Thornton Fractional
HIGH SCHOOL DISTRICT 215
BURNHAM • CALUMET CITY • LANSING • LYNWOOD

August 12, 2026
Special Board of Education Meeting

Immediately following Committee of the Whole Meeting
Thornton Fractional Center for Academics & Technology
1605 Wentworth Ave.
Calumet City, IL 60409

1. **Call to Order/Roll call**
2. **Public Comment**
3. **Closed Session to discuss appointment, employment, compensation, discipline, performance, or dismissal of specific employee(s), specific independent contractors, specific volunteers, or District legal counsel**
4. **Approve Personnel Report**
5. Approve Tentative Fiscal Year 2026-2027 Annual Budget for display and set Public Hearing Date
6. Approve Tiera Patterson as the 2026-2027 ISC4 & Student Advocate Position
7. Approve Socorro Evans as TF North 2026-2027 Family Liaison
8. Approve Tonya Reed TF North 2026-2027 Family Liaison
9. Approve Darvel Stinson 2026-2027 TF South Family Liaison contract
10. Approve Hall Duty Supervisors & Student Safety Monitors Letter of Agreement with Local 683
11. Approve Autonomous Instructional Preparation Time Letter of Agreement with Local 683
12. Approve Common Planning Periods Letter of Agreement with Local 683
13. Approve Union Business Letter of Agreement with Local 683
14. **Adjourn**

PERSONNEL REPORT
AUGUST 12, 2026

1. It is recommended that the Board of Education accept the **resignation** of **Stephanie Anderson-Bell,** Special Education Paraprofessional at T.F. North, effective May 29, 2026.

2. It is recommended that the Board of Education accept the **resignation** of **Jerome Grooms,** Custodian at T.F. North, effective July 31, 2026.

3. It is recommended that the Board of Education accept the **resignation** of **Abibatu Mogaji,** Custodian at T.F. South, effective August 19, 2026.

4. It is recommended that the Board of Education approve the **dismissal** of **Brandon Story,** Deans' Assistant at T.F. North, as discussed in closed session.

5. It is recommended that the Board of Education **rescind** the **employment** of **Tyler Smith** as an Art Teacher at T.F. North, effective for the 2026-2027 school term.

6. It is recommended that the Board of Education approve the **reemployment** of **Lourdes Angel** as a Special Education Paraprofessional at T.F. South, effective August 11, 2026.

7. It is recommended that the Board of Education approve the **employment** of **Elizabeth Eweka** as a Special Education Teacher at T.F. North, effective for the 2026-2027 school term.

8. It is recommended that the Board of Education approve the **employment** of **Thomas Kotel** as a Science Paraprofessional at T.F. South, effective August 11, 2026**.**

9. It is recommended that the Board of Education approve the **reemployment** of **Malachi Peterson** as a Deans' Assistant at T.F. North, effective August 11, 2026.

10. It is recommended that the Board of Education approve the **employment** of **Sandra Porter** as a Social Worker at T.F. Center, effective for the 2026-2027 school term.

11. It is recommended that the Board of Education approve the **employment** of **LaShawn Steed** as a Special Education Paraprofessional at T.F. South, effective August 11, 2026**.**

12. It is recommended that the Board of Education approve the **employment** of **Allyson Yucuis** as an Art Teacher at T.F. North, effective for the 2026-2027 school term.

13. It is recommended that the Board of Education approve the **reassignment** of **Maria Alba** from Bookstore Manager at T.F. North to T.F. South, effective August 20, 2026.

14. It is recommended that the Board of Education approve the **reassignment** of **Jennifer Gillespie** from Special Education Teacher at T.F. North to Dean at T.F. South, effective for the 2026-2027 school term.

15. It is recommended that the Board of Education approve the **reassignment** of **Isiah Hadnott**, from Maintenance Worker to Custodian at T.F North, effective August 13, 2026.

16. It is recommended that the Board of Education approve **intermittent FMLA leave** for **Tajmar Carter,** Social Worker at T.F. North, effective for the 2026-2027 school term.

17. It is recommended that the Board of Education approve **intermittent FMLA leave** for **Julie Drewno,** 10-month Administrative Assistant for Building Control at T.F. South, effective for the 2026-2027 school term.

