i>
10474	Del Toro, Marco			151.00
	<i>MDELTORO</i>	<i>HS Boys Soccer 10.5.24</i>	<i>10/05/2024</i>	<i>151.00</i>
10475	DeLeo, Mark			55.00
	<i>MDELEO</i>	<i>HS Girls Volleyball 10.10.24</i>	<i>10/10/2024</i>	<i>55.00</i>
10476	Dresden, Drew			55.00
	<i>DDRESDEN</i>	<i>HS Girls Volleyball 10.10.24</i>	<i>10/10/2024</i>	<i>55.00</i>
10477	Gedvilas, P J			118.00
	<i>PGEDVILAS</i>	<i>HS Girls Volleyball 10.10.24</i>	<i>10/10/2024</i>	<i>118.00</i>
10478	Henry, John			55.00
	<i>JHENRY</i>	<i>HS Girls Volleyball 10.15.24</i>	<i>10/15/2024</i>	<i>55.00</i>
10479	Kolar, Rich			118.00
	<i>RKOLAR</i>	<i>HS Girls Volleyball 10.15.24</i>	<i>10/15/2024</i>	<i>118.00</i>
10480	Maydak, Chris			77.00
	<i>CMAYDAK</i>	<i>HS Girls Volleyball 10.8.24</i>	<i>10/08/2024</i>	<i>77.00</i>
10481	Nagle, Joseph			118.00
	<i>JNAGLE</i>	<i>HS Girls Volleyball 10.15.24</i>	<i>10/15/2024</i>	<i>118.00</i>
10482	Nelson, Dennis			55.00
	<i>DNELSON</i>	<i>HS Girls Volleyball 10.15.24</i>	<i>10/15/2024</i>	<i>55.00</i>

## AP Check Register

Lisle CUSD 202

Accounts Payable Run: 10/22/2024 Imprest 10.22.24

R - Regular Run Type

Check Number	Name				Net Check Amt
10483	Raices, Maria				118.00
	<i>RAICES</i>	<i>HS Girls Volleyball 10.8.24</i>	<i>10/08/2024</i>	<i>118.00</i>	
10484	Rocha, Jesse				175.00
	<i>JROCHA</i>	<i>Ken Jakalski Cross Country Invite 10.5.24</i>	<i>10/05/2024</i>	<i>175.00</i>	
10485	Shroba, Jennifer				118.00
	<i>JSHROBA</i>	<i>HS Girls Volleyball 10.8.24</i>	<i>10/08/2024</i>	<i>118.00</i>	
10486	Vouris, Antonios				84.00
	<i>AVOURIS</i>	<i>HS Boys Soccer 10.10.24</i>	<i>10/10/2024</i>	<i>84.00</i>	

<b>Regular Checks:</b>	19	2083.65
<b>ACH Checks:</b>	0	0.00
<b>Wire Transfers:</b>	0	0.00
<b>Total:</b>	<b>19</b>	<b>2,083.65</b>

# AP Check Register

Lisle CUSD 202

## Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$3,035.79	\$0.00	\$0.00	3035.79
20 - Operations & Maintenance	\$753.00	\$0.00	\$0.00	753.00
40 - Transportation	\$449.08	\$0.00	\$0.00	449.08

**FOR ACTION**

**Lisle Community Unit School District 202  
Board Of Education Meeting  
November 25, 2024**

**SUBJECT:** Approval of Certified Employment

**RECOMMENDATION:** The Administration recommends the employment of the certified candidate(s) as outlined in the recommendation(s) included in the board packet.

**BACKGROUND:**

Cheyenne Hein will be a Permanent Substitute Teacher at Lisle Elementary School and will be placed at the 24-25 standard Permanent Substitute rate.

**FINANCIAL IMPACT:** Position(s) are already included in the FY25 budget.

**SUGGESTED MOTION:** The Board of Education approves the employment of the certified candidate(s) as outlined below:

<b>Name</b>	<b>School</b>	<b>Placement</b>	<b>Salary</b>
Hein, Cheyanne	LES	NA	\$ 200/day



**RECOMMENDATION FOR NEW EMPLOYEE**

Date: November 21, 2024	Recommended by: Dr. Jill Schreiber
Primary position to be filled: Permanent Substitute	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant):	
Replacing: Cathleen Anderson	New position: N/A
Name of recommended individual: Cheyanne Hein	
College or University and Major/Minor field of study: Saint Xavier University - Biology - August 2017 through December 2019 Saint Xavier University - Elementary Education - August 202 through December 2022 Saint Xavier University - Computer Science - December 1999 through December 2024	
Please list all relevant prior experience: Summit Hill School District 161- Permanent Substitute - August 2022 through present Frankfort Square Park District - Site Supervisor - August 2015 through present	
Start date: As soon as possible	Board approval date: November 25, 2024
Recommended salary schedule placement: Standard Permanent Substitute Rate	
Full-time equivalency (FTE): 1.0	Contracted days: 175 days (Will be pro-rated)
Background information:  Ms. Hein has been a permanent substitute for some time and is looking to continue being one at Lisle Elementary School. Ms. Hein completes all her duties as a substitute, supports children throughout her time at the Park District, and is very reliable.	

**FOR ACTION**

**Lisle Community Unit School District No. 202  
Board of Education Meeting  
November 25, 2024**

**SUBJECT:** Administrative Support Compensation

**RECOMMENDATION:** The Administration recommends that the Board of Education approve a \$5,000 salary adjustment for the Payroll and Benefits Specialist.

**BACKGROUND:** To make the Payroll and Benefits Specialist salary more competitive with the current market, and maintain stability in the position, the administration is recommending a \$5,000 salary adjustment.

**FINANCIAL IMPACT:** The increase of \$5,000 will be reflected in the current pay rate for fiscal year 2025.

**SUGGESTED MOTION:** That the Board of Education approve a salary adjustment of \$5,000 for the Payroll and Benefit Specialist for the 2024-2025 contract year.

**FOR ACTION**

**Lisle Community Unit School District 202  
Board Of Education Meeting  
November 25, 2024**

**SUBJECT:** Acceptance of Classified Retirement

**RECOMMENDATION:** The Administration recommends the retirement request.

**BACKGROUND:**

Susan Carlson, Inclusion Aide at Lisle Elementary School, has requested to retire at the conclusion of the 2024-2025 school year (May 23, 2025).

**FINANCIAL IMPACT:** Position(s) are already included in the FY25 budget.

**SUGGESTED MOTION:** The Board of Education accepts the retirement of the classified candidate(s) as outlined above.

**FOR ACTION**

**Lisle Community Unit School District 202  
Board Of Education Meeting  
November 25, 2024**

**SUBJECT:** Approval of Classified Employment

**RECOMMENDATION:** The Administration recommends the employment of the classified candidate(s) as outlined in the recommendation(s) included in the board packet.

**BACKGROUND:**

Brigid Fitzgerald will be a Lunchroom/Playground Supervisor at Lisle Elementary School and will be placed at the 24-25 standard hourly rate.

Jenna Walczak will be a Lunchroom/Playground Supervisor at Lisle Elementary School and will be placed at the 24-25 standard hourly rate.

**FINANCIAL IMPACT:** Position(s) are already included in the FY25 budget.

**SUGGESTED MOTION:** The Board of Education approves the employment of the classified candidate(s) as outlined below:

<b>Name</b>	<b>School</b>	<b>Placement</b>	<b>Salary</b>
Fitzgerald, Brigid	LES	NA	\$ 19.89/hr.
Walczak, Jenna	LES	NA	\$ 19.89/hr.



RECOMMENDATION FOR NEW EMPLOYEE

Date: November 15, 2024	Recommended by: Miss Kristin Petrella
Primary position to be filled: Lunchroom Supervisor	
Secondary position to be filled: N/A	
Please indicate if this is a grant position (if so, indicate grant):	
Replacing: N/A	New position: N/A
Name of recommended individual: Brigid Fitzgerald	
College or University and Major/Minor field of study: St. Marys College- English Writing	
Please list all relevant prior experience: Lunch/playground supervisor- District 58 (2 years)	
Start date: as soon as possible	Board approval date: November 25, 2024
Recommended salary schedule placement: Standard Hourly Rate	
Full-time equivalency (FTE): NA	Contracted days: NA
Background information: Brigid has previously been a lunch supervisor for 2 years in District 58.	



RECOMMENDATION FOR NEW EMPLOYEE

Date: November 12, 2024	Recommended by: Miss Kristin Petrella
Primary position to be filled: Lunchroom Supervisor	
Secondary position to be filled: N/A	
Please indicate if this is a grant position (if so, indicate grant):	
Replacing: N/A	New position: N/A
Name of recommended individual: Jenna Walczak	
College or University and Major/Minor field of study:	
Please list all relevant prior experience: Breakfast aide- Bolingbrook, IL Lunch/playground supervisor- Valley View	
Start date: as soon as possible	Board approval date: November 25, 2024
Recommended salary schedule placement: 24-25 Standard Hourly Rate	
Full-time equivalency (FTE): N/A	Contracted days:175
Background information: Jenna has worked in a variety of settings, supervising children. She was a lunch supervisor up until COVID and is looking to get back involved with this role. She is a mom with older children and has the availability for the hours needed.	

**FOR ACTION**

**Lisle Community Unit School District 202  
Board Of Education Meeting  
November 25, 2024**

**SUBJECT:** Acceptance of Extra-Duty Resignation

**RECOMMENDATION:** The Administration accepts the resignation of the extra-duty candidate(s) as outlined below.

**BACKGROUND:**

Scott Frigo, Head Cross Country Coach at Lisle Senior High School, has submitted his resignation to be effective at the end of the 2024-2025 school year.

**FINANCIAL IMPACT:** Position(s) are already included in the FY25 budget and will be filled accordingly.

**SUGGESTED MOTION:** The Board of Education accepts the resignation of the extra-duty personnel as outlined above.

**FOR ACTION**

**Lisle Community Unit School District No. 202  
Board of Education Meeting  
November 25, 2024**

**SUBJECT:** FY2024 Audited Financial Statements

**RECOMMENDATION:** The Administration recommends that the Board of Education accept the Audited Financial Statements as presented.

**BACKGROUND:** Lauterbach & Amen, LLP performed an independent audit of the financial statements of Lisle Community Unit School District 202 for the year ending June 30, 2024. Digital copies of the FY2024 Annual Financial Report, and Illinois State Board of Education Annual Financial Report are included in the Finance Committee packet.

The Audited Financial Statements were prepared on the accrual basis of accounting. The auditors expressed a clean opinion of the financial statements for FY2024.

**FINANCIAL IMPACT:** Not Applicable

**SUGGESTED MOTION:** That the Board of Education accept the Fiscal Year 2024 Audited Financial Statements as prepared by Lauterbach & Amen, LLP.

**FOR ACTION**

**Lisle Community Unit School District 202  
Board of Education Meeting  
November 25, 2024**

**SUBJECT:** 2024 Tentative Real Estate Tax Levy

**RECOMMENDATION:** The Administration recommends that the Board of Education approve the 2024 Tentative Real Estate Tax Levy as recommended by the Finance Committee.

**BACKGROUND DATA:** Information related to the 2024 Tentative Real Estate Tax Levy is included with the Finance Committee Packet.

The Board is not approving the 2024 Levy at this meeting. The official approval will occur at the December Board Meeting. The Finance Committee will review the Tentative Levy information at its meeting prior to the regular meeting and present its recommendation accordingly.

**FINANCIAL IMPACT:** Action on this item has no budget impact at this time. Final adoption will affect the estimated revenues for the FY2026 budget. The Board adopts the final 2024 Tax Levy in December.

**SUGGESTED MOTION:** That the Board of Education approve the following 2024 Tentative Real Estate Tax Levy as recommended by the Finance Committee:

Educational	\$ 24,810,000
Operations & Maintenance	\$ 2,400,000
Transportation	\$ 2,400,000
Working Cash	\$ 5,000
Municipal Retirement	\$ 400,000
Social Security	\$ 500,000
Tort Immunity	\$ 5,000
Special Education	<u>\$ 5,700,000</u>
Total Capped Funds	\$ 36,220,000
Aggregate Refunds*	\$ 50,000
Bond and Interest^	<u>\$ 1,499,500</u>
Total	<u>\$ 37,769,500</u>

\* Shown for informational purposes only. The aggregate refunds are an estimate as calculated figures are not yet available from the County Treasurer. This supplemental levy is automatically extended by the County Clerk.

^ Shown for informational purposes only. The Bond and Interest Levy is established when bonds are issued and automatically levied by the County Clerk.

**FOR ACTION**

**Lisle Community Unit School District 202  
Board of Education Meeting  
November 25, 2024**

**SUBJECT:** Authorize the Use of E-Learning Days instead of Emergency Days

**RECOMMENDATION** – It is recommended that the use of “e-learning days” instead of “emergency days” be done in very rare non-weather-related circumstances for the 2024-2025 school year based on the majority of parents who responded to the survey (particularly for the elementary students) prefer the use of traditional emergency days

To allow some flexibility in the future, the administration recommends that the Board of Education approve and file the E-Learning Plan with the DuPage Regional Office of Education in case a non-weather-related circumstance warrants using a remote learning day.

**BACKGROUND DATA:** The School Code allows school districts to utilize “e-learning days” instead of emergency days (ex. Snow Day). The current E-Learning Plan expired in 2024 and the Board must approve and file a new E-Learning Plan with the DuPage Regional Office of Education every three years.

During the Board Meeting, the administration will:

1. Provide an overview of the current draft of the e-learning days plan again
2. Review survey responses from parents
3. Solicit the Board’s opinion on using e-learning days instead of emergency days.
4. Open the Public Hearing to solicit input from the audience
5. Request approval to utilize e-learning days instead of Emergency Days Plan to allow the District the flexibility to use an e-learning day at some point in the future if deemed appropriate

**Current Draft of e-Learning Plan**

The link to the District’s current draft of the “e-Learning days instead of Emergency Days Plan” is [HERE](#)

**Parent Survey Responses**

	RESPONSE RATE				PREFERENCE	
	Enrolled Students	Survey Responses	Response Rate		Snow Day	Remote Day
Elementary	769	554	72%		66%	34%
Junior High	329	243	74%		50%	50%
High School	422	244	58%		44%	56%
Total	1,520	1,041	68%		57%	43%

### **Additional Action Steps Taken**

<b>Date</b>	<b>Action</b>
October/November	Discussed e-learning plan at staff meetings
November 1, 2024	Emailed parents about the potential of using an e-learning day in the future and requested their preference (snow day or e-learning day)
November 13 <sup>th</sup>	Publicized notice in the Daily Herald Newspaper of the public hearing
November 25 <sup>th</sup>	Solicited feedback at the Board Meeting from the public during a public hearing
November 25 <sup>th</sup>	Approval of the E-learning Plan at the Board Meeting by the School Board

**SUGGESTED MOTION** - That the Board of Education approve the proposed E-learning Plan for Lisle CUSD 202.

**LISLE COMMUNITY UNIT SCHOOL DISTRICT #202**  
**FINANCIAL REPORT**  
**October 2024**

	Total All Funds	Educational	Operations & Maintenance	Debt Services	Transportation	IMRF/Social Security		Capital Projects	Working Cash	Tort
						IMRF	Social Security			
BEGINNING FUND BALANCE w/o STUDENT ACTIVITY FUNDS	22,484,625.46	15,907,313.63	1,989,818.21	251,264.72	799,269.75	382,435.35	204,185.15	2,124,913.74	825,424.91	0.00
<b>REVENUES</b>										
JULY	22,849,554.80	15,827,913.72	1,483,871.89	817,150.03	1,136,075.38	259,224.15	271,650.45	3,042,472.24	8,508.70	2,688.24
AUGUST	1,508,997.06	1,276,390.18	67,531.61	27,923.75	70,351.47	10,438.52	10,107.69	42,141.30	4,033.91	78.63
SEPTEMBER	16,315,889.39	13,065,329.32	1,193,014.84	653,259.38	930,030.54	207,328.03	216,917.43	39,808.25	8,057.81	2,143.79
OCTOBER	1,224,060.35	793,538.24	51,330.89	15,467.76	316,957.62	6,309.80	5,619.59	30,496.30	4,315.22	24.93
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	41,898,501.60	30,963,171.46	2,795,749.23	1,513,800.92	2,453,415.01	483,300.50	504,295.16	3,154,918.09	24,915.64	4,935.59
<b>EXPENDITURES</b>										
JULY	4,518,699.37	4,338,045.49	186,914.37	183,000.00	4,888.52	22,772.42	19,999.43	(236,920.86)	0.00	0.00
AUGUST	3,328,846.05	848,136.48	292,243.89	0.00	900.11	22,875.77	19,545.60	2,145,144.20	0.00	0.00
SEPTEMBER	3,895,396.81	2,804,667.52	241,517.22	0.00	181,137.79	35,221.54	45,421.95	582,520.13	0.00	4,910.66
OCTOBER	4,355,321.61	3,536,498.42	233,057.91	0.00	168,470.91	33,672.51	46,026.31	337,570.62	0.00	24.93
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	16,098,263.84	11,527,347.91	953,733.39	183,000.00	355,397.33	114,542.24	130,993.29	2,828,314.09	0.00	4,935.59
ENDING FUND BALANCE w/o STUDENT ACTIVITY FUNDS	48,284,863.22	35,343,137.18	3,831,834.05	1,582,065.64	2,897,287.43	751,193.61	577,487.02	2,451,517.74	850,340.55	0.00
LIABILITIES	1,364,041.24	36,691.04	9,000.00	0.00	0.00	0.00	0.00	1,318,350.20	0.00	0.00
ENDING LIABILITY & FUND BALANCE	49,648,904.46	35,379,828.22	3,840,834.05	1,582,065.64	2,897,287.43	751,193.61	577,487.02	3,769,867.94	850,340.55	0.00

**LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202**  
**MONTHLY TREASURER'S REPORT**  
**October 31, 2024**

	Total All Funds	Educational	Operations & Maintenance	Debt Services	Transportation	IMRF/Social Security		Capital Projects	Working Cash	Tort
						IMRF	Social Security			
<b>ISDLAF+/PMA - 101 ACCOUNT</b>										
10/1/24 LIQ Beginning Balance (1121)	370,766.00	274,573.71	29,010.18	11,300.83	19,824.74	5,615.49	4,448.31	19,891.46	6,101.28	-
Monthly Transactions	1,175,146.31	567,827.35	202,522.49	162,677.11	122,253.21	47,260.33	18,201.71	(33,644.00)	88,048.11	-
10/31/24 LIQ Ending Balance (1121)	1,545,912.31	842,401.06	231,532.67	173,977.94	142,077.95	52,875.82	22,650.02	(13,752.54)	94,149.39	-
10/1/24 MAX Beginning Balance (1122)	5,302,058.79	3,926,392.21	414,844.24	161,601.33	283,493.05	80,301.20	63,731.72	284,447.02	87,248.02	-
Monthly Transactions	(3,953,018.23)	(3,051,016.30)	(356,213.86)	(136,467.96)	45,329.52	(69,188.50)	(54,300.24)	(253,446.54)	(77,714.35)	-
10/31/24 MAX Ending Balance (1122)	1,349,040.56	875,375.91	58,630.38	25,133.37	328,822.57	11,112.70	9,431.48	31,000.48	9,533.67	-
10/1/24 Investment Beginning Balance (1210)	45,706,962.81	33,847,882.44	3,576,209.01	1,393,101.52	2,443,882.02	692,245.09	549,406.05	2,452,105.82	752,130.86	-
Monthly Transactions	(333,932.52)	(247,290.76)	(26,127.56)	(10,177.92)	(17,854.86)	(5,057.51)	(4,013.91)	(17,914.98)	(5,495.02)	-
10/31/24 Investment Ending Balance (1210)	45,373,030.29	33,600,591.68	3,550,081.45	1,382,923.60	2,426,027.16	687,187.58	545,392.14	2,434,190.84	746,635.84	-
<b>Total Ending Balance - 101 Account</b>	<b>48,267,983.16</b>	<b>35,318,368.65</b>	<b>3,840,244.50</b>	<b>1,582,034.91</b>	<b>2,896,927.68</b>	<b>751,176.10</b>	<b>577,473.64</b>	<b>2,451,438.78</b>	<b>850,318.90</b>	<b>-</b>
<b>OTHER CASH DEPOSITS</b>										
Imprest Fund (1110)	10,800.00	10,000.00	500.00		300.00					
Flex Spending (1150)	5,000.00	5,000.00								
10/31/24 Other Cash Deposits Ending Balance	15,800.00	15,000.00	500.00	-	300.00	-	-	-	-	-
<b>Total Cash, Investments &amp; Deposits</b>	<b>48,283,783.16</b>	<b>35,333,368.65</b>	<b>3,840,744.50</b>	<b>1,582,034.91</b>	<b>2,897,227.68</b>	<b>751,176.10</b>	<b>577,473.64</b>	<b>2,451,438.78</b>	<b>850,318.90</b>	<b>-</b>

  
 \_\_\_\_\_  
 David Wilkinson, Treasurer

11/21/24  
 \_\_\_\_\_  
 Date

**FOR DISCUSSION**

**Lisle Community Unit School District 202  
Board of Education Meeting  
November 28, 2024**

**SUBJECT:** First Reading - PRESS Packet 117

**RECOMMENDATION:** NA

**BACKGROUND:** The attached pages represent the recommended policy revisions as per the Illinois Association of School Boards (IASB) legal counsel. Throughout this draft, the green highlighted text is new language and the red text is marked for deletion.

Updated Policies - in response to updated legislation

- 2:105 Ethics and Gift Ban
- 2:120 Board Member Development
- 4:30 Revenue and Investments
- 4:60 Purchase and Contracts
- 4:170 Safety
- 5:10 Equal Employment Opportunity and Minority Recruitment
- 5:20 Workplace Harassment Prohibited
- 5:90 Abused and Neglected Child Reporting
- 5:120 Employee Ethics; Code of Professional Conduct; Conflict of Interest
- 5:125 Personal Technology and Social Media; Usage and Conduct
- 5:230 Maintaining Student Discipline
- 6:60 Curriculum Content
- 6:135 Accelerated Placement Program
- 6:270 Guidance and Counseling Program
- 7:10 Equal Educational Opportunities
- 7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students
- 7:160 Student Appearance
- 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment
- 7:200 Suspension Procedures
- 8:10 Connection with the Community

**FINANCIAL IMPACT:** NA

**SUGGESTED MOTION:** NA

## *Document Status: Draft Update*

### **BOARD OF EDUCATION**

#### **2:105 Ethics and Gift Ban**

##### Prohibited Political Activity

The following precepts govern political activities being conducted by District employees and Board of Education members:

1. No employee shall intentionally perform any “political activity” during any “compensated time,” as those terms are defined herein.
2. No Board member or employee shall intentionally use any District property or resources in connection with any political activity. [PRESSPlus1](#)
3. At no time shall any Board member or employee intentionally require any other Board member or employee to perform any political activity: (a) as part of that Board member’s or employee’s duties, (b) as a condition of employment, or (c) during any compensated time off, such as, holidays, vacation, or personal time off.
4. No Board member or employee shall be required at any time to participate in any political activity in consideration for that Board member or employee being awarded additional compensation or any benefit, whether in the form of a salary adjustment, bonus, compensatory time off, continued employment or otherwise; nor shall any Board member or employee be awarded additional compensation or any benefit in consideration for his or her participation in any political activity.

A Board member or employee may engage in any activity that: (1) is otherwise appropriate as part of his or her official duties, or (2) is undertaken by the individual on a voluntary basis that is not prohibited by this policy.

##### Limitations on Receiving Gifts

Except as permitted by this policy, no Board member or employee, and no spouse of or immediate family member living with a Board member or employee shall intentionally solicit or accept any “gift” from any “prohibited source,” as those terms are defined herein, or that is otherwise prohibited by law or policy. No prohibited source shall intentionally offer or make a gift that violates this policy.

The following are exceptions to the ban on accepting gifts from a prohibited source:

1. Opportunities, benefits, and services that are available on the same conditions as for the general public.
2. Anything for which the Board member or employee, or his or her spouse or immediate family member, pays the fair market value.
3. Any: (a) contribution that is lawfully made under the Election Code, Article 9 or (b) activities associated with a fundraising event in support of a political organization or candidate.
4. Educational materials and missions.
5. Travel expenses for a meeting to discuss [District](#) [PRESSPlus2](#) business.

6. A gift from a relative, meaning those people related to the individual as father, mother, son, daughter, brother, sister, uncle, aunt, great aunt, great uncle, first cousin, nephew, niece, husband, wife, grandfather, grandmother, grandson, granddaughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister, and including the father, mother, grandfather, or grandmother of the individual's spouse and the individual's fiancé or fiancée.
7. Anything provided by an individual on the basis of a personal friendship unless the recipient has reason to believe that, under the circumstances, the gift was provided because of the official position or employment of the recipient or his or her spouse or immediate family member and not because of the personal friendship. In determining whether a gift is provided on the basis of personal friendship, the recipient shall consider the circumstances under which the gift was offered, such as: (a) the history of the relationship between the individual giving the gift and the recipient of the gift, including any previous exchange of gifts between those individuals; (b) whether to the actual knowledge of the recipient the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift; and (c) whether to the actual knowledge of the recipient the individual who gave the gift also at the same time gave the same or similar gifts to other Board members or employees, or their spouses or immediate family members.
8. Food or refreshments not exceeding \$75 per person in value on a single calendar day; provided that the food or refreshments are: (a) consumed on the premises from which they were purchased or prepared; or (b) catered. "Catered" means food or refreshments that are purchased ready to consume which are delivered by any means.
9. Food, refreshments, lodging, transportation, and other benefits resulting from outside business or employment activities (or outside activities that are not connected to the official duties of a Board member or employee), if the benefits have not been offered or enhanced because of the official position or employment of the Board member or employee, and are customarily provided to others in similar circumstances.
10. Intra-governmental and inter-governmental gifts. "Intra-governmental gift" means any gift given to a Board member or employee from another Board member or employee, and "inter-governmental gift" means any gift given to a Board member or employee from an officer or employee of another governmental entity.
11. Bequests, inheritances, and other transfers at death.
12. Any item or items from any one prohibited source during any calendar year having a cumulative total value of less than \$100.

Each of the listed exceptions is mutually exclusive and independent of every other.

A Board member or employee, his or her spouse or an immediate family member living with the Board member or employee, does not violate this policy if the recipient promptly takes reasonable action to return a gift from a prohibited source to its source or gives the gift or an amount equal to its value to an appropriate charity that is exempt from income taxation under [26 U.S.C. §501\(c\)\(3\)](#).

### Enforcement

The Board President and Superintendent shall seek guidance from the Board attorney concerning compliance with and enforcement of this policy and State ethics laws. The Board may, as necessary or prudent, appoint an Ethics Advisor for this task.

Written complaints alleging a violation of this policy shall be filed with the Superintendent or Board President. If attempts to correct any misunderstanding or problem do not resolve the matter, the Superintendent or Board President shall, after consulting with the Board attorney, either place the

alleged violation on a Board meeting agenda for the Board's disposition or refer the complainant to Board policy 2:260, *Uniform Grievance Procedure*. A Board member who is related, either by blood or by marriage, up to the degree of first cousin, to the person who is the subject of the complaint, shall not participate in any decision-making capacity for the Board. If the Board finds it more likely than not that the allegations in a complaint are true, it shall notify the State's Attorney and/or consider disciplinary action for the employee.

### Definitions

Unless otherwise stated, all terms used in this policy have the definitions given in the State Officials and Employees Ethics Act, [5 ILCS 430/1-5](#).

**"Political activity"** during any compensated time means:

1. Preparing for, organizing, or participating in any political meeting, political rally, political demonstration, or other political event.
2. Soliciting contributions, including but not limited to the purchase of, selling, distributing, or receiving payment for tickets for any political fundraiser, political meeting, or other political event.
3. Soliciting, planning the solicitation of, or preparing any document or report regarding anything of value intended as a campaign contribution.
4. Planning, conducting, or participating in a public opinion poll in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
5. Surveying or gathering information from potential or actual voters in an election to determine probable vote outcome in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
6. Assisting at the polls on Election Day on behalf of any political organization or candidate for elective office or for or against any referendum question.
7. Soliciting votes on behalf of a candidate for elective office or a political organization or for or against any referendum question or helping in an effort to get voters to the polls.
8. Initiating for circulation, preparing, circulating, reviewing, or filing any petition on behalf of a candidate for elective office or for or against any referendum question.
9. Making contributions on behalf of any candidate for elective office in that capacity or in connection with a campaign for elective office.
10. Preparing or reviewing responses to candidate questionnaires.
11. Distributing, preparing for distribution, or mailing campaign literature, campaign signs, or other campaign material on behalf of any candidate for elective office or for or against any referendum question.
12. Campaigning for any elective office or for or against any referendum question.
13. Managing or working on a campaign for elective office or for or against any referendum question.
14. Serving as a delegate, alternate, or proxy to a political party convention.
15. Participating in any recount or challenge to the outcome of any election.

With respect to an employee whose hours are not fixed, "compensated time" includes any period of time when the employee is on premises under the control of the District and any other time when the employee is executing his or her official duties, regardless of location.

**"Prohibited source"** means any person or entity who:

1. Is seeking official action by: (a) a Board member, or (b) an employee, or by the Board member or another employee directing that employee;
2. Does business or seeks to do business with: (a) a Board member, or (b) an employee, or with the Board member or another employee directing that employee;
3. Conducts activities regulated by: (a) a Board member, or (b) an employee or by the Board member or another employee directing that employee;
4. Has an interest that may be substantially affected by the performance or non-performance of the official duties of the Board member or employee;
5. Is registered or required to be registered with the Secretary of State under the Lobbyist Registration Act, except that an entity does not become a prohibited source merely because a registered lobbyist is one of its members or serves on its board of directors; or
6. Is an agent of, a spouse of, or an immediate family member living with a prohibited source.

“**Gift**” means any gratuity, discount, entertainment, hospitality, loan, forbearance, or other tangible or intangible item having monetary value including but not limited to, cash, food and drink, and honoraria for speaking engagements related to or attributable to government employment or the official position of a Board member or employee.

#### Complaints of Sexual Harassment Made Against Board Members by Elected Officials

Pursuant to the State Officials and Employees Ethics Act ([5 ILCS 430/70-5](#)), members of the Board and other elected officials are encouraged to promptly report claims of sexual harassment by a Board member. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available. If the official feels comfortable doing so, he or she should directly inform the individual that the individual’s conduct or communication is offensive and must stop.

Board members and elected officials should report claims of sexual harassment against a member of the Board to the Board President or Superintendent. If the report is made to the Superintendent, the Superintendent shall promptly notify the President, or if the President is the subject of the complaint, the Vice President. Reports of sexual harassment will be confidential to the greatest extent practicable.

When a complaint of sexual harassment is made against a member of the Board by another Board member or other elected official, the Superintendent shall appoint a qualified outside investigator who is not a District employee or Board member to conduct an independent review of the allegations. The investigator shall prepare a written report and submit it to the Board.

If a Board member has engaged in sexual harassment, the matter will be addressed in accordance with the authority of the Board.

The Superintendent will post this policy on the District website and/or make this policy available in the District’s administrative office.

#### LEGAL REF.:

[105 ILCS 5/22-93](#).

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

[10 ILCS 5/9-25.1](#), Election Interference Prohibition Act.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 2:260 (Uniform Grievance Procedure), 4:60 (Purchases and Contracts), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of

Interest)

Adopted: December 19, 2022

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## **PRESSPlus Comments**

PRESSPlus 1. The term *use* in Item #2 is based on the Ill. Attorney General's model ordinance; it is arguably broader than the State Officials and Employees Ethics Act (SOEEA), which prohibits board members and district employees from intentionally *misappropriating* district property in connection with prohibited political activities. 5 ILCS 430/5-15(a)-(b). Some attorneys advise that a board member's mere presence on district property while engaging in a political activity on their own time (such as circulating an election petition at a school athletic event) is not a misappropriation of district property, and therefore does not violate the SOEEA. Consider that the term *use* may be easier to practically apply as a standard. Consult the board attorney for guidance on this issue. If the board wants Item #2 to match the SOEEA standard, substitute "misappropriate" in place of "use," and select the Save Status "Adopted with Additional District Edits." **Issue 117, October 2024**

PRESSPlus 2. Updated for continuous improvement. **Issue 117, October 2024**

## Document Status: Draft Update

### BOARD OF EDUCATION

#### 2:120 Board Member Development

The Board of Education desires that its individual members learn, understand, and practice effective governance principles. The Board is responsible for Board member orientation and development. Board members have an equal opportunity to attend State and national meetings designed to familiarize members with public school issues, governance, and legislation.

The Board President and/or Superintendent shall provide all Board members with information regarding pertinent education materials, publications, and notices of training or development.

#### Mandatory Board Member Training

Each Board member is responsible for his or her own compliance with the mandatory training laws that are described below:

1. Each Board member elected or appointed to fill a vacancy of at least one year's duration must complete at least four hours of professional development and leadership training in: (1) education and labor law; (2) financial oversight and accountability; (3) fiduciary responsibilities; and (4) trauma-informed practices for students and staff; and (5) improving student outcomes. [PRESSPlus1](#) within the first year of his or her first term.
2. Each Board member must complete training on the Open Meetings Act (OMA) no later than 90 days after taking the oath of office for the first time. After completing the training, each Board member must file a copy of the certificate of completion with the Board. Training on ~~OMA the Open Meetings Act~~ is only required once.
3. Each Board member must complete a training program on evaluations under the Performance Evaluation Reform Act (PERA) before participating in a vote on a tenured teacher's dismissal using the optional alternative evaluation dismissal process. This dismissal process is available after the District's PERA implementation date.

The Superintendent or designee shall post on the District website the names of all Board members who have completed the professional development leadership training described in number 1, above.