18. It is recommended that the Board of Education approve **intermittent FMLA leave** for **John Haney,** Music Teacher at T.F. South, effective for the 2026-2027 school term.

19. It is recommended that the Board of Education approve **intermittent FMLA leave** for **Stephanie Kuchenbecker,** Dean's Assistant at T.F. North, effective for the 2026-2027 school term.

20. It is recommended that the Board of Education approve **intermittent FMLA leave** for **James Neely,** Attendance Support Clerk at T.F. South, effective for the 2026-2027 school term.

21. It is recommended that the Board of Education approve the following **extra-curricular releases and appointments** for the 2026-2027 school term:

    Releases**:**
    Jamie Brandon, *Boys' Basketball Assistant Coach*, T.F. North
    DeAndre Lowery, *Boys' Basketball Assistant Coach*, T.F. North
    Jason Warren, *Boys' Basketball Assistant Coach*, T.F. North

    Appointments:
    Jermaine Bulie*, Assistant Athletic Director (Fall),* T.F. North
    Cantrell Davis, *Football Assistant Coach,* T.F. North
    Larry Haskell, *Football Assistant Coach,* T.F. North.

22. It is recommended that the Board of Education approve the following **Student Worker** at T.F. South for the 2026-2027 school term: **Rachel Odusanya**.

23. It is recommended that the Board of Education approve the following **Volunteers** for 2026-2027: **Natalia Cortez**.

Thornton Fractional
HIGH SCHOOL DISTRICT 215
BURNHAM • CALUMET CITY • LANSING • LYNWOOD

MEMORANDUM

Date: Wednesday, August 12, 2026
To: Ray Williams, Superintendent, & Board of Education
From: Dr. John O'Rourke, Assistant Superintendent of Student Services
Subject: ISC4 & Student Advocate Position for 26-27

Recommended Action:

Approve Ms. Tiera Patterson as the ISC4 Student Advocate for the 26-27 school year at the Thornton Fractional North campus.

Background:

The South Cook Student Advocacy Program empowers students in Grades 4–12 to overcome barriers and thrive academically, socially, and emotionally. Through consistent care and tailored supports, we help each student cultivate their unique potential.

Program Goals:

- Equip students with the essential skills to take ownership of their learning and effectively advocate
- for their needs
- Provide a trusted adult and help provide psychological safety in the school setting
- Guide students in setting clear, actionable goals and
- Provide the support necessary for them to successfully complete their education
- Help students increase attendance at school

Funding source:

Student advocate will be funded by a grant received from ISC4 which covers $71,200.00 salary typically incurred by the district in the first year of implementation.

Attachment:

South Cook Student Advocacy Program Informational documentation.

South Cook Student Advocacy Program

Year One Cost for a New Student Advocate

Salaries and Benefits - $62,000 ($124,000)
General supplies - $1,000 ($2,000)
Student incentives - $1,000 ($2,000)
Family outreach - $1,000 ($2000)
Staff travel - $200 ($400)
Student travel - $100 ($200)
Professional learning - $1,000 ($2,000)
Tech - $1,200 ($2,400)
Printing - $100 ($200)
Postage - $100 ($200)
Admin Fee - $3,500 ($3,500)

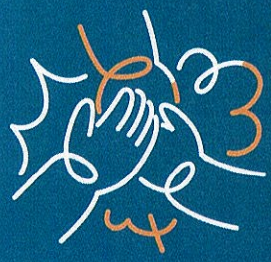
Total - one advocate = $71,200

Total - two advocates = $138,900

District funds year one, and the program budget is then sustained each year using EBF dollars for students enrolled in the program.

South Cook Student Advocacy Program

SOUTH COOK ADVOCACY PROGRAM
Rooted for Success



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Core Areas of Support

Social Emotional Development

Peer Relationships

Academic Learning

Classroom Behavior

Regular School & Class Attendance

2025-2026 School Year
Served 12 districts, 18 schools
22 student advocates
567 students served
25,408 check-ins with students

Support & Communication

Advocates maintain a caseload of 25 to 32 students, with whom they develop a comprehensive Student Success Plan (SSP) in collaboration with building administration, staff, families, and students. This plan strategically aligns with and tracks the student's specific goals.

Want to Learn More About our Program?

Dr. Jaime Herron- Assistant Executive Director
jherron@s-cook.org

Beth Cullotta- Advocacy Program Coordinator
bcullotta@s-cook.org

708-754-6600
www.s-cook.org

South Cook Student Advocacy Program

HOW CAN YOUR DISTRICT GET STARTED?

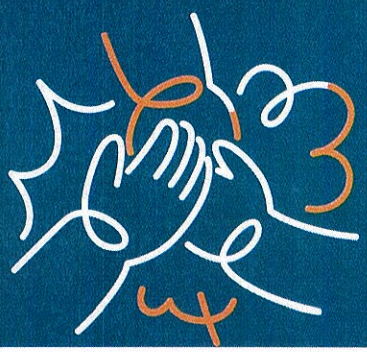
- Schedule an introductory meeting with Beth Cullotta and Jaime Herron to learn more about the Student Advocacy Program and discuss your district's needs.

- Complete and return the signed Intergovernmental Agreement (IGA) for the Student Advocacy Program.

- Take advantage of the upfront cost for districts in Year 1 for each advocate

- Participate in collaborative interviews for Student Advocates to ensure the selected advocate is the best possible fit for your school community.

- Prior to the advocate's start date, building administration will work in partnership with South Cook to confirm a dedicated space for the advocate and to align student referral and support processes with the unique needs of your district.



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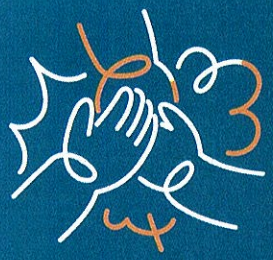

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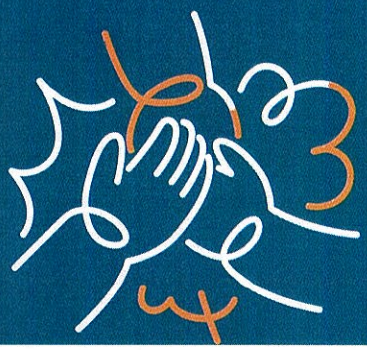

Student Advocate Program: Who We Serve

We support students in **grades 4-12** who have needs in at least one of the following areas: **attendance, academics, behavior, and social-emotional development.**

- **Attendance:** Students who are chronically absent or truant, consistently tardy to school or class, or have a documented history of attendance challenges.
- **Academic:** Students who are at risk of academic failure in all or specific classes.
- **Behavior:** Students with a significant number of behavior referrals, detentions, or suspensions, including those returning from in-school/out-of-school suspension and/or alternative placement.
- **Social-Emotional:** Students who experience difficulties with emotion regulation, conflict resolution, peer relationships, or executive-functioning skills.

Our Student Advocates work one-on-one with students to identify the underlying causes of their challenges. Together with staff and parents/guardians, they develop a Student Success Plan tailored to the individual. The plan includes specific goals aimed at building skills that support growth and improvement in the identified area of need.

SOUTH COOK
INTERMEDIATE SERVICE CENTER

Thornton Fractional
HIGH SCHOOL DISTRICT 215
BURNHAM • CALUMET CITY • LANSING • LYNWOOD

MEMORANDUM

Date: 08/12/2026
To: Mr. Ray Williams, Superintendent/Board of Education
From: Brian Rucinski
Subject: Family Liaisons

Recommended Action

I would like to recommend that the Board of Education approve the contracts for Socorro Evans and Tonya Reed to serve as Family Liaisons for the 2026-27 school year.

Background

Community relations, communications, and outreach are a vital aspect of successful schools. Our Family Liaison's will also work to increase our response rates in the 5Essentials survey.

Funding source if applicable:

Attachment ***(if needed)***

Docusign Envelope ID: 91661AA5-D91E-4A73-81C5-EF05CAC04830

Consultants/Vendors must not provide services without an approved purchase order.