#### Professional Development; Adverse Consequences of School Exclusion; Student Behavior

The Board President or Superintendent, or their designees, ~~shall will~~ make reasonable efforts to provide ongoing professional development to Board members about the requirements of 105 ILCS 5/10-22.6 and 105 ILCS 5/10-20.14. [PRESSPlus2](#) adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, ~~trauma-responsive learning environments~~. [PRESSPlus3](#) 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. ~~i.e. Senate Bill 100 training topics~~.

#### Board Self-Evaluation

The Board will conduct periodic self-evaluations with the goal of continuous improvement.

### New Board Member Orientation

The orientation process for newly elected or appointed Board members includes:

1. The Board President or Superintendent, or their designees, shall give each new Board member a copy of or online access to the Board Policy Manual, the Board's regular meeting minutes for the past year, and other helpful information including material describing the District and explaining the Board's roles and responsibilities.
2. The Board President or designee shall schedule one or more special Board meetings, or schedule time during regular meetings, for Board members to become acquainted and to review Board processes and procedures.
3. The Board President may request a veteran Board member to mentor a new member.
4. All new members are encouraged to attend workshops for new members conducted by the Illinois Association of Board of Educations.

### Candidates

The Superintendent or designee shall invite all current candidates for the office of Board member to attend: (1) Board meetings, except that this invitation shall not extend to any closed meetings, and (2) pre-election workshops for candidates.

LEGAL REF.:

[5 ILCS 120/1.05](#) and [120/2](#), Open Meetings Act.

[105 ILCS 5/10-16a](#) and [5/24-16.5](#).

[105 ILCS 5/10-23.13](#)

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:125 (Board Member Compensation; Expenses), 2:200 (Types of Board of Education Meetings), 5:90 (Abused and Neglected Child Reporting)

Adopted: December 18, 2023

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### **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/10-16a, amended by P.A. 103-771, eff. 6-1-25. Training on improving student outcomes "must include information that is relevant to and within the scope of the duties of a school board member." **Issue 117, October 2024**

PRESSPlus 2. Updated in response to 105 ILCS 5/10-22.6(c-5), amended by P.A. 103-896. While a district must make reasonable efforts to provide professional development to board members in these areas, the inclusion of this subhead is optional. Information about professional development opportunities is available through IASB's website at: [www.iasb.com/conference-training-and-events/training/](http://www.iasb.com/conference-training-and-events/training/).

105 ILCS 5/10-22.6, amended by P.A.s 102-466, eff. 7-1-25, 102-539, and 103-896, addresses the suspension or expulsion of students and school searches. See sample policies 7:190, *Student*

*Behavior*, 7:200, *Suspension Procedures*, 7:210, *Expulsion Procedures*, and 7:220, *Bus Conduct*, available at PRESS Online by logging in at [www.iasb.com](http://www.iasb.com). 105 ILCS 5/10-20.14, amended by P.A. 103-896, addresses parent-teacher advisory committees and their functions. See sample policy 2:150, *Committees*. **Issue 117, October 2024**

PRESSPlus 3. See 105 ILCS 5/3-11(b), amended by P.A. 103-413, for the definition of *trauma-responsive learning environments*. **Issue 117, October 2024**

## *Document Status: Draft Update*

### OPERATIONAL SERVICES

#### **4:30 Revenue and Investments**

##### Revenue

The Superintendent or designee is responsible for making all claims for property tax revenue, State Aid, special State funds for specific programs, federal funds, and categorical grants.

##### Investments

The Chief Business Officer shall serve as the Chief Investment Officer. The Chief Investment Officer shall invest money that is not required for current operations, in accordance with this policy and State law.

The Chief Investment Officer and Superintendent shall use the standard of prudence when making investment decisions. They shall use the judgment and care, under circumstances then prevailing, that persons of prudence, discretion, and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the safety of their capital as well as its probable income.

##### Investment Objectives

The objectives for the School District's investment activities are:

1. **Safety of Principal** - Every investment is made with safety as the primary and over-riding concern. Each investment transaction shall ensure that capital loss, whether from credit or market risk, is avoided.
2. **Liquidity** - The investment portfolio shall provide sufficient liquidity to pay District obligations as they become due. In this regard, the maturity and marketability of investments shall be considered.
3. **Rate of Return** - The highest return on investments is sought, consistent with the preservation of principal and prudent investment principles.
4. **Diversification** - The investment portfolio is diversified as to materials and investments, as appropriate to the nature, purpose, and amount of the funds.

##### Authorized Investments

The Chief Investment Officer may invest any District funds in any investment as authorized in [30 ILCS 235/2](#), and Acts amendatory thereof. [PRESSPlus1](#)

Except as provided herein, investments may be made only in the following financial institutions: banks, savings banks, savings and loan associations, or credit unions that are insured by the Federal Deposit Insurance Corporation or other approved share insurer. Investments may be made only in financial institutions which are insured by the Federal Deposit Insurance Corporation, unless the District enters into an agreement with the institution requiring any funds not insured to be collateralized as provided below. Investments in any one depository will not exceed 25% of District funds at any time.

The Chief Investment Officer and Superintendent shall regularly consider material, relevant, and

decision-useful sustainability factors in evaluating investment decisions, within the bounds of financial and fiduciary prudence. Such factors include, but are not limited to: (1) corporate governance and leadership factors, (2) environmental factors, (3) social capital factors, (4) human capital factors, and (5) business model and innovation factors, as provided under the Ill. Sustainable Investing Act, [30 ILCS 238/](#).

#### Selection of Depositories, Investment Managers, Dealers, and Brokers

The Chief Investment Officer shall establish a list of authorized depositories, investment managers, dealers and brokers based upon the creditworthiness, reputation, minimum capital requirements, qualifications under State law, as well as a long history of dealing with public fund entities. The Board will review and approve the list at least annually.

In order to be an authorized depository, each institution must submit copies of the last two sworn statements of resources and liabilities or reports of examination that the institution is required to furnish to the appropriate State or federal agency. Each institution designated as a depository shall, while acting as such depository, furnish the District, or designee, with a copy of all statements of resources and liabilities or all reports of examination, that it is required to furnish to the appropriate State or federal agency.

The above eligibility requirements of financial institutions to receive or hold public deposits do not apply to investments in an interest-bearing savings account, demand deposit account, interest-bearing certificate of deposit, or interest-bearing time deposit if: (1) the District initiates the investment at or through a financial institution located in Illinois, and (2) the invested public funds are at all times fully insured by an agency or instrumentality of the federal government, and (3) the District's investments in such financial institutions do not exceed the maximum limits of Federal Deposit Insurance.

The District shall [PRESSPlus2](#) consider a financial institution's record and current level of financial commitment to its local community when deciding whether to deposit funds in that financial institution. The District may consider factors including:

1. For financial institutions subject to the federal Community Reinvestment Act of 1977 (CRA), the current and historical ratings that the financial institution has received, to the extent that those ratings are publicly available, under the CRA;
2. Any changes in ownership, management, policies, or practices of the financial institution that may affect the level of the financial institution's commitment to its community;
3. The financial impact that the withdrawal or denial of District deposits might have on the financial institution;
4. The financial impact to the District as a result of withdrawing public funds or refusing to deposit additional public funds in the financial institution; and
5. Any additional burden on the District's resources that might result from ceasing to maintain deposits of public funds at the financial institution under consideration.

The District may not deposit public funds in a financial institution subject to the CRA unless the institution has a current rating of satisfactory or outstanding under the CRA. [PRESSPlus3](#) When investing or depositing public funds, the District may give preference to financial institutions that have a current rating of outstanding under the CRA. [PRESSPlus4](#)

#### Collateral Requirements

All amounts deposited or invested with financial institutions in excess of any insurance limit shall be collateralized in accordance with the Public Funds Investment Act, [30 ILCS 235/](#). The Superintendent or designee shall keep the Board informed of collateral agreements.

## Safekeeping and Custody Arrangements

The preferred method for safekeeping is to have securities registered in the District's name and held by a third-party custodian. Safekeeping practices should qualify for the Governmental Accounting Standards Board (GASB) Statement No. 3, Deposits with Financial Institutions, Investments (including Repurchase Agreements), and Reverse Repurchase Agreements, Category I, the highest recognized safekeeping procedures.

## Controls and Report

The Chief Investment Officer shall establish a system of internal controls and written operational procedures to prevent losses arising from fraud, employee error, misrepresentation by third parties, or imprudent employee action.

The Chief Investment Officer shall provide a quarterly investment report to the Board. The report will: (1) assess whether the investment portfolio is meeting the District's investment objectives, (2) identify each security by class or type, book value, income earned, and market value, (3) identify those institutions providing investment services to the District, and (4) include any other relevant information. The investment portfolio's performance shall be measured by appropriate and creditable industry standards for the investment type.

The Board will determine, after receiving the Superintendent's recommendation, which fund is in most need of interest income and the Superintendent shall execute a transfer. This provision does not apply when the use of interest earned on a particular fund is restricted.

## Ethics and Conflicts of Interest

The Board and District officials will avoid any investment transaction or practice that in appearance or fact might impair public confidence. Board members are bound by the Board policy 2:100, *Board Member Conflict of Interest*. No District employee having influence on the District's investment decisions shall:

1. Have any interest, directly or indirectly, in any investments in which the District is authorized to invest,
2. Have any interest, directly or indirectly, in the sellers, sponsors, or managers of those investments, or
3. Receive, in any manner, compensation of any kind from any investments in that the agency is authorized to invest.

LEGAL REF.:

[30 ILCS 235/](#), Public Funds Investment Act.

[30 ILCS 238/](#), III. Sustainable Investing Act.

[105 ILCS 5/8-7](#), [5/10-22.44](#), [5/17-1](#), and [5/17-11](#).

CROSS REF.: 2:100 (Board Member Conflict of Interest), 4:10 (Fiscal and Business Management), 4:80 (Accounting and Audits)

Adopted: December 18, 2023

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## **PRESSPlus Comments**

PRESSPlus 1. 30 ILCS 235/2(k), added by P.A. 103-880, eff. 1-1-25, permits a board to adopt a

resolution to allow for investment of public funds in other instruments not specifically listed in the Public Funds Investment Act provided those investments comply with: (1) any other law that authorizes a board to invest funds, and (2) the investment policy adopted by the Board. There is uncertainty regarding the potential breadth and scope of this provision and procedural requirements for implementation. The board attorney and district financial advisor(s) should be consulted before adding instruments to the list of authorized investments in this policy and the board's investment portfolio in accordance with 30 ILCS 235/2(k).

Any additional investments authorized by the Board under 30 ILCS 235/2(k) should be added to the end of this sentence as follows: The Chief Investment Officer may invest any District funds in any investment as authorized in 30 ILCS 235/2, and Acts amendatory thereto, as well as [insert investment(s)], in accordance with the requirements of 30 ILCS 235/2(k).

If adding additional investments, select the Save Status "Adopted with Additional District Edits." **Issue 117, October 2024**

PRESSPlus 2. Updated in response to 30 ILCS 235/8(a). **Issue 117, October 2024**

PRESSPlus 3. Updated in response to 30 ILCS 235/8(a-5). **Issue 117, October 2024**

PRESSPlus 4. Optional. 30 ILCS 235/8(a-10). **Issue 117, October 2024**

## *Document Status: Draft Update*

### **OPERATIONAL SERVICES**

#### **4:60 Purchases and Contracts**

The Superintendent shall manage the District's purchases and contracts in accordance with State law, the standards set forth in this policy, and other applicable Board of Education policies.

##### Standards for Purchasing and Contracting

All purchases and contracts shall be entered into in accordance with applicable federal and State law. The Board Attorney shall be consulted as needed regarding the legal requirements for purchases or contracts. All contracts shall be approved or authorized by the Board.

All purchases and contracts should support a recognized District function or purpose as well as provide for good quality products and services at the lowest cost, with consideration for service, reliability, and delivery promptness, and in compliance with State law. No purchase or contract shall be made or entered into as a result of favoritism, extravagance, fraud, or corruption.

Adoption of the annual budget authorizes the Superintendent or designee to purchase budgeted supplies, equipment, and services, provided that State law is followed. Purchases of items not included in the budget require prior Board approval, except in an emergency. The Superintendent or designee shall notify the Board of all contracts in excess of \$25,000 within 30 days after execution, even if included in the annual budget and exempt from State law bidding requirements.

When presenting a contract or purchase for Board approval, the Superintendent or designee shall ensure that it complies with applicable federal and State law, including but not limited to, those specified below:

1. Supplies, materials, or work involving an expenditure in excess of \$35,000 must comply with the State law bidding procedure, [105 ILCS 5/10-20.21](#), unless specifically exempted.
2. Construction, lease, or purchase of school buildings must comply with State law and Board policy 4:150, *Facility Management and Building Programs*.
3. Guaranteed energy savings must comply with [105 ILCS 5/19b-1](#) *et seq.*
4. Third party non-instructional services must comply with [105 ILCS 5/10-22.34c](#).
5. Goods and services that are intended to generate revenue and other remunerations for the District in excess of \$1,000, including without limitation vending machine contracts, sports and other attire, class rings, and photographic services, must comply with [105 ILCS 5/10-20.21](#)(b-5). The Superintendent or designee shall keep a record of: (1) each vendor, product, or service provided, (2) the actual net revenue and non-monetary remuneration from each contract or agreement, and (3) how the revenue was used and to whom the non-monetary remuneration was distributed. The Superintendent or designee shall report this information to the Board by completing the necessary forms that must be attached to the District's annual budget.
6. Any contract to purchase food with a bidder or offeror must comply with [105 ILCS 5/10-20.21](#)(b-10).
7. The purchase of paper and paper products must comply with [105 ILCS 5/10-20.19c](#) and Board policy 4:70, *Resource Conservation*.

8. Each contractor with the District is bound by each of the following:
  - a. In accordance with [105 ILCS 5/10-21.9](#)(f): (1) prohibit any of its employees who is or was found guilty of a criminal offense listed in [105 ILCS 5/10-21.9](#)(c) and [5/21B-80](#)(c) to have direct, daily contact at a District school or school-related activity with one or more student(s); (2) prohibit any of the contractor's employees from having direct, daily contact with one or more students if the employee was found guilty of any offense in [5/21B-80](#)(b) (certain drug offenses) until seven years following the end of the employee's sentence for the criminal offense; and (3) require each of its employees who will have direct, daily contact with student(s) to cooperate during the District's fingerprint-based criminal history records check on him or her.
  - b. In accordance with [105 ILCS 5/22-94](#): (1) prohibit any of its employees from having *direct contact with children or students* if the contractor has not performed a sexual misconduct related employment history review (EHR) of the employee or if the District objects to the employee's assignment based on the employee's involvement in an instance of sexual misconduct as provided in [105 ILCS 5/22-94](#)(j)(3), which the contractor is required to disclose; (2) discipline, up to and including termination or denial of employment, any employee who provides false information or willfully fails to disclose information required by the EHR; (3) maintain all records of EHRs and provide the District access to such records upon request; and (4) refrain from entering into any agreements prohibited by [105 ILCS 5/22-94](#)(g).
  - c. In accordance with [105 ILCS 5/24-5](#): (1) concerning each new employee of a contractor that provides services to students or in schools, provide the District with evidence of physical fitness to perform the duties assigned and freedom from communicable disease; and (2) require any new or existing employee who provides services to students or in schools to complete additional health examinations as required by the District and be subject to additional health examinations, including tuberculosis screening, as required by the Ill. Dept. of Public Health rules or order of a local health official.
9. Any pavement engineering project using a coal tar-based sealant product or high polycyclic aromatic hydrocarbon sealant product for pavement engineering-related use must comply with the Coal Tar Sealant Disclosure Act.
10. Design-build contracts must comply with [105 ILCS 5/15A-1](#) *et seq.*
11. Any new contract for a district-administered assessment must comply with 105 ILCS 5/10-20.865. [PRESSPlus1](#)
12. Purchases made with federal or State awards must comply with [2 C.F.R. Part 200](#) and [30 ILCS 708/](#), as applicable, and any terms of the award.

The Superintendent or designee shall: (1) execute the reporting and website posting mandates in State law concerning District contracts, and (2) monitor the discharge of contracts, contractors' performances, and the quality and value of services or products being provided.

LEGAL REF.:

[2 C.F.R. Part 200](#).

[105 ILCS 5/10-20.19c](#), [5/10-20.21](#), [5/10-20.865](#), [5/10-21.9](#), [5/10-22.34c](#), [5/15A-1](#) *et seq.*, [5/19b-1](#) *et seq.*, [5/22-94](#), and [5/24-5](#).

[30 ILCS 708/](#), Grant Accountability and Transparency Act.

[410 ILCS 170/](#), Coal Tar Sealant Disclosure Act.