AUTHORIZATION FOR CONSULTANT / VENDOR SERVICES
Superintendent / Board approval required for services **$1,000 or over**.
Principal / Director of Finance approval required for one-time services **under $1,000.**

Requested by: Brian Rucinski	**Title/Department:** Principal
Campus: TF North	

Consultant/Vendor Name: Socorro Evans

Address: 891 Buffalo Ave, Calumet City, IL

Phone: 708-275-8505

Email: sevans@tfd215.org

Service to be performed: Family Liaison services at TF North for the 2026-27 as outlined in the attached contract.

Date of Service: August 2026 through May 2027

Estimated Hours: 400

Rate of Pay: 20

Total contract amount (not to exceed): $ 8000.00

PLEASE ATTACH CONTRACT FOR BOARD / SUPERINTENDENT APPROVAL ($1,000 OR OVER)

PLEASE ATTACH INVOICE FOR PRINCIPAL/DIRECTOR OF FINANCE (UNDER $1,000)

WILL VENDOR BE IN DIRECT CONTACT WITH STUDENTS? *Yes* [X] *No* [ ]

IF YES, THEN THE VENDOR MUST BE FINGERPRINTED BY HUMAN RESOURCES PRIOR TO THE DATE OF SERVICE. HAVE THE VENDOR CONTACT HR AT 708-585-2310.

ALL CONSULTANTS MUST HAVE A COMPLETED W-9 FORM TO BE PAID BY DISTRICT 215.(SEND TO BUSINESS OFFICE)

REQUIRED SIGNATURES:

DocuSigned by: Socorro Evans 44E397902708467...	07-22-2026 | 7:43 AM PDT	Signed by: April Jerger 4EB49675D0C04BE...	07-22-2026 | 9:21 PM CDT
CONSULTANT/VENDOR SIGNATURE	**DATE**	**HR SIGNATURE**	**DATE**
DocuSigned by: Brian Rucinski 7DA9426C18AF4B3...	07-22-2026 | 7:51 AM PDT	Signed by: Danika McMillian 61CD0D49C7634A9...	07-24-2026 | 11:10 AM CD
PRINCIPAL SIGNATURE	**DATE**	**DIRECTOR OF FINANCE SIGNATURE**	**DATE**
Signed by: Raymond Williams E1B77C634FB64B9...	07-28-2026 | 7:38 AM PDT		
SUPERINTENDENT APPROVAL	**DATE**	**BOARD OF EDUCATION APPROVAL**	**DATE**

Docusign Envelope ID: 91661AA5-D91E-4A73-81C5-EF05CAC04830

Thornton Fractional
SCHOOL DISTRICT 215

Parent/Family Liaison Contractual Agreement 2026-2027

Summary: Under the supervision of the principal and/or designee, the Family Liaison will work to increase and improve parent/family and community involvement at TF North/TF South High School. The liaison will support families, teachers, and community participants in their efforts to assist students in achieving educational excellence and bridge the gap between home, school and community.

Term of Service: The contract for the liaison may be renewed by the Principal for a maximum of 3 years before the position must be reposted to allow new candidates to apply.

Terms of Contract

Only expenses allowed under Title I Federal regulations can be used to assist the liaisons in meeting their goals.

Under Title I Federal regulations, allowable expenses for parent and family engagement include:

- Parent and family engagement coordinator
- Parent university
- Guest speakers for family night events
- Light refreshments
- Activities and supplies for parent and family engagement **activities**

Activities that the liaison might perform for compensation on the campuses include:

- Hosting a session and/or assisting with parent meetings for the campuses (ex. freshman orientation, open house)
- Serving on teams or committees that require parental input (Consolidated District Plan, Student handbook review, Title I Parent Advisory, Parent-Teacher Advisory, Bilingual Parent Advisory, etc.)
- Soliciting parent feedback through phone calls, surveys, in-person meetings
- Planning parent workshops, meetings, events as needed by the campuses
- Other activities as pre-approved by the Principal during monthly check-ins

Docusign Envelope ID: 91661AA5-D91E-4A73-81C5-EF05CAC04830

Under Title I Federal regulations, non-allowable expenses for parent and family engagement include:

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- Ceremonies, banquets, and celebrations
- Raffles, door prizes, incentives, promotional items
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Activities that would not qualify for compensation include:

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- Creating a bulletin board for a department at the school (ie- anti-bullying, student accomplishments, etc.)

This list is not an exhaustive list. Please be sure to review anticipated activities/expenses during your monthly administrator meeting ahead of completing them to ensure they align with allowable expenses.

A parent liaison should NOT use their personal credit card/money, etc. to purchase items for reimbursement. Any supplies or purchases that are approved by the Principal must be made with a District p-card and must be purchased within the local budget unless the Principal receives prior approval to pay for it with Title I funds.

Essential Functions and Performance Responsibilities:

- Liaisons will play a key role in meeting Consolidated District Goal 4 as outlined below.
- Liaisons will serve on designated committees and/or teams
- Liaisons will provide input and gather input from parents for District plans and initiatives (ex.- Title I plan, Consolidated District Plan, Student handbook, etc.)
- Liaisons will attend, plan, assist with and/or host sessions and workshops.
- Liaisons will solicit feedback from parents and the community.
- Liaisons will meet monthly with Principals or designated administrator(s) to review progress for Consolidated District Goal 4 and to plan for future activities/responsibilities.

Consolidated District Plan Goal 4: School-Community Partnerships

District 215 will strengthen school–community partnerships by hosting at least 12 purposeful engagement events throughout the year, designed to increase meaningful participation from students, families, and community members. Success will be measured by meeting the following criteria: a) Ten percent of families attend an event during the school year. b) Twenty percent or more parents participate in the Five Essentials Survey.

Reports to: District 215 administrator(s)

Thornton Fractional North/South High School designated administrator(s)

Docusign Envelope ID: 91661AA5-D91E-4A73-81C5-EF05CAC04830

Compensation for services:

$20 per hour for up to 10 hours per week from the months of August-May not to exceed 400 hours per school year. Time sheets must be submitted to the office of the the Assistant Superintendent of Teaching and Learning according to this schedule:

- 1st week in September for work completed in August
- 1st week in October for work completed in September
- 1st week in November for work completed in October
- 1st week in December for work completed in November
- 1st week in January for work completed in December
- 1st week in February for work completed in January
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- 1st week in April for work completed in March
- 1st week in May for work completed in April
- 1st week in June for work completed in May

Sergio Egas _____ 7/21/26 _____

Signature of Liaison Date

_____ 7/21/26 _____

Signature of Principal Date

Docusign Envelope ID: 91661AA5-D91E-4A73-81C5-EF05CAC04830

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Docusign Envelope ID: EC8037C2-DFE8-4038-8198-9F85826C3078

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Superintendent / Board approval required for services **$1,000 or over**.
Principal / Director of Finance approval required for one-time services **under $1,000.**

Requested by: Brian Rucinski	**Title/Department:** Principal
Campus: TF North	

Consultant/Vendor Name: Tonya Reed

Address: 1305 Buffalo Ave, Calumet City, IL

Phone: 708-862-2762

Email: tlreed314@yahoo.com

Service to be performed: Duties as Family Liaison for the 2026-27 school year as outlined in the attached contract.

Date of Service: August 2026 through May 2027

Estimated Hours: 400

Rate of Pay: 20

Total contract amount (not to exceed): $ 8000

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Signed by: Tonya Reed 4650667889AF407...	07-22-2026 | 7:55 AM PDT	Signed by: April Jerger 4EB49675D0C04BE...	07-22-2026 | 9:21 PM CDT
CONSULTANT/VENDOR SIGNATURE	**DATE**	**HR SIGNATURE**	**DATE**
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Signed by: Raymond Williams E1B77C634FB64B9...	07-28-2026 | 7:39 AM PDT		
SUPERINTENDENT APPROVAL	**DATE**	**BOARD OF EDUCATION APPROVAL**	**DATE**

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- 1st week in May for work completed in April
- 1st week in June for work completed in May

Signature of Liaison — Date 7/21/26

Signature of Principal — Date 7/21/26

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Thornton Fractional
HIGH SCHOOL DISTRICT 215
BURNHAM • CALUMET CITY • LANSING • LYNWOOD

MEMORANDUM

Date: 08/05/2026
To: Mr. Ray Williams, Superintendent/Board of Education
From: James Thurman
Subject: Family Liaisons

Recommended Action

I would like to recommend that the Board of Education approve the contracts for Darvel Stinson to serve as Family Liaisons for the 2026-27 school year.