[820 ILCS 130/](#), Prevailing Wage Act.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 4:150 (Facility Management and Building Programs), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting)

Adopted: December 18, 2023

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/10-20.86, renumbered by P.A. 103-605. **Issue 117, October 2024**

## *Document Status: Draft Update*

### **OPERATIONAL SERVICES**

#### **4:170 Safety**

##### Safety and Security

All District operations, including the education program, shall be conducted in a manner that will promote the safety and security of everyone on District property or at a District event. The Superintendent or designee shall develop, implement, and maintain a comprehensive safety and security plan that includes, without limitation:

1. An emergency operations and crisis response plan(s) addressing prevention, preparation, response, and recovery for each school;
2. Provisions for a coordinated effort with local law enforcement and fire officials, emergency medical services personnel, and the Board Attorney;
3. A school safety drill plan;
4. Instruction in safe bus riding practices; and
5. A clear, rapid, factual, and coordinated system of internal and external communication.

In the event of an emergency that threatens the safety of any person or property, students and staff are encouraged to follow the best practices discussed for their building regarding the use of any available cellular telephones.

##### School Safety Drill Plan

During every academic year, each school building that houses school children shall conduct, at a minimum, each of the following in accordance with the School Safety Drill Act ([105 ILCS 128/](#)):

1. Three school evacuation drills to address and prepare students and school personnel for fire incidents. One of these three drills shall require the participation of the local fire department or district.
2. One bus evacuation drill.
3. One severe weather and shelter-in-place drill to address and prepare students and school personnel for possible tornado incidents.
4. One law enforcement lockdown drill to address a school shooting incident and to evaluate the preparedness of school personnel and students. This drill shall occur no later than 90 days after the first day of school of each year, and shall require the participation of all school personnel and students present at school at the time of the drill, except for those exempted by administrators, school support personnel, or a parent/guardian.

##### Annual Review

The Board or its designee will annually review each school building's emergency operations and crisis response plan(s), protocols, and procedures, as well as each building's compliance with the school safety drill plan. This annual review shall be in accordance with the School Safety Drill Act ([105 ILCS 128/](#)) and the Joint Rules of the Office of the State Fire Marshal and the Ill. State Board of Education

(ISBE). [29 Ill. Admin. Code Part 1500](#).

### Automated External Defibrillator (AED)

At least one automated external defibrillator (AED) shall be present in each District attendance center during the school day and during any District-sponsored extracurricular activity on school grounds. [PRESSPlus1](#) In addition, the Superintendent or designee shall implement a written plan for responding to medical emergencies at the District's physical fitness facilities in accordance with the Fitness Facility Medical Emergency Preparedness Act and shall file a copy of the plan with the Ill. Dept. of Public Health (IDPH). The plan shall provide for at least one ~~automated external defibrillator (AED)~~ to be available at every physical fitness facility on the premises according to State law requirements.

The District shall have an AED on site as well as a trained AED user: (1) on staff during staffed business hours; and (2) available during activities or events sponsored and conducted or supervised by the District. The Superintendent or designee shall ensure that every AED on the District's premises is properly tested and maintained in accordance with rules developed by the IDPH. This policy does not create an obligation to use an AED.

### Carbon Monoxide Alarms

The Superintendent or designee shall implement a plan with the District's local fire officials to:

1. Determine which school buildings to equip with approved *carbon monoxide alarms* or *carbon monoxide detectors*,
2. Locate the required carbon monoxide alarms or carbon monoxide detectors within 20 feet of a carbon monoxide emitting device, and
3. Incorporate carbon monoxide alarm or detector activation procedures into each school building that requires a carbon monoxide alarm or detector. The Superintendent or designee shall ensure each school building annually reviews these procedures.

### Soccer Goal Safety

The Superintendent or designee shall implement the Movable Soccer Goal Safety Act in accordance with the guidance published by the IDPH. Implementation of the Act shall be directed toward improving the safety of movable soccer goals by requiring that they be properly anchored.

### Unsafe School Choice Option

The unsafe school choice option provided in State law permits students to transfer to another school within their district in certain situations. This transfer option is unavailable in this District because the District has only one school or grade center. A student who would otherwise have qualified for the choice option, or such a student's parent/guardian, may request special accommodations from the Superintendent or designee.

### Lead Testing in Water

The Superintendent or designee shall implement testing for lead in each source of drinking water in school buildings in accordance with the Ill. Plumbing License Law and guidance published by the IDPH. The Superintendent or designee shall notify parent(s)/guardian(s) about the sampling results from their children's respective school buildings.

### Emergency Closing

The Superintendent is authorized to close school(s) in the event of hazardous weather or other emergency that threatens the safety of students, staff members, or school property.

### Closed Campus

It is important to the welfare and safety of students that their whereabouts be controlled during the school day.

The Board authorizes the Superintendent and the District's administrators to provide and implement procedures for closed campus schools. Students are to remain in their assigned buildings and on the school's grounds continuously from the time of reporting to the time of departure for the day, unless permission to leave is granted by the Building Principal.

LEGAL REF.:

[105 ILCS 5/10-20.2](#), [5/10-20.57](#), [5/18-12](#), and [5/18-12.5](#).

[105 ILCS 128/](#), School Safety Drill Act; [29 Ill.Admin.Code Part 1500](#).

[210 ILCS 74/](#), Physical Fitness Facility Medical Emergency Preparedness Act.

[225 ILCS 320/35.5](#), Ill. Plumbing License Law.

CROSS REF.: 4:110 (Transportation), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 4:180 (Pandemic Preparedness; Management; and Recovery), 4:190 (Targeted School Violence Prevention Program), 5:30 (Hiring Process and Criteria), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

Adopted: February 28, 2022

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### **PRESSPlus Comments**

PRESSPlus 1. 105 ILCS 5/10-20.97, added by P.A. 103-1019. An AED installed and maintained according to the Physical Fitness Facility Medical Emergency Preparedness Act (210 ILCS 74/) can be used to satisfy this requirement. **Issue 117, October 2024**

## *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, work authorization status; use of lawful products while not at work; being a victim of domestic violence, sexual violence, gender violence, or any other crime of violence; genetic information; physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation; pregnancy, childbirth, or related medical conditions; reproductive health decisions; [PRESSPlus1](#) credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; conviction record, unless authorized by law; family responsibilities; [PRESSPlus2](#) or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Program Act, [410 ILCS 130/](#).

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager under Board policy 2:260, *Uniform Grievance Procedure*, or in the case of denial of equal employment opportunities on the basis of race, color, or national origin, Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. 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 under Board policy 2:260, *Uniform Grievance Procedure*. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

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:**

Jen Law, Dir. of Student Services

[jlaw@lisle202.org](mailto:jlaw@lisle202.org)

630-493-8005

925 Burlington, Lisle, IL 60532

### **Complaint Managers:**

Eric Martzolf, Principal Lisle High School

[emartzolf@lisle202.org](mailto:emartzolf@lisle202.org)

630-493-8301

Jill Schreiber, Principal Lisle Elementary

[jschreiber@lisle202.org](mailto:jschreiber@lisle202.org)

630-493-8101

Dave Kearney, Principal Lisle Junior High

[dkearney@lisle202.org](mailto:dkearney@lisle202.org)

630-493-8201

### **Anonymous Reporting:**

Anonymous reports can also be made using the following link: <https://www.lisle202.org/our-district/legal-notices/complaint-form>

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

Our hiring practices shall reflect our desire to recruit and retain talented employees whose skill sets enhance excellence in education as well as a culturally rich and diverse perspective.

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

### LEGAL REF.:

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

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

[29 U.S.C. §218d](#), Fair Labor Standards Act.

[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. §2000d](#) *et seq.*, Title VI of the Civil Rights Act of 1964; [34 C.F.R. Part 100](#).

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

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

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

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

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

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

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

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

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

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

[775 ILCS 5/1-103](#), [5/2-101](#), [5/2-102](#), [5/2-103](#), [5/2-103.1](#), [5/2-104\(D\)](#) and [5/6-101](#), III. Human Rights Act.

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

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

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

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

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

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

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

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 5:70 (Religious Holidays), 5:180 (Temporary Illness or Temporary Incapacity), 5:200 (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: May 20, 2024

## PRESSPlus Comments

PRESSPlus 1. Updated in response to the Ill. Human Rights Act (IHRA), 775 ILCS 5/1-102(A) and 5/1-103(Q), amended by P.A. 103-785, eff. 1-1-25. *Reproductive health decisions* means a person's decisions regarding their use of: contraception; fertility or sterilization care; assisted reproductive technologies; miscarriage management care; healthcare related to the continuation or termination of pregnancy; or prenatal, intranatal, or postnatal care. 775 ILCS 5/1-103(O-2), added by P.A. 103-785, eff. 1-1-25. **Issue 117, October 2024**

PRESSPlus 2. Updated in response to the Ill. Human Rights Act (IHRA), 775 ILCS 5/2-102(A), amended by P.A. 103-797, eff. 1-1-25. *Family responsibilities* means an employee's actual or perceived provision of *personal care* to a *covered family member*, as those terms are defined in the Employee Sick Leave Act, 820 ILCS 191/5. **Issue 117, October 2024**

## 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, cultural practices, sex, sexual orientation, age, citizenship status, work authorization status, disability, pregnancy, marital status, family responsibilities, PRESSPlus1 reproductive health decisions, PRESSPlus2 order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's other protected status identified in Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Grievance Procedure*; 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*; 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

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

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

#### Making a 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. Non-employees should report claims to either the complaint manager or the nondiscrimination coordinator. Either an employee or non-employee may also report claims using Board policy 2:260, *Uniform Grievance Procedure*. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the claim according to that policy, in addition to any response required by this policy.

The 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.

Anonymous reports can also be made using the following link: <https://www.lisle202.org/our-district/legal-notices/complaint-form>

### **Nondiscrimination Coordinator:**

Jen Law, Dir. of Student Services

[jlaw@lisle202.org](mailto:jlaw@lisle202.org)

630-493-8005

925 Burlington, Lisle, IL 60532

### **Complaint Managers:**

Eric Martzolf, Principal Lisle High School

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Jill Schreiber, Principal Lisle Elementary

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630-493-8101

Dave Kearney, Principal Lisle Junior High

[dkearney@lisle202.org](mailto:dkearney@lisle202.org)

630-493-8201

### **Anonymous Reporting:**

Anonymous reports can be made using the following link: <https://www.lisle202.org/our-district/legal-notices/complaint-form>

## Investigation Process

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

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

For any report or complaint alleging sex-based [harassment](#) [PRESSPlus3](#) 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 shall consider whether action under Board policy 2:265, *Title IX Grievance Procedure*, should be initiated.

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

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

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

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

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to Board policy 5:90, *Abused and Neglected Child Reporting*. In addition to reporting the suspected abuse, the complaint shall also be processed under Board policy 2:265, *Title IX Grievance Procedure*, or Board 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, e.g., vendor, parent/guardian, invitee, etc. Any person making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, which for an employee may be up to and including discharge.

## Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing complaints or providing information about harassment is prohibited (see Board policies 2:260, *Uniform Grievance Procedure*, 2:265, *Title IX Grievance Procedure*, and 2:270, *Discrimination and*

*Harassment on the Basis of Race, Color, and National Origin Prohibited*), and depending upon the law governing the complaint, whistleblower protection may be available under the State Officials and Employees Ethics Act ([5 ILCS 430/](#)), the Whistleblower Act ([740 ILCS 174/](#)), and/or the Ill. Human Rights Act ([775 ILCS 5/](#)).

An employee should report allegations of retaliation to his/her immediate supervisor, the 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.:

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

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

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

[775 ILCS 5/2-101\(E\)](#) and (E-1), [5/2-102\(A\)](#), (A-10), (D-5), [5/2-102\(E-5\)](#), [5/2-109](#), [5/5-102](#), and [5/5-102.2](#), Ill. Human Rights Act.

[56 Ill. Admin.Code Parts 2500](#), [2510](#), [5210](#), and [5220](#).

[Vance v. Ball State Univ.](#), 570 U.S. 421 (2013).

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

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

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

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

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

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

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

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

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

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

*Berry v. Delta Airlines*, 260 F.3d 803 (7th Cir. 2001).

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

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

Adopted: July 22, 2024

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to the Ill. Human Rights Act (IHRA), 775 ILCS 5/2-102(A), amended by P.A. 103-797, eff. 1-1-25. *Family responsibilities* means an employee's actual or perceived provision of *personal care* to a *covered family member*, as those terms are defined in the Employee Sick Leave Act, 820 ILCS 191/5. **Issue 117, October 2024**

PRESSPlus 2. Updated in response to the Ill. Human Rights Act (IHRA), 775 ILCS 5/1-102(A) and 5/1-103(Q), amended by P.A. 103-785, eff. 1-1-25. *Reproductive health decisions* means a person's decisions regarding their use of: contraception; fertility or sterilization care; assisted reproductive technologies; miscarriage management care; healthcare related to the continuation or termination of pregnancy; or prenatal, intranatal, or postnatal care. 775 ILCS 5/1-103(O-2), added by P.A. 103-785, eff. 1-1-25. **Issue 117, October 2024**

PRESSPlus 3. Updated in response to final regulations implementing Title IX. **Issue 117, October 2024**

## Document Status: Draft Update

### General Personnel

#### 5:90 Abused and Neglected Child Reporting

Any District employee who suspects or receives knowledge that a student may be an abused or neglected child or, for a student aged 18 through 22, an abused or neglected individual with a disability, shall ~~(1)~~ immediately report or cause a report to be made to the Ill. Dept. of Children and Family Services (DCFS) on its Child Abuse Hotline 1-800-25-ABUSE (1-800-252-2873)(within Illinois); 1-217-524-2606 (outside of Illinois); or 1-800-358-5117 (TTY), ~~and (2) follow directions given by DCFS concerning filing a written report within 48 hours with the nearest DCFS field office.~~ **PRESSPlus1** Any District employee who believes a student is in immediate danger of harm, shall first call 911. The employee shall also promptly notify the Superintendent or Building Principal that a report has been made. The Superintendent or Building Principal shall immediately coordinate any necessary notifications to the student's parent(s)/guardian(s) with DCFS, the applicable school resource officer (SRO), and/or local law enforcement.

Negligent failure to report occurs when a District employee personally observes an instance of suspected child abuse or neglect and reasonably believes, in his or her professional or official capacity, that the instance constitutes an act of child abuse or neglect under the Abused and Neglected Child Reporting Act (ANCRA) and he or she, without willful intent, fails to immediately report or cause a report to be made of the suspected abuse or neglect to DCFS.

Any District employee who discovers child pornography on electronic and information technology equipment shall immediately report it to local law enforcement, the National Center for Missing and Exploited Children's CyberTipline 1-800-THE-LOST (1-800-843-5678) or online at [report.cybertip.org/](http://report.cybertip.org/) or [www.missingkids.org](http://www.missingkids.org). The Superintendent or Building Principal shall also be promptly notified of the discovery and that a report has been made.

Any District employee who observes any act of hazing that does bodily harm to a student must report that act to the Building Principal, Superintendent, or designee who will investigate and take appropriate action. If the hazing results in death or great bodily harm, the employee must first make the report to law enforcement and then to the Superintendent or Building Principal. Hazing is defined as any intentional, knowing, or reckless act directed to or required of a student for the purpose of being initiated into, affiliating with, holding office in, or maintaining membership in any group, organization, club, or athletic team whose members are or include other students.

#### Abused and Neglected Child Reporting Act (ANCRA), School Code, and *Erin's Law* Training

The Superintendent or designee shall provide staff development opportunities for District employees in the detection, reporting, and prevention of child abuse and neglect.

All District employees shall:

1. Before beginning employment, sign the *Acknowledgement of Mandated Reporter Status* form provided by DCFS. The Superintendent or designee shall ensure that the signed forms are retained.
2. Complete mandated reporter training as required by law within three months of initial

employment and at least every three years after that date.

3. Complete an annual evidence-informed training related to child sexual abuse, grooming behaviors (including *sexual misconduct* as defined in *Faith's Law*), and boundary violations as required by law and policy 5:100, *Staff Development Program*.

### Alleged Incidents of Sexual Abuse: Investigations

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

If a District employee reports an alleged incident of sexual abuse to DCFS and DCFS accepts the report for investigation, DCFS will refer the matter to the local Children's Advocacy Center (CAC). The Superintendent or designee will implement procedures to coordinate with the CAC.

DCFS and/or the appropriate law enforcement agency will inform the District when its investigation is complete or has been suspended, as well as the outcome of its investigation. The existence of a DCFS and/or law enforcement investigation will not preclude the District from conducting its own parallel investigation into the alleged incident of sexual abuse in accordance with policy 7:20, *Harassment of Students Prohibited*.

### Special Superintendent Responsibilities

The Superintendent shall execute the requirements in Board policy 5:150, *Personnel Records*, whenever another school district requests a reference concerning an applicant who is or was a District employee and was the subject of a report made by a District employee to DCFS.

When the Superintendent has reasonable cause to believe that a license holder (1) committed an intentional act of abuse or neglect with the result of making a child an abused child or a neglected child under ANCR or an act of sexual misconduct under *Faith's Law*, and (2) that act resulted in the license holder's dismissal or resignation from the District, the Superintendent shall notify the State Superintendent and the Regional Superintendent in writing, providing the Ill. Educator Identification Number as well as a brief description of the misconduct alleged. The Superintendent must make the report within 30 days of the dismissal or resignation and mail a copy of the notification to the license holder.