Background

Community relations, communications, and outreach are a vital aspect of successful schools. Our Family Liaison's will also work to increase our response rates in the 5Essentials survey.

Funding source if applicable:

Attachment ***(if needed)***

Consultants/Vendors must not provide goods or services without an approved purchase order.

AUTHORIZATION FOR CONSULTANT / VENDOR SERVICES
Superintendent / Board approval required for services **$1,000 or over**.
Principal / Director of Finance approval required for one time services **under $1,000.**

Requested by: Nicole Moore	**Title/Department:** Main Office
Requisition Number: 001	**Campus:** TF South
Vendor Name: Darvel Stinson ***Address:*** 17509 Lorenz Ave. Lansing, Il 60438 ***Phone:*** 773-671-7952 ***Email:*** dstinson@tfd215.org	***Name, phone and email of person(s) performing the service, if different than vendor:***

Service to be performed: Family Liaison services for TF South for the 2026-2027 school year, including monthly family meetings.

Agreed length of service / estimated hours/rate of pay:
$20. 00 per hour for up to 10 hours per week from the months of August - May not to exceed 400 hours per school year.

Total contract amount (not to exceed): 8,000

IF APPLICABLE, ATTACH CONTRACT FOR BOARD / SUPERINTENDENT APPROVAL (OVER $1,000)

WILL VENDOR BE IN DIRECT CONTACT WITH STUDENTS? *Yes* [X] *No* [ ]
IF YES, THEN THE VENDOR MUST BE FINGERPRINTED BY HUMAN RESOURCES PRIOR TO THE START DATE. HAVE THE VENDOR CONTACT HR AT 708-585-2310.
ALL CONSULTANTS MUST HAVE A COMPLETED W-9 ATTACHED TO THE REQUISITION BEFORE SUBMITTING THIS FORM.

REQUIRED SIGNATURES:

ARE YOU EMPLOYED IN A TRS POSITION AT ANOTHER DISTRICT? *Yes* [ ] *No* [X]

Darvel Stinson *CONSULTANT / VENDOR*	Signed by: [signature] 2A0F9C9D838544E... *CONSULTANT / VENDOR SIGNATURE*	07-23-2026 | 4:34 PM CDT *DATE*
DocuSigned by: Nicole Moore 0E4152637DFB4CC... *REQUESTER SIGNATURE*	07-23-2026 | 1:03 PM CDT *DATE*	Signed by: April Jerger 4EB49675D0C04BE... HR SIGNATURE 07-23-2026 | 6:17 PM DATE
Signed by: James Thurman 129ED3162F424A5... *PRINCIPAL SIGNATURE*	07-23-2026 | 4:41 PM CDT *DATE*	Signed by: Tamika McMillian 61CD0D49C7634A9... BUSINESS OFFICE SIGNATURE 07-24-2026 | 12:57 PM DATE
Signed by: Ray Williams E1B77C634FB64B9... *SUPERINTENDENT APPROVAL*	07-28-2026 | 7:36 AM PDT *DATE*	BOARD OF EDUCATION APPROVAL DATE

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Thornton Fractional
SCHOOL DISTRICT 215

Parent/Family Liaison Contractual Agreement 2026-2027

Summary: Under the supervision of the principal and/or designee, the Family Liaison will work to increase and improve parent/family and community involvement at TF North/TF South High School. The liaison will support families, teachers, and community participants in their efforts to assist students in achieving educational excellence and bridge the gap between home, school and community.

Term of Service: The contract for the liaison may be renewed by the Principal for a maximum of 3 years before the position must be reposted to allow new candidates to apply.

Terms of Contract

Only expenses allowed under Title I Federal regulations can be used to assist the liaisons in meeting their goals.

Under Title I Federal regulations, allowable expenses for parent and family engagement include:

- Parent and family engagement coordinator
- Parent university
- Guest speakers for family night events
- Light refreshments
- Activities and supplies for parent and family engagement **activities**

Activities that the liaison might perform for compensation on the campuses include:

- Hosting