The Superintendent shall develop procedures for notifying a student's parents/guardians when a District employee, contractor, or agent is alleged to have engaged in sexual misconduct with the student as defined in *Faith's Law*. The Superintendent shall also develop procedures for notifying the student's parents/guardians when the Board takes action relating to the employment of the employee, contractor, or agent following the investigation of sexual misconduct. Notification shall not occur when the employee, contractor, or agent alleged to have engaged in sexual misconduct is the student's parent/guardian, and/or when the student is at least 18 years of age or emancipated.

The Superintendent shall execute the recordkeeping requirements of *Faith's Law*.

### Special School Board Member Responsibilities

Each individual Board member must, if an allegation is raised to the member during an open or closed Board meeting that a student is an abused child as defined in ANCR, direct or cause the Board to direct the Superintendent or other equivalent school administrator to comply with ANCR's requirements concerning the reporting of child abuse.

If the Board determines that any District employee, other than an employee licensed under [105 ILCS 5/21B](#), has willfully or negligently failed to report an instance of suspected child abuse or neglect as required by ANCRA, the Board may dismiss that employee immediately.

When the Board learns that a licensed teacher was convicted of any felony, it must promptly report it to the State agencies listed in policy 2:20, *Powers and Duties of the Board of Education; Indemnification*.

LEGAL REF.:

[20 U.S.C. §7926](#), Elementary and Secondary Education Act.

[105 ILCS 5/10-21.9](#), [5/10-23.13](#), [5/21B-85](#), [5/22-85.5](#), and [5/22-85.10](#).

[20 ILCS 1305/1-1](#) *et seq.*, Department of Human Services Act.

[325 ILCS 5/](#), Abused and Neglected Child Reporting Act.

[720 ILCS 5/12C-50.1](#), Criminal Code of 2012.

CROSS REF.: 2:20 (Powers and Duties of the Board of Education; Indemnification), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:60 (Administrative Responsibility of the Building Principal), 4:60 (Purchases and Contracts), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:200 (Terms and Conditions of Employment and Dismissal), 5:290 (Employment Termination and Suspensions), 6:120 (Education of Children with Disabilities), 6:250 (Community Resource Persons and Volunteers), 7:20 (Harassment of Students Prohibited), 7:150 (Agency and Police Interviews)

Adopted: March 18, 2024

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 325 ILCS 5/7, amended by P.A. 103-624, eff. 1-1-25, removing the requirement for mandated reporters to confirm their oral reports in writing to the DCFS field office. **Issue 117, October 2024**

## *Document Status: Draft Update*

### General Personnel

#### **5:120 Employee Ethics; Code of Professional Conduct; and Conflict of Interest**

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

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

#### Professional and Appropriate Conduct

Professional and appropriate employee conduct are important Board goals that impact the quality of a safe learning environment and the school community, increasing students' ability to learn and the District's ability to educate. To protect students from sexual misconduct by employees, and employees from the appearance of impropriety, State law also recognizes the importance for District employees to constantly maintain professional and appropriate relationships with students by following established expectations and guidelines for employee-student boundaries. Many breaches of employee-student boundaries do not rise to the level of criminal behavior but do pose a potential risk to student safety and impact the quality of a safe learning environment. Repeated violations of employee-student boundaries may indicate the grooming of a student for sexual abuse. As bystanders, employees may know of concerning behaviors that no one else is aware of, so their training on: (1) preventing, recognizing, reporting, and responding to child sexual abuse and grooming behavior; (2) this policy; and (3) federal and state reporting requirements is essential to maintaining the Board's goal of professional and appropriate conduct.

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

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

- c. Meeting with a student or contacting a student outside the employee's professional role.
- 4. Employees report prohibited behaviors and/or boundary violations pursuant to Board policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Grievance Procedure*; and 5:90, *Abused and Neglected Child Reporting*.
- 5. Discipline up to and including dismissal will occur for any employee who violates an employee conduct standard or engages in any of the following:
  - a. Violates expectations and guidelines for employee-student boundaries.
  - b. Sexually harasses a student.
  - c. Willfully or negligently fails to follow reporting requirements of the Abused and Neglected Child Reporting Act ([325 ILCS 5/](#)), Title IX of the Education Amendments of 1972 ([20 U.S.C. §1681 et seq.](#)), or the Elementary and Secondary Education Act ([20 U.S.C. § 7926](#)).
  - d. Engages in *grooming* as defined in [720 ILCS 5/11-25](#).
  - e. Engages in grooming behaviors. Prohibited grooming behaviors include, at a minimum, *sexual misconduct*. *Sexual misconduct* is any act, including but not limited to, any verbal, nonverbal, written, or electronic communication or physical activity, by an employee with direct contact with a student, that is directed toward or with a student to establish a romantic or sexual relationship with the student. Examples include, but are not limited to:
    - i. A sexual or romantic invitation.
    - ii. Dating or soliciting a date.
    - iii. Engaging in sexualized or romantic dialog.
    - iv. Making sexually suggestive comments that are directed toward or with a student.
    - v. Self-disclosure or physical exposure of a sexual, romantic, or erotic nature.
    - vi. A sexual, indecent, romantic, or erotic contact with the student.

### Statement of Economic Interests

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

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

### Ethics and Gift Ban

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

### Prohibited Interests; Conflict of Interest; and Limitation of Authority

In accordance with [105 ILCS 5/22-5](#), "no school officer or teacher shall be interested in the sale,

proceeds, or profits of any book, apparatus, or furniture used or to be used in any school with which such officer or teacher may be connected,” except when the employee is the author or developer of instructional materials listed with ISBE and adopted for use by the Board. An employee having an interest in instructional materials must file an annual statement with the Board Secretary.

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

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

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

#### GuidanceSchool Counselor Gift Ban [PRESSPlus1](#)

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

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

7. Promotional materials, including, but not limited to, pens, pencils, banners, posters, and pennants.
8. Travel, lodging, food, and beverage costs incurred by the school counselor and paid by an institution of higher education for attendance by the school counselor of an educational or military program at the institution of higher education. [PRESSPlus2](#)

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

### Outside Employment

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

Incorporated

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

LEGAL REF.:

[U.S. Constitution, First Amendment.](#)

[2 C.F.R. §200.318\(c\)\(1\).](#)

[5 ILCS 420/4A-101](#), Ill. Governmental Ethics Act.

[5 ILCS 430/](#), State Officials and Employee Ethics Act.

[30 ILCS 708/](#), Grant Accountability and Transparency Act.

[50 ILCS 135/](#), Local Governmental Employees Political Rights Act.

[105 ILCS 5/10-22.39](#), [5/10-23.13](#), [5/22-5](#), [5/22-85.5](#), and [5/22-93](#).

[325 ILCS 5/](#), Abused and Neglected Child Reporting Act.

[720 ILCS 5/11-25](#), Criminal Code of 2012.

[775 ILCS 5/5A-102](#), Ill. Human Rights Act.

[23 Ill.Admin.Code Part 22](#), Code of Ethics for Ill. Educators.

[Pickering v. Board of Township H.S. Dist. 205](#), 391 U.S. 563 (1968).

[Garcetti v. Ceballos](#), 547 U.S. 410 (2006).

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

Adopted: January 23, 2023

## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/22-93, amended by P.A. 103-1020, changing the term *guidance counselor* to *school counselor*. **Issue 117, October 2024**

PRESSPlus 2. Updated in response to 105 ILCS 5/22-93, amended by P.A. 103-1020. Any costs paid for by the institution of higher education may not exceed the per diem rates for travel, gift, and car expenses set by the Internal Revenue Service (IRS) and referenced in the IRS's Publication 463 or a successor publication. **Issue 117, October 2024**

# Document Status: Draft Update

## General Personnel

### 5:125 Personal Technology and Social Media; Usage and Conduct

#### Definitions

**Includes** - Means “includes without limitation” or “includes, but is not limited to.”

**Social media** - Media for social interaction, using highly accessible web-based and/or mobile technologies that allow users to share content and/or engage in interactive communication through online communities. This includes, but is not limited to, services such as *Facebook, LinkedIn, Twitter X (formerly Twitter), Threads, Instagram, TikTok, Snapchat, Discord, PRESSPlus1* and *YouTube*.

**Personal technology** - Any device that is not owned or leased by the District or otherwise authorized for District use and: (1) transmits sounds, images, text, messages, videos, or electronic information, (2) electronically records, plays, or stores information, or (3) accesses the Internet, or private communication or information networks. This includes computers, tablets, smartphones, smartwatches, [PRESSPlus2](#) and other devices.

#### Usage and Conduct

All District employees who use personal technology and/or social media shall:

1. Adhere to the high standards for **Professional and Appropriate Conduct** required by policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, at all times, regardless of the ever-changing social media and personal technology platforms available. This includes District employees posting images or private information about themselves or others in a manner readily accessible to students and other employees that is inappropriate as defined by policies 5:20, *Workplace Harassment Prohibited*; 5:100, *Staff Development Program*; 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*; 6:235, *Access to Electronic Networks*; and 7:20, *Harassment of Students Prohibited*; and the Ill. Code of Educator Ethics, [23 Ill.Admin.Code §22.20](#).
2. Choose a District-provided or supported method whenever possible to communicate with students and their parents/guardians.
3. Not interfere with or disrupt the educational or working environment, or the delivery of education or educational support services.
4. Inform their immediate supervisor if a student initiates inappropriate contact with them via any form of personal technology or social media.
5. Report instances of suspected abuse or neglect discovered through the use of social media or personal technology pursuant to a school employee’s obligations under policy 5:90, *Abused and Neglected Child Reporting*.
6. Not disclose confidential information, including but not limited to school student records (e.g., student work, photographs of students, names of students, or any other personally identifiable information about students) or personnel records, in compliance with policy 5:130, *Responsibilities Concerning Internal Information*. For District employees, proper approval may

include implied consent under the circumstances.

7. Refrain from using the District's logos without permission and follow Board policy 5:170, *Copyright*, and all District copyright compliance procedures.
8. Use personal technology and social media for personal purposes only during non-work times or hours. Any duty-free use must occur during times and places that the use will not interfere with job duties or otherwise be disruptive to the school environment or its operation.
9. Assume all risks associated with the use of personal technology and social media at school or school-sponsored activities, including students' viewing of inappropriate Internet materials through the District employee's personal technology or social media. The Board expressly disclaims any responsibility for imposing content filters, blocking lists, or monitoring of its employees' personal technology and social media.
10. Be subject to remedial and any other appropriate disciplinary action for violations of this policy ranging from prohibiting the employee from possessing or using any personal technology or social media at school to dismissal and/or indemnification of the District for any losses, costs, or damages, including reasonable attorney fees, incurred by the District relating to, or arising out of, any violation of this policy.

### Superintendent Responsibilities

The Superintendent shall:

1. Inform District employees about this policy during the in-service on educator ethics, teacher-student conduct, and school employee-student conduct required by policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*.
2. Direct Building Principals or designee to annually:
  - a. Provide their building staff with a copy of this policy.
  - b. Inform their building staff about the importance of maintaining high standards in their school relationships.
  - c. Remind their building staff that those who violate this policy will be subject to remedial and any other appropriate disciplinary action up to and including dismissal.
3. Build awareness of this policy with students, parents, and the community.
4. Ensure that neither the District, nor anyone on its behalf, commits an act prohibited by the Right to Privacy in the Workplace Act, [820 ILCS 55/10](#); i.e., the *Facebook Password Law*.
5. Periodically review this policy and any implementing procedures with District employee representatives and electronic network system administrator(s) and present proposed changes to the Board.

LEGAL REF.:

[105 ILCS 5/21B-75](#) and [5/21B-80](#).

[775 ILCS 5/5A-102](#), Ill. Human Rights Act.

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

[23 Ill.Admin.Code §22.20](#), Code of Ethics for Ill. Educators.

[Garcetti v. Ceballos](#), 547 U.S. 410 (2006).

[Pickering v. High School Dist. 205](#), 391 U.S. 563 (1968).

*Mayer v. Monroe County Community School Corp.*, 474 F.3d 477 (7th Cir. 2007).

CROSS REF.: 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:130 (Responsibilities Concerning Internal Information), 5:150 (Personnel Records), 5:170 (Copyright), 5:200 (Terms and Conditions of Employment and Dismissal), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:340 (Student Records)

Adopted: May 22, 2023

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## **PRESSPlus Comments**

PRESSPlus 1. Updated for continuous improvement. **Issue 117, October 2024**

PRESSPlus 2. Updated for continuous improvement. **Issue 117, October 2024**

## Document Status: Draft Update

### PROFESSIONAL PERSONNEL

#### 5:230 Maintaining Student Discipline

Maintaining an orderly learning environment is an essential part of each staff member's instructional responsibilities. A staff member's ability to foster appropriate student behavior is an important factor in the staff member's educational effectiveness. The Superintendent or designee shall ensure that teachers, other ~~certificated~~ licensed [PRESSPlus1](#) educational employees (except for individuals employed as paraprofessional educators), and persons providing a student's related service: (1) maintain discipline in the schools as required in the School Code, and (2) follow the Board of Education policies and administrative procedures on student conduct and discipline.

When a student's behavior is unacceptable, the staff member should first discuss the matter with the student. If the unacceptable behavior continues, the staff member should consult with the Building Principal and/or discuss the problem with the parent(s)/guardian(s). A teacher may remove any student from the learning setting whose behavior interferes with the lessons or participation of fellow students. A student's removal must be in accordance with Board policy and administrative procedures.

~~Staff members~~ School personnel shall not use disciplinary methods that may be damaging to students, such as ridicule, sarcasm, or excessive temper displays. Corporal punishment (including slapping, paddling, or prolonged maintenance of a student in physically painful positions, and intentional infliction of bodily harm) is prohibited in all circumstances ~~may not be used.~~ ~~Teachers~~ School personnel may only use reasonable force as ~~needed to keep students, school personnel, and others safe, or for self-defense or defense of property~~ permitted by 105 ILCS 5/10-20.33. [PRESSPlus2](#)

**Also, please refer to the following current agreements:**

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

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

LEGAL REF.:

105 ILCS [5/22-100](#) and [5/24-24.](#) [PRESSPlus3](#)

[23 Ill.Admin.Code §1.280.](#)

CROSS REF.: 2:150 (Committees), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 7:20 (Harassment of Students Prohibited), 7:190 (Student Behavior), 7:230 (Misconduct by Students with Disabilities)

Adopted: July 24, 2023

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**PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/24-24, amended by P.A. 103-806, eff. 1-1-25, replacing the word *certificated* with *licensed*. This change brings 105 ILCS 5/24-24 into alignment with its corresponding rule at 23 Ill.Admin.Code §1.280. **Issue 117, October 2024**

PRESSPlus 2. Updated in response to 105 ILCS 5/22-100 and 5/24-24, respectively added and amended by P.A. 103-806, eff. 1-1-25. *Corporal punishment* means “a discipline method in which a person deliberately inflicts pain upon a student in response to the student's unacceptable behavior or inappropriate language, with an aim to halt an offense, prevent its recurrence, or set an example for others.” 105 ILCS 5/22-100, added by P.A. 103-806, eff. 1-1-25. See sample policy 7:190, *Student Behavior*, available at PRESS Online by logging in at [www.iasb.com](http://www.iasb.com), for a discussion of corporal punishment. **Issue 117, October 2024**

PRESSPlus 3. The Legal References are updated. **Issue 117, October 2024**

# *Document Status: Draft Update*

## INSTRUCTION

### **6:60 Curriculum Content**

The curriculum shall contain instruction on subjects required by State statute or regulation as follows:

1. In kindergarten through grade 8, subjects include: (a) language arts, (b) reading, (c) other communication skills, (d) science, (e) mathematics, (f) social studies, (g) art, (h) music, and (i) drug and substance abuse prevention including the dangers of any addictive medication, such as but not limited to opioids. A reading opportunity of 60 minutes per day will be promoted for all students in kindergarten through grade 3 whose reading levels are one grade level or more lower than their current grade level. Daily time of at least 30 minutes (with a minimum of at least 15 consecutive minutes if divided) will be provided for supervised, unstructured, child-directed play for all students in kindergarten through grade 5. Before the completion of grade 5, students will be offered at least one unit of cursive instruction. In grades 6, 7, or 8, students must receive at least one semester of civics education in accordance with Illinois Learning Standards for social science.
2. In grades 9 through 12, subjects include: (a) language arts, (b) writing intensive courses, (c) science, (d) mathematics, (e) social studies including U.S. history, American government and one semester of civics, (f) foreign language, (g) music, (h) art, (i) driver and safety education, and (j) vocational education.
3. Students otherwise eligible to take a driver education course must receive a passing grade in at least eight courses during the previous two semesters before enrolling in the course. The Superintendent or designee may waive this requirement if he or she believes a waiver to be in the student's best interest. The course shall include: (a) instruction necessary for the safe operation of motor vehicles, including motorcycles, to the extent that they can be taught in the classroom, (b) classroom instruction on distracted driving as a major traffic safety issue, (c) instruction on required safety and driving precautions that must be observed at emergency situations, highway construction and maintenance zones, including worker safety in those zones, [PRESSPlus1](#) and railroad crossings and their approaches, and (d) instruction concerning law enforcement procedures for traffic stops, including a demonstration of the proper actions to be taken during a traffic stop and appropriate interactions with law enforcement. Automobile safety instruction covering traffic regulations and highway safety must include instruction on the consequences of alcohol consumption and the operation of a motor vehicle. The eligibility requirements contained in State law for the receipt of a certificate of completion from the Secretary of State shall be provided to students in writing at the time of their registration.
4. In grades 7 through 12, as well as in interscholastic athletic programs, steroid abuse prevention must be taught.
5. In kindergarten through grade 12, provided it can be funded by private grants or the federal government, violence prevention and conflict resolution must be stressed, including: (a) causes of conflict, (b) consequences of violent behavior, (c) non-violent resolution, and (d) relationships between drugs, alcohol, and violence.
6. In grades kindergarten through 12, age-appropriate Internet safety must be taught, the scope of

which shall be determined by the Superintendent or designee. The curriculum must incorporate policy 6:235, *Access to Electronic Networks* and, at a minimum, include: (a) education about appropriate online behavior, (b) interacting with other individuals on social networking websites and in chat rooms, and (c) cyberbullying awareness and response.

7. In all grades, students must receive developmentally appropriate opportunities to gain computer literacy skills that are embedded in the curriculum.
8. In all grades, character education must be taught including respect, responsibility, fairness, caring, trustworthiness, and citizenship in order to raise students' honesty, kindness, justice, discipline, respect for others, and moral courage. Instruction in all grades will include educating students about behaviors that violate policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*.
9. In all schools, citizenship values must be taught, including: (a) American patriotism, (b) principles of representative government (the American Declaration of Independence, the Constitution of the United States of America and the Constitution of the State of Illinois), (c) proper use and display of the American flag, (d) the Pledge of Allegiance, and (e) the voting process.
10. In all grades, physical education must be taught including a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle. Unless otherwise exempted, all students are required to engage in a physical education course with such frequency as determined by the Board after recommendation from the Superintendent, but at a minimum of three days per five-day week. For exemptions and substitutions, see policies 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students* and 7:260, *Exemption from Physical Education*.
11. In all schools, health education must be stressed, including: (a) proper nutrition, (b) physical fitness, (c) personal health habits ~~components necessary to develop a sound mind in a healthy body,~~ [PRESSPlus2](#) (d) dangers and avoidance of abduction, (e) age-appropriate and evidence-informed sexual abuse and assault awareness and prevention education in all grades, and (f) ~~beginning in the fall of 2024,~~ in grades ~~6~~<sup>9</sup>-12, [PRESSPlus3](#) the dangers of fentanyl. The Superintendent shall implement a comprehensive health education program in accordance with State law, including a developmentally appropriate consent education curriculum pursuant to [105 ILCS 5/27-9.1b](#).
12. In all schools, career/vocational education must be taught, including: (a) the importance of work, (b) the development of basic skills to enter the world of work and/or continue formal education, (c) good work habits and values, (d) the relationship between learning and work, and (e) if possible, a student work program that provides the student with work experience as an extension of the regular classroom. A career awareness and exploration program must be available at all grade levels. In grades 6-12, students engage in career exploration and career development activities to prepare them to make informed plans and decisions about their future education and career goals. [PRESSPlus4](#) In grades 9-12, a College and Career Pathway Endorsement is awarded to students who meet the requirements for a specific endorsement area. [PRESSPlus5](#)
13. In grades 9 through 12, consumer education must be taught, including: (a) financial literacy, including consumer debt and installment purchasing (including credit scoring, managing credit debt, and completing a loan application); budgeting; savings and investing; banking (including balancing a checkbook, opening a deposit account, and the use of interest rates); understanding simple contracts; State and federal income taxes; personal insurance policies; the comparison of prices; higher education student loans; identity-theft security; and homeownership (including the basic process of obtaining a mortgage and the concepts of fixed and adjustable rate

mortgages, subprime loans, and predatory lending); and (b) the roles of consumers interacting with agriculture, business, labor unions and government in formulating and achieving the goals of the mixed free enterprise system.

14. In grades 9 through 12, a unit of instruction about the process of naturalization by which a foreign citizen or foreign national becomes a U.S. citizen that includes content from the components of the naturalization test administered by the U.S. Citizenship and Immigration Services.
15. In grades 9 through 12, intensive instruction in computer literacy, which may be included as a part of English, social studies, or any other subject.
16. In grades 9 through 12, a unit of instruction on media literacy that includes, but is not limited to, all of the following topics: (a) accessing information to evaluate multiple media platforms and better understand the general landscape and economics of the platforms, and issues regarding the trustworthiness of the source of information; (b) analyzing and evaluating media messages to deconstruct media representations according to the authors, target audience, techniques, agenda setting, stereotypes, and authenticity to distinguish fact from opinion; (c) creating media to convey a coherent message using multimodal practices to a specific target audience that includes, but is not limited to, writing blogs, composing songs, designing video games, producing podcasts, making videos, or coding a mobile or software application; (d) reflecting on media consumption to assess how media affects the consumption of information and how it triggers emotions and behavior; and (e) social responsibility and civics to suggest a plan of action in the class, school, or community for engaging others in a respectful, thoughtful, and inclusive dialogue over a specific issue using facts and reason.
17. In grades 9 through 12, an opportunity for students to take at least one computer science course aligned to Illinois learning standards. *Computer science* means the study of computers and algorithms, including their principles, hardware and software designs, implementation, and impact on society. Computer science does not include the study of everyday uses of computers and computer applications; e.g., keyboarding or accessing the Internet.
18. In all schools, ~~environmental education conservation of natural resources must be taught,~~ including ~~instruction on:~~ (a) ~~home ecology~~ the current problems and needs in the conservation of natural resources, and (b) ~~endangered species~~ beginning in the fall of 2026, instruction on climate change, ~~(c) threats to the environment, and (d) the importance of the environment to life as we know it.~~ [PRESSPlus6](#)
19. In all schools, instruction as determined by the Superintendent or designee on United States (U.S.) history must be taught, including: (a) the principles of representative government, (b) the Constitutions of the U.S. and Illinois, (c) the role of the U.S. in world affairs, (d) the role of labor unions, (e) the role and contributions of ethnic groups, including but not limited to, African Americans, Albanians, Asian Americans, Bohemians, Czechs, French, Germans, Hispanics (including the events related to the forceful removal and illegal deportation of Mexican-American U.S. citizens during the Great Depression), Hungarians, Irish, Italians, Lithuanians, Polish, Russians, Scots, and Slovaks in the history of this country and State, (f) a study of the roles and contributions of lesbian, gay, bisexual, and transgender (LGBTQ) people in the history of the U.S. and Illinois, (g) Illinois history, (h) the contributions made to society by Americans of different faith practices, including, but not limited to, Muslim Americans, Jewish Americans, Christian Americans, Hindu Americans, Sikh Americans, Buddhist Americans, and any other collective community of faith that has shaped America, (i) Native American nations' sovereignty and self-determination, both historically and in the present day, with a focus on urban Native Americans, and (j) beginning in the fall of 2024, the events of the Native American experience and Native American history within the Midwest and Illinois since time immemorial in accordance with [105 ILCS 5/27-20.05](#).

In addition, all schools shall hold an educational program on the United States Constitution on Constitution Day, each September 17, commemorating the September 17, 1787 signing of the

Constitution. However, when September 17 falls on a Saturday, Sunday, or holiday, Constitution Day shall be held during the preceding or following week.

20. In grade 7 and all high school courses concerning U.S. history or a combination of U.S. history and American government, students must view a Congressional Medal of Honor film made by the Congressional Medal of Honor Foundation, provided there is no cost for the film.
21. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the Holocaust and crimes of genocide, including Nazi atrocities of 1933-1945, the Native American genocide in North America, Armenian Genocide, the Famine-Genocide in Ukraine, and more recent atrocities in Cambodia, Bosnia, Rwanda, and Sudan.
22. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the history, struggles, and contributions of women.
23. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on Black History, including the history of the pre-enslavement of Black people from 3,000 BCE to AD 1619, the African slave trade, slavery in America, the study of the reasons why Black people came to be enslaved, the vestiges of slavery in this country, the study of the American civil rights renaissance, as well as the struggles and contributions of African-Americans.
24. In all schools, instruction during courses as determined by the Superintendent or designee on disability history, awareness, and the disability rights movement.
25. In all schools, instruction as determined by the Superintendent or designee on the events of Asian American history, including the history of Asian Americans in Illinois and the Midwest, as well as the contributions of Asian Americans toward advancing civil rights from the 19th century onward, which must include the contributions made by individual Asian Americans in government and the arts, humanities, and sciences, as well as the contributions of Asian American communities to the economic, cultural, social, and political development of the United States.
26. In kindergarten through grade 8, education must be available to students concerning effective methods of preventing and avoiding traffic injuries related to walking and bicycling.

LEGAL REF.:

[Pub. L. No. 108-447](#), Section 111 of Division J, Consolidated Appropriations Act of 2005.

[Pub. L. No. 110-385](#), Title II, 122 stat. 4096 (2008), Protecting Children in the 21st Century Act.

[47 C.F.R. §54.520](#).

[5 ILCS 465/3](#) and [465/3a](#).

[20 ILCS 2605/2605-480](#).

[105 ILCS 5/2-3.80\(e\)](#) and (f), [5/10-20.79](#), [5/10-20.84](#), [5/10-23.13](#), [5/27-3](#), [5/27-3.5](#), [5/27-5](#), [5/27-6](#), [5/27-6.5](#), [5/27-7](#), [5/27-12](#), [5/27-12.1](#), [5/27-13.1](#), [5/27-13.2](#), [5/27-20.05](#), [5/27-20.08](#), [5/27-20.3](#), [5/27-20.4](#), [5/27-20.5](#), [5/27-20.7](#), [5/27-20.8](#), [5/27-21](#), [5/27-22](#), [5/27-23.3](#), [5/27-23.4](#), [5/27-23.7](#), [5/27-23.8](#), [5/27-23.10](#), [5/27-23.11](#), [5/27-23.15](#), [5/27-23.16](#), [5/27-24.1](#), and [5/27-24.2](#).

[105 ILCS 110/3](#), Comprehensive Health Education Program.

[105 ILCS 435/](#), Vocational Education Act.

[625 ILCS 5/6-408.5](#), Ill. Vehicle Code.

[23 Ill.Admin.Code §§1.420, 1.425, 1.430, and 1.440.](#)

CROSS REF.: 4:165 (Awareness and Prevention of Child Sex Abuse and Grooming Behaviors), 6:20 (School Year Calendar and Day), 6:40 (Curriculum Development), 6:70 (Teaching About Religions), 6:235 (Access to Electronic Networks), 6:310 (Credit for Alternative Courses and Programs, and Course Substitutions), 7:15 (Student and Family Privacy Rights), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:260 (Exemption from Physical Education), 7:345 (Use of Educational Technologies; Student Data Privacy and Security)

Adopted: December 18, 2023

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/27-24.1, amended by P.A. 103-944. **Issue 117, October 2024**

PRESSPlus 2. Updated for continuous improvement to more closely align with the Comprehensive Health Education Program (CHEP) 105 ILCS 110/3. **Issue 117, October 2024**

PRESSPlus 3. Updated in response to CHEP, 105 ILCS 110/3(e), amended by P.A. 103-810. **Issue 117, October 2024**

PRESSPlus 4. 105 ILCS 5/10-20.84(a), added by P.A. 102-917 and renumbered by P.A. 103-154. Unless a board has opted out, career exploration and career development activities in grades 6-12 must be implemented by 7-1-25 in accordance with the model framework adopted by State agencies known as the PaCE Framework. See [www.isac.org/pace/il-pace-resource-materials.html](http://www.isac.org/pace/il-pace-resource-materials.html) for the middle school and high school frameworks and additional implementation resources.

To fully or partially opt out of career exploration and career development activities under 105 ILCS 5/10-20.84(d), a board must adopt a set of findings that considers the following: (1) the district's current systems for college and career readiness; (2) the district's cost of implementation balanced against the potential benefits to students and families through improved postsecondary education and career outcomes; (3) the willingness and capacity of local businesses to partner with the district for successful implementation of pathways other than education; (4) the willingness of institutions of higher education to partner with the district for successful implementation of the pathway and whether the district has sought and established a partnership agreement with a community college district incorporating provisions of the Model Partnership Agreement under the Dual Credit Quality Act (110 ILCS 27/) (see [www.isbe.net/Documents/DCQA-Model-Partnership-Agreement-Form.pdf](http://www.isbe.net/Documents/DCQA-Model-Partnership-Agreement-Form.pdf)); (5) the availability of a statewide database of participating local business partners, as provided under the Postsecondary and Workforce Readiness Act (110 ILCS 148/), for the purpose of career readiness and the accessibility of those work experiences and apprenticeships listed in the database to district students (see the link to the Work-based Learning Database at [www.isbe.net/cte](http://www.isbe.net/cte)); and (6) the availability of properly licensed teachers or teachers meeting faculty credential standards for dual credit courses to instruct in the program required for the endorsement areas. 105 ILCS 5/10-20.84(d) (1)-(6), added by P.A. 102-917 and renumbered by P.A. 103-154. A board opting out must report its findings and decision to ISBE. A board may also reverse its decision regarding implementation in whole or in part at any time.

In practice, unless a district has created its own career exploration and career development activities framework that does not align with the PaCE Framework, a board is unlikely to opt out of the PaCE Framework under 105 ILCS 5/10-20.84(a) and still implement College and Career Pathway Endorsements under 105 ILCS 5/10-20.84(c) (CCPE) because career exploration activities are a prerequisite to award of the endorsements. 23 Ill.Admin.Code §258.20.

Delete this sentence if the board has fully opted out of implementation of career exploration and career development activities under 105 ILCS 5/10-20.84(d), added by P.A. 102-917 and renumbered by P.A. 103-154. Regarding partial opt-out from this requirement, the law does not address the types of partial opt-out(s) available. As of the date of the publication of **PRESS** Issue 117 (October 2024), ISBE had not issued any rulemaking or guidance on this topic or any details regarding reporting of a full or partial opt-out to ISBE, other than to indicate to IASB that districts can submit their decision to [CTE@isbe.net](mailto:CTE@isbe.net). Boards interested in opting out from this requirement should consult the Board attorney and check for any further guidance that may be issued by ISBE. **Issue 117, October 2024**

PRESSPlus 5. 105 ILCS 5/10-20.84(b) and (c), added by P.A. 102-917 and renumbered by P.A. 103-154; 23 Ill.Admin.Code Part 258.

By 7-1-25, a board must elect to either implement CCPE or take action to opt out of it. See [www.isbe.net/pathwayendorsements](http://www.isbe.net/pathwayendorsements) for more information. 105 ILCS 5/10-20.84(c) requires a district to implement CCPE either independently, through an area career center, or through an inter-district cooperative, on the following schedule: (1) at least one endorsement area for the graduating class of 2027; (2) at least two endorsement areas for the graduating class of 2029; and (3) at least three endorsement areas for the graduating class of 2031, if a district's grade 9-12 enrollment is more than 350 students, as calculated by ISBE for the 2022-2023 school year. A board implementing CCPE must, by 7-1-25, submit the necessary application materials (including an Endorsement Plan, see 23 Ill.Admin.Code §258.20) to ISBE, or the board must adopt a timeline for implementation of the number of endorsement areas required by 105 ILCS 5/10-20.84(c). A board may opt out of implementing CCPE entirely or it may initially implement an endorsement area for the class of 2027 and then later choose to partially opt out by opting out of the class of 2029 and/or class of 2031 endorsement area schedule. 105 ILCS 5/10-20.84(c) and (d), added by P.A. 102-917 and renumbered by P.A. 103-154; 23 Ill.Admin.Code §258.40(a) and (b). A board that chooses to fully opt out of CCPE must submit documentation of its decision and specific findings to ISBE by 7-1-25. A board that later chooses to partially opt out of CCPE by opting out of the 2029 and/or 2031 endorsement area schedule must submit documentation of its decision and specific findings no later than July 1 immediately before the school year the district would be required to award the endorsement.

If fully opting out of CCPE by 7-1-25 or later partially opting out of the 2029 and/or 2031 endorsement area schedule, a board must adopt a set of findings that considers the following: (1) the district's current systems for college and career readiness; (2) the district's cost of implementation balanced against the potential benefits to students and families through improved postsecondary education and career outcomes; (3) the willingness and capacity of local businesses to partner with the district for successful implementation of pathways other than education; (4) the willingness of institutions of higher education to partner with the district for successful implementation of the pathway and whether the district has sought and established a partnership agreement with a community college district incorporating provisions of the Model Partnership Agreement under the Dual Credit Quality Act (110 ILCS 27/) (see [www.isbe.net/Documents/DCQA-Model-Partnership-Agreement-Form.pdf](http://www.isbe.net/Documents/DCQA-Model-Partnership-Agreement-Form.pdf)); (5) the availability of a statewide database of participating local business partners, as provided under the Postsecondary and Workforce Readiness Act (110 ILCS 148/), for the purpose of career readiness and the accessibility of those work experiences and apprenticeships listed in the database to district

students (see the link to the Work-based Learning Database at [www.isbe.net/cte](http://www.isbe.net/cte)); and (6) the availability of properly licensed teachers or teachers meeting faculty credential standards for dual credit courses to instruct in the program required for the endorsement areas. 105 ILCS 5/10-20.84(d) (1)-(6), added by P.A. 102-917 and renumbered by P.A. 103-154. A board opting out must report its findings and decision on implementation by submitting the following information to ISBE, via the College and Career Pathway Endorsement portal: (1) the reasoning for opting out, and (2) copies of the board's meeting agenda, board findings, and board meeting minutes. 23 Ill.Admin.Code §258.40(a). A board can manage compliance with the documentation requirements by adopting a written resolution or adopting findings set forth in another document. A board may also reverse its decision regarding implementation of CCPE in whole or in part at any time.

Delete this sentence if a board has fully opted out of implementing CCPE, and delete 105 ILCS 5/10-20.84 from the Legal References if the board has fully opted out of CCPE and also fully opted out of the career exploration and career development activities in grades 6-12. **Issue 117, October 2024**

PRESSPlus 6. Updated in response to 105 ILCS 5/27-13.1, amended by P.A. 103-837, eff. 7-1-25; 23 Ill.Admin.Code §1.420(l). Instruction on the conservation of natural resources must include, but is not limited to, air pollution, water pollution, waste reduction and recycling, the effect of excessive use of pesticides, preservation of wilderness areas, forest management, protection of wildlife, and humane care of animals. Instruction on climate change must include, but is not limited to, identifying the environmental and ecological impacts of climate change on individuals and communities and evaluating solutions for addressing and mitigating the impact of climate change. Instruction on climate change must align with State learning standards, as appropriate and subject to funding, and ISBE is required to make instructional resources and professional development learning opportunities available for educators. **Issue 117, October 2024**

## Document Status: Draft Update

### INSTRUCTION

#### 6:135 Accelerated Placement Program

The District provides an Accelerated Placement Program (APP). The APP advances the District's goal of providing educational programs with opportunities for each student to develop to his or her maximum potential. The APP provides an educational setting with curriculum options usually reserved for students who are older or in higher grades than the student participating in the APP. APP options include, but may not be limited to: (a) accelerating a student in a single subject; (b) other grade-level acceleration; and (c) early entrance to kindergarten or first grade. Participation in the APP is open to all students who demonstrate high ability and who may benefit from accelerated placement. It is not limited to students who have been identified as gifted and talented. Eligibility to participate in the District's APP shall not be conditioned upon the protected classifications identified in Board policy 7:10, *Equal Educational Opportunities*, or any factor other than the student's identification as an accelerated learner.

The Superintendent or designee shall implement an APP that includes:

1. Decision-making processes that are fair, equitable, and involve multiple individuals, e.g. District administrators, teachers, and school support personnel, and a student's parent(s)/guardian(s).
2. Notification processes that notify and provide a student's parent(s)/guardian(s) with:
  - a. Written notification when their child is eligible for enrollment in accelerated courses, [PRESSPlus1](#) and
  - b. Notification of a decision affecting a student's their child's participation in the APP.
3. Assessment processes that include multiple valid, reliable indicators.
4. The automatic enrollment, in the following school term, of a student into the next most rigorous level of advanced coursework offered by the high school if the student meets or exceeds [PRESSPlus2](#) State standards in English language arts, mathematics, or science on a State assessment administered under [105 ILCS 5/2-3.64a-5](#), as follows:
  - a. A student who meets or exceeds State standards in English language arts shall be automatically enrolled into the next most rigorous level of advanced coursework in English, social studies, humanities, or related subjects.
  - b. A student who meets or exceeds State standards in mathematics shall be automatically enrolled into the next most rigorous level of advanced coursework in mathematics.
  - c. A student who meets or exceeds State standards in science shall be automatically enrolled into the next most rigorous level of advanced coursework in science.
5. Waiver of a course completion requirement under Board policy 6:300, *Graduation Requirements*, if the District determines that the student has demonstrated mastery of or competency in the content of the course or unit of instruction. [PRESSPlus3](#)

The Superintendent or designee shall annually notify the community, parent(s)/guardian(s), students, and school personnel about the APP, the process for referring a student for possible evaluation for accelerated placement, and the methods used to determine whether a student is eligible for accelerated placement, including strategies to reach groups of students and families who have been

historically underrepresented in accelerated placement programs and advanced coursework. Notification may: (a) include varied communication methods, such as student handbooks and District or school websites; and (b) be provided in multiple languages, as appropriate.

LEGAL REF.:

[105 ILCS 5/14A.](#)

[23 Ill.Admin.Code Part 227](#), Gifted Education.

CROSS REF.: 6:10 (Educational Philosophy and Objectives), 7:10 (Equal Educational Opportunities), 7:50 (School Admissions and Student Transfers To and From Non-District Schools)

Adopted: May 22, 2023

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### **PRESSPlus Comments**

PRESSPlus 1. Required by 105 ILCS 5/14A-32(a-25), added by P.A. 103-743. **Issue 117, October 2024**

PRESSPlus 2. This provision originally applied to “a student who meets or exceeds State standards” but was amended by P.A. 103-743 to only apply to “a student who ~~meets or exceeds~~ State standards.” P.A. 103-743 also added new 105 ILCS 5/14A-32(a-10), requiring that by the beginning of the 2027-28 school year, districts with grades 9-12 state in their policy that “a student who meets State standards” will, in the following school term (the 2028-29 school year), be automatically enrolled in the next most rigorous level of advanced coursework offered by the high school. Nothing in the law prohibits districts from continuing to offer automatic enrollment to students who meet State standards before the 2028-29 school year. **Consult with the board attorney to determine whether to keep or strike “meets or” from Item #4 and its subsections (a)-(c).**

**Issue 117, October 2024**

PRESSPlus 3. Optional. 105 ILCS 5/14A-32(a-20), added by P.A. 103-743. **Issue 117, October 2024**

## *Document Status: Draft Update*

### INSTRUCTION

#### **6:270 Guidance and Counseling Program**

The School District provides a guidance and counseling program for students. The Superintendent or designee shall direct the District's guidance and counseling program. School counseling services, as described by State law, may be performed by school counselors or licensed educators with a school support personnel endorsement in the area of school counseling ~~a qualified guidance specialist or any certificated staff member.~~ [PRESSPlus1](#) The counseling program will assist students with interventions related to academic, social and/or personal issues. Students shall be encouraged to seek academic, social, and/or personal assistance.

Each staff member is responsible for effectively guiding students under his/her supervision in order to provide early identification of intellectual, emotional, social, or physical needs, diagnosis of any learning disabilities, and development of educational potential. The District's counselors shall offer counseling to those students who require additional assistance.

The guidance program will assist students to identify career options consistent with their abilities, interests, and personal values. Students shall be encouraged to seek the help of counselors to develop specific curriculum goals that conform to the student's career objectives. High school juniors and seniors will have the opportunity to receive career-oriented information. Representatives from colleges and universities, occupational training institutions and career-oriented recruiters, including the military, may be given access, upon request, to the school campus in order to provide students and parents/guardians with information.

LEGAL REF.:

[105 ILCS 5/10-22.24a](#) and [5/10-22.24b](#).

[23 Ill.Admin.Code §1.420\(q\)](#).

CROSS REF.: 6:50 (School Wellness), 6:65 (Student Social and Emotional Development), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:120 (Education of Children with Disabilities), 6:135 (Accelerate Placement Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:250 (Student Support Services), 7:290 (Suicide and Depression Awareness and Prevention)

Adopted: February 27, 2023

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#### **PRESSPlus Comments**

PRESSPlus 1. 105 ILCS 5/10-22.24b, amended by P.A.s 102-876, 103-542, and 103-780, provides that school counselors as defined in 105 ILCS 5/10-22.24a or individuals who hold a Professional Educator License with a school support personnel endorsement in the area of school counseling under 105 ILCS 5/21B-25 may provide school counseling services. **Issue 117, October 2024**

# 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, origin, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, military status, unfavorable military discharge, PRESSPlus1 reproductive health decisions, PRESSPlus2 or 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 policy 8:20, *Community Use of School Facilities*. Any student may file a discrimination grievance complaint by using Board policy 2:260, *Uniform Grievance Procedure*, or in the case of discrimination on the basis of race, color, or national origin, Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.

#### Sex Equity

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

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

Any student may file a sex discrimination complaint by using Board policy 2:265, *Title IX Grievance Procedure*. PRESSPlus3

#### Administrative Implementation

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

#### LEGAL REF.:

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

[29 U.S.C. §791](#) et seq., Rehabilitation Act of 1973; [34 C.F.R. Part 104](#).

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

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

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

[Ill. Constitution, Art. I, §18.](#)

[105 ILCS 5/3.25b](#), [5/3.25d\(b\)](#), [5/10-20.12](#), [5/10-20.60](#), [5/10-20.63](#), [5/10-22.5](#), 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.: 1:30 (School District Philosophy), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 6:10 (Educational Philosophy and Objective) 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:130 (Student Rights and Responsibilities), 7:160 (Student Appearance), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:250 (Student Support Services), 7:330 (Student Use of Buildings - Equal Access), 7:340 (Student Records), 8:20 (Community Use of School Facilities)

Adopted: May 20, 2024

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## **PRESSPlus Comments**

PRESSPlus 1. Updated to more comprehensively reflect categories protected by the Ill. Human Rights Act (775 ILCS 5/). **Issue 117, October 2024**

PRESSPlus 2. Updated in response to the Ill. Human Rights Act (IHRA), 775 ILCS 5/1-102(A) and 5/1-103(Q), amended by P.A. 103-785, eff. 1-1-25. *Reproductive health decisions* means a person's decisions regarding their use of: contraception; fertility or sterilization care; assisted reproductive technologies; miscarriage management care; healthcare related to the continuation or termination of pregnancy; or prenatal, intranatal, or postnatal care. 775 ILCS 5/1-103(O-2), added by P.A. 103-785, eff. 1-1-25. **Issue 117, October 2024**

PRESSPlus 3. Updated in response to final regulations implementing Title IX. **Issue 117, October 2024**

## *Document Status: Draft Update*

### STUDENTS

#### **7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students**

##### Required Health Examinations and Immunizations

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

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

Proof of immunization against meningococcal disease is required for students in grades 6 and 12.

As required by State law:

1. Health examinations must be performed by a physician licensed to practice medicine in all of its branches, an advanced practice registered nurse, or a physician assistant who has been delegated the performance of health examinations by a supervising physician.
2. A diabetes screening is a required part of each health examination; diabetes testing is not required.
3. An age-appropriate developmental screening and an age-appropriate social and emotional screening are required parts of each health examination. A student will not be excluded from school due to his or her parent/guardian's failure to obtain a developmental screening or a social and emotional screening.
4. Before admission and in conjunction with required physical examinations, parents/guardians of children between the ages of one and seven years must provide a statement from a physician that their child was risk-assessed or screened for lead poisoning.
5. The IDPH will provide all students entering sixth grade and their parents/guardians information about the link between human papillomavirus (HPV) and HPV-related cancers and the availability of the HPV vaccine.
6. The District will provide informational materials regarding influenza, ~~and influenza vaccinations, meningococcal disease, and meningococcal vaccinations~~ [PRESSPlus1](#) developed, provided, or approved by the IDPH when it provides information on immunizations, infectious diseases, medications, or other school health issues to students' parents/guardians.

Unless an exemption or extension applies, the failure to comply with the above requirements by October 15 of the current school year will result in the student's exclusion from school until the required health forms are presented to the District. New students who register after October 15 of the current school year shall have 30 days following registration to comply with the health examination and

immunization regulations. If a medical reason prevents a student from receiving a required immunization by October 15, the student must present, by October 15, an immunization schedule and a statement of the medical reasons causing the delay. The schedule and statement of medical reasons must be signed by the physician, advanced practice registered nurse, physician assistant, or local health department responsible for administering the immunizations.

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

### Eye Examination

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

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

If a student fails to present proof by October 15, the school may hold the student's report card until the student presents proof: (1) of a completed eye examination, or (2) that an eye examination will take place within 60 days after October 15. The Superintendent or designee shall ensure that parents/guardians are notified of this eye examination requirement in compliance with the rules of the IDPH. Schools shall not exclude a student from attending school due to failure to obtain an eye examination.

### Dental Examination

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

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

### Exemptions

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

1. Religious grounds, if the student's parents/guardians present the IDPH's Certificate of Religious Exemption form to the Superintendent or designee. When a Certificate of Religious Exemption form is presented, the Superintendent or designee shall immediately inform the parents/guardians of exclusion procedures pursuant to Board policy 7:280, *Communicable and Chronic Infectious Disease*, and State rules if there is an outbreak of one or more diseases from which the student is not protected.
2. Health examination or immunization requirements on medical grounds, if the examining physician, advanced practice registered nurse, or physician assistant provides written

verification.

3. Eye examination requirement, if the student's parents/guardians show an undue burden or lack of access to a physician licensed to practice medicine in all of its branches who provides eye examinations or a licensed optometrist.
4. Dental examination requirement, if the student's parents/guardians show an undue burden or a lack of access to a dentist.

### Homeless Child

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

LEGAL REF.:

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

[105 ILCS 5/27-8.1](#) and [45/1-20](#).

[410 ILCS 45/7.1](#), Lead Poisoning Prevention Act.

[410 ILCS 315/2e](#), Communicable Disease Prevention Act.

[23 Ill.Admin.Code §1.530](#).

[77 Ill. Admin.Code Part 664](#), Socio-Emotional and Developmental Screening.

[77 Ill.Admin.Code Part 665](#), Child and Student Health Examination and Immunization.

77 Ill.Admin.Code Part 690, Control of [Notifiable](#) [Communicable](#) Diseases [and Conditions Code](#).

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

Adopted: January 23, 2023

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### **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/27-8.1(8.5), amended by P.A. 103-985, eff. 1-1-25. **Issue 117, October 2024**

# Document Status: Draft Update

## STUDENTS

### 7:160 Student Appearance

A student's appearance, including dress and hygiene, must not disrupt the educational process or compromise standards of health and safety. The District does not prohibit hairstyles historically associated with race, ethnicity, or hair texture, or any other protected classes under Board policy 7:10, Equal Educational Opportunities, including, but not limited to, protective hairstyles such as braids, locks, and twists, nor does it prohibit hairstyles historically associated with any other protected status under Board policy 7:10, Equal Educational Opportunities. [PRESSPlus1](#) The District also does not prohibit the right of a student to wear or accessorize the student's graduation attire with items associated with the student's cultural, ethnic, or religious identity or other characteristic or category protected under the Ill. Human Rights Act, [775 ILCS 5/1-103\(Q\)](#). Students who disrupt the educational process or compromise standards of health and safety must modify their appearance. Procedures for guiding student appearance will be developed by the Superintendent or designee and included in the *Student Handbook(s)*.

LEGAL REF.:

[105 ILCS 5/2-3.25](#) and [5/10-22.25b](#).

[Tinker v. Des Moines Indep. Sch. Dist.](#), 393 U.S. 503 (1969).

CROSS REF.: 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior)

Adopted: December 18, 2023

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### **PRESSPlus Comments**

PRESSPlus 1. Updated for continuous improvement and to align with policy 7:165, *School Uniforms*. **Issue 117, October 2024**

## *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, religion, sex, national origin, ancestry, physical appearance, socioeconomic status, academic status, pregnancy, parenting status, homelessness, age, marital status, physical or mental disability, military status, sexual orientation, gender-related identity or expression, unfavorable discharge from military service, order of protection status, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic **is prohibited** in each of the following situations:

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

#### Definitions from [105 ILCS 5/27-23.7](#)

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

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

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

meant to be illustrative and non-exhaustive.

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

*Restorative measures* means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school, and (vii) increase student accountability if the incident of bullying is based on religion, race, ethnicity, or any other category that is identified in the Ill. Human Rights Act.

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

### Bullying Prevention and Response Plan

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

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; however, this shall not be construed to permit formal disciplinary action solely on the basis of an

anonymous report.

**Nondiscrimination Coordinator:**

Jen Law,  
Dir. of Student Services

[jlaw@lisle202.org](mailto:jlaw@lisle202.org)

630-493-8005

925 Burlington, Lisle, IL 60532

**Complaint Managers:**

Eric Martzolf,  
Principal Lisle High School

[emartzolf@lisle202.org](mailto:emartzolf@lisle202.org)

630-493-8301

Jill Schreiber, Principal Lisle Elementary

[jschreiber@lisle202.org](mailto:jschreiber@lisle202.org)

630-493-8101

Dave Kearney,  
Principal Lisle Junior High

[dkearney@lisle202.org](mailto:dkearney@lisle202.org)

630-493-8201

**Anonymous Reporting:**

Anonymous reports can also be made using the following link: <https://www.lisle202.org/our-d>

4. Consistent with federal and State laws and rules governing student privacy rights, the parents/guardians of all students involved in an alleged incident of bullying will be notified of such, along with threats, suggestions, or instances of self-harm determined to be the result of bullying, within 24 hours after the school's administration is made aware of the student's involvement in the incident. As appropriate, the school's administration shall also discuss the availability of social work services, counseling, school psychological services, other interventions, and restorative measures. The school shall make diligent efforts to notify a parent or legal guardian, utilizing all contact information the school has available or that can be reasonably obtained within the 24-hour period.
5. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:
  - a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of a bullying incident was received and taking into consideration additional relevant information received during the course of the investigation about the reported bullying incident.
  - b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
  - c. Notifying the Building Principal or school administrator or designee of the reported incident of bullying as soon as possible after the report is received.

- d. Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Building Principal or school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

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

6. The Superintendent or designee shall use interventions to address bullying, that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. Any person's act of reprisal or retaliation will be subject to disciplinary action, up to and including discharge with regard to employees, or suspension and/or expulsion with regard to students.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, a person who is found to have falsely accused another of bullying, as a means of retaliation, as a means of bullying, or provided false information will be treated as either: (a) *bullying*, (b) student discipline up to and including suspension and/or expulsion, and/or (c) both (a) and (b) for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan is based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's publicly accessible website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. Pursuant to State law and Board policy 2:240, *Board Policy Development*, the Board monitors this policy every two years by conducting a review and re-evaluation of this policy to make any necessary and appropriate revisions. The Superintendent or designee shall assist the Board with its re-evaluation and assessment of this policy's outcomes and effectiveness. Updates to this policy will reflect any necessary and appropriate revisions. This process shall include, without limitation:
  - a. The frequency of victimization;
  - b. Student, staff, and family observations of safety at a school;
  - c. Identification of areas of a school where bullying occurs;
  - d. The types of bullying utilized; and
  - e. Bystander intervention or participation.

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

- 1) An updated version of the policy with the amendment/modification date included in the reference portion of the policy;
- 2) If no revisions are deemed necessary, a copy of board minutes indicating that the

policy was re-evaluated and no changes were deemed to be necessary; or

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

The Superintendent or designee must post the information developed as a result of the policy re-evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students. Reviews and re-evaluations in years they are due must be submitted to ISBE by September 30.

12. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:
  - a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
  - b. 2:265, *Title IX Grievance Procedure*. Any person may use this policy to complain about sexual harassment discrimination [PRESSPlus1](#) in violation of Title IX of the Education Amendments of 1972.
  - c. 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. Any person may use this policy to complain about discrimination or harassment on the basis of race, color, or national origin in violation of Title VI of the Civil Rights Act of 1964 and/or the Illinois Human Rights Act.
  - d. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
  - e. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.
  - f. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
  - g. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
  - h. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
  - i. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
  - j. 7:310, *Restrictions on Publications; Elementary Schools*, and 7:315, *Restrictions on Publications; High Schools*. These policies prohibit students from and provide consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.
13. The Superintendent, Building Principal 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.

LEGAL REF.:

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

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

[775 ILCS 5/1-103](#), Ill. Human Rights Act.

[23 Ill.Admin.Code §§1.240](#), [1.280](#), and [1.295](#).

CROSS REF.: 1:30 (School District Philosophy), 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4:170 (Safety), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:285 (Anaphylaxis Prevention, Response, and Management Program), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools)

Adopted: May 20, 2024

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to final regulations implementing Title IX. **Issue 117, October 2024**

# *Document Status: Draft Update*

## **STUDENTS**

### **7:200 Suspension Procedures**

#### In-School Suspension

The Superintendent or designee is authorized to maintain an in-school suspension program. The program shall include, at a minimum, each of the following:

1. Before assigning a student to in-school suspension, the charges will be explained and the student will be given an opportunity to respond to the charges.
2. Students are supervised by licensed school personnel.
3. Students are given the opportunity to complete classroom work during the in-school suspension for equivalent academic credit.

#### Out-of-School Suspension

The Superintendent or designee shall implement suspension procedures that provide, at a minimum, for each of the following:

1. A conference during which the charges will be explained and the student will be given an opportunity to respond to the charges before he or she may be suspended.
2. A pre-suspension conference is not required, and the student can be immediately suspended when the student's presence poses a continuing danger to person(s) or property or an ongoing threat of disruption to the educational process. In such cases, the notice and conference shall follow as soon as practicable.
3. An attempted phone call to the student's parent(s)/guardian(s).
4. A written notice of the suspension to the parent(s)/guardian(s) and the student, which shall:
  - a. Provide notice to the parent(s)/guardian(s) of their child's right to a review of the suspension;
  - b. Include information about an opportunity to make up work missed during the suspension for equivalent academic credit;
  - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to suspend;
  - d. Provide rationale or an explanation of how the chosen number of suspension days will address the threat or disruption posed by the student or his or her act of gross disobedience or misconduct; and
  - e. Depending upon the length of the out-of-school suspension, include the following applicable information:
    - i. For a suspension of 3 school days or less, an explanation that the student's continuing presence in school would either pose:
      - a. A threat to school safety, or
      - b. A disruption to other students' learning opportunities.
    - ii. For a suspension of 4 or more school days, an explanation:

- a. That other appropriate and available behavioral and disciplinary interventions have been exhausted,
  - b. As to whether school officials attempted other interventions or determined that no other interventions were available for the student, and
  - c. That the student's continuing presence in school would either:
    - i. Pose a threat to the safety of other students, staff, or members of the school community, or
    - ii. Substantially disrupt, impede, or interfere with the operation of the school.
- iii. For a suspension of ~~5~~<sup>4</sup> [PRESSPlus1](#) or more school days, the information listed in section 4.e.ii., above, along with documentation by the Superintendent or designee determining what, if any, appropriate and available support services will be provided to the student during the length of his or her suspension.
5. A summary of the notice, including the reason for the suspension and the suspension length, must be given to the Board by the Superintendent or designee.
  6. Upon request of the parent(s)/guardian(s), a review of the suspension shall be conducted by the Board or a hearing officer appointed by the Board. At the review, the student's parent(s)/guardian(s) may appear and discuss the suspension with the Board or its hearing officer and may be represented by counsel. Whenever there is evidence that mental illness may be the cause for the suspension, the Superintendent or designee shall invite a representative from a local mental health agency to consult with the Board. After presentation of the evidence or receipt of the hearing officer's report, the Board shall take such action as it finds appropriate. If the suspension is upheld, the Board's written suspension decision shall specifically detail items (a) and (e) in number 4, above.

LEGAL REF.:

[Goss v. Lopez](#), 419 U.S. 565 (1975).

[105 ILCS 5/10-20.14, 5/10-22.6.](#)

[23 Ill.Admin.Code §1.280.](#)

CROSS REF.: 5:100 (Staff Development), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:220 (Bus Conduct)

Adopted: February 28, 2022

**PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/10-22.6(b-25), amended by P.A. 103-896. In consultation with stakeholders, the Ill. State Board of Education (ISBE) must draft and publish guidance for the re-engagement of students who are suspended out-of-school, expelled, or returning from an alternative school setting by 7-1-25. **Issue 117, October 2024**

# Document Status: Draft Update

## COMMUNITY RELATIONS

### 8:10 Connection with the Community

#### Public Relations

The Board President is the official spokesperson for the School Board. The Superintendent is the District's chief spokesperson. The Board, in collaboration with the Superintendent<sup>PRESSPlus1</sup> or designee, shall plan and implement a District public relations program to keep the community informed and build support through open and authentic communications. The public relations program shall include, without limitation, media relations; internal communications; communications to the community; communications to students and parents/guardians; emergency communications in coordination with the District Safety Coordinator; the District website and social media accounts platforms;<sup>PRESSPlus2</sup> and other efforts to reach all audiences using suitable mediums.

#### Community Engagement

Community engagement is a process that the Board uses from time to time to actively involve diverse citizens in dialogue, deliberation, and collaborative thinking around common interests for the District's . Effective community engagement<sup>PRESSPlus3</sup> is essential to create trust and support among the community, Board, Superintendent, and District staff.<sup>PRESSPlus4</sup>

The Board, in consultation with the Superintendent, determines the purpose(s) and objective(s) of any community engagement initiative articulates the District's community engagement goals.

For each community engagement initiative:

1. The Board will:
  1. Commit to the determined purpose(s) and objective(s), and
  2. Provide information about the expected nature of the public's involvement.
2. The Superintendent will:
  1. Identify the effective tools and tactics that will advance the Board's purpose(s) and objective(s),
  2. At least annually, prepare a report for the community engagement initiative, and/or
  3. Prepare a final report of the community engagement initiative.

The Board will periodically: (1) review whether its community engagement initiative goals(s) are achieving the identified purpose(s) and objective(s); (2) consider what, if any, modifications would improve effectiveness; and (3) determine whether to continue individual initiativestactics.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers)

ADOPTED: October 19, 2015

REVISED: September 26, 2016; June 22, 2020

## PRESSPlus Comments

PRESSPlus 1. The board and superintendent should have a conversation regarding which objectives the board, superintendent, or both the board and superintendent together will implement. **Issue 117, October 2024**

PRESSPlus 2. Updated in response to the U.S. Supreme Court case Lindke v. Freed, 601 U.S. 187 (2024), which held that a government official's speech on social media is attributable to the government if the official: (1) has actual authority to speak on behalf of the government on a particular matter; and (2) purports to exercise that authority when speaking on social media. If an official's speech on social media is attributable to the government, then the official's social media posts will be subject to scrutiny under the First Amendment. Social media accounts of government officials that are clearly labeled as personal (e.g., "This is the personal page of [insert name]") or with a disclaimer (e.g., "the views expressed are strictly my own") are presumed to contain only personal posts, though that presumption can be challenged depending on the particular facts. The Court did not distinguish between elected or appointed government officials and employees, suggesting that the same test would apply to government employees. Making official statements through the district's website and official social media accounts, rather than through personal or "mixed use" accounts is a best practice and a strategy to mitigate First Amendment liability for board members and employees who communicate through social media platforms. Additionally, it is a best practice for board members or employees with social media accounts to clearly label their personal accounts as personal and limit district-related communications to official district accounts.

Because those who post on a district's social media accounts typically have authority to speak on the district's behalf, such accounts are likely either *limited public forums* (also referred to as *nonpublic forums*) or *public forums*. See, e.g., People for the Ethical Treatment of Animals v. Tabak, 2024 WL 3573661 (D.C. Cir. 2024) (finding the National Institutes of Health's (NIH) social media accounts were limited public forums because use of the accounts was limited to discussion of certain subjects; however, the NIH violated the First Amendment when it filtered out comments based on the plaintiff's viewpoints). Consider that school districts are different than federal government agencies and must ensure other duties to students, e.g., safety and security, which may require excluding certain comments from the district's social media accounts. **Issue 117, October 2024**

PRESSPlus 3. For training resources, see [www.iasb.com/conference-training-and-events/training/workshops/reflecting-on-communication-and-community-engagemel/](http://www.iasb.com/conference-training-and-events/training/workshops/reflecting-on-communication-and-community-engagemel/) and [www.iasb.com/about-us/publications/journal/2022-illinois-school-board-journal/september-october-2022/engaging-with-the-community-%C2%A0a-time-to-reflect-and/](http://www.iasb.com/about-us/publications/journal/2022-illinois-school-board-journal/september-october-2022/engaging-with-the-community-%C2%A0a-time-to-reflect-and/) **Issue 117, October 2024**

PRESSPlus 4. These statements are based on IASB's *Foundational Principles of Effective Governance*, principle #2, "The board connects with the community." The first sentence applies the definition of community engagement to a board and its school district. See [www.iasb.com/conference-training-and-events/training/training-resources/foundational-principles-of-effective-governance/](http://www.iasb.com/conference-training-and-events/training/training-resources/foundational-principles-of-effective-governance/). **Issue 117, October 2024**



**FOR DISCUSSION**

**Lisle Community Unit School District 202  
Board of Education Meeting  
November 25, 2024**

**SUBJECT:** Freedom of Information Act Request

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

- 1) Bry Ember

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

From: **Bry Ember** <[bry.ember@yahoo.com](mailto:bry.ember@yahoo.com)>  
Date: Thu, Nov 14, 2024 at 9:58 AM  
Subject: FOIA  
To: [dwilkinson@lisle202.org](mailto:dwilkinson@lisle202.org) <[dwilkinson@lisle202.org](mailto:dwilkinson@lisle202.org)>

Hello ,

As part of the Illinois Freedom of Information Act, I am requesting the following information for all multifunction copiers within your district. I appreciate your help. :) My contact info is listed below. Thanks again...

Current Multifunction and Production Copiers lease agreement and terms and conditions.

Current Multifunction Copier and Production Copier maintenance agreement and terms and conditions.

**This is a Commercial Request.** Thank you again for your help. I appreciate it.

Regards,

Bry

[Bry.ember@yahoo.com](mailto:Bry.ember@yahoo.com)

SUPERINTENDENT'S REPORT



# LISLE 2022

COMMUNITY UNIT SCHOOL DISTRICT

**November 2024**

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## **Lisle Elementary School**

### **Student Council**

We are thankful for the generous donations from our LES families who supported this year's Thanksgiving Food Drive. Our Student Council was busy packing all the donations benefitting the Lisle Township Food Pantry.

Our Student Council partnered with the Lisle Township to sponsor a holiday gift drive. Each classroom is assigned a different child to sponsor and purchase gifts for this holiday season.

### **Multi-Tiered System of Support Data Review Mid-Point Meetings**

Our staff is reviewing students' progress in receiving interventions through our Multi-Tiered System of Support process. The team will review progress monitoring data, discuss the results, and determine next steps for each student. Now that we have a trimester behind us, the team will discuss the progress of students who have been referred for additional supports.

## **Lisle Junior High School**

### **Veterans Day Celebrations**

This year we were honored to have Captain Mir Ali, parent of one of our students, spend the morning sharing his experiences in the military. Our students heard about his time in Afghanistan, and the school experiences for the children in the area he served, and had the opportunity to ask questions about his military service, rank, and more. We thank Captain Ali for spending with our students!

In addition, our school held the Annual Veterans Day Concert on Monday, November 11th in the auditorium to honor those who have served our country. This event is always one of the highlights of the year. Along with the concert, Ms. Miller and the LJHS PRIDE Team set up a Wall of Honor display showing the veterans who have connections to our learning community.

### **LHS Introduction to Education Students Visit**

We were pleased to welcome the LHS Introduction to Education students to our classrooms. Students had the opportunity to meet with our classroom teachers, participate in classroom activities, and ask questions about being a teacher. The time the high school students spent with our staff and in our classrooms helped to fulfill the observation hours required to earn dual-credit for this course.

# **Lisle High School**

## **Professional Development**

During the November 4th Institute Day, our staff started the day with engaging team-building activities, fostering camaraderie and collaboration. Following this, we delved into their building goal of developing our students as independent learners by looking at a crucial topic: building student self-efficacy through our daily language. This session was led by three of our department heads and provided valuable insights and practical strategies for empowering our students through the words we use on a daily basis.

After the morning session, our staff members had the opportunity to attend either a preACT Data Analysis or an AP Teacher Collaboration workshop. Both sessions were again led by department heads and provided valuable professional development.

The afternoon was dedicated to articulation meetings between the high school and junior high staff, allowing for productive discussions and collaborative planning. This articulation was well-received and much-needed.

## **Veterans Day**

LHS students and staff once again participated in the CHAD 1000, a Veterans Day tribute and fundraiser organized by our Youth in Government Club. This event raises awareness and funds for Veterans' mental health initiatives, aligning with our commitment to supporting our community.

We also held our annual Veterans Day Assembly, where we honored all Veterans, particularly our fallen Lisle alumni, and students with family members in the Armed Forces. This year, we were especially touched by senior Emily Gonzalez's tribute to her sister, Lisle alumna Nathalia Gonzalez, who serves in the United States Navy, and her brother-in-law Chris, who serves in the United States Marines.

## **Activities & Athletics**

While our athletic teams wrapped up their fall seasons last month as did our marching band, many LHS activities have ramped up this month. The Illinois Central 8 Choral Festival (hosted by Peotone High School) and Art Workshop (hosted by Reed Custer High School) were held this month in which 18 (15 choir and 3 art) LHS students participated. Here at Lisle, the cast and crew of this year's fall play put on a wonderful presentation of the classic, *Little Women*, and our choral program held its fall concert. Also, eighteen students will visit the Technology Center of DuPage for the annual "Explore Day" on December 5th to learn more about the programs offered. This [LINK](#) includes the Career Pathways currently offered through TCD.

# **District**

## **Bilingual Parent Night**

This year, our Bilingual Parent Advisory Committee has expanded to include both Lisle Elementary School and Lisle Junior High School because both schools meet the threshold of Spanish-speaking families. We were pleased to welcome approximately 30 of our bilingual parents to the first Bilingual Parent Night of this school year where they learned about updates to the ELL and bilingual programs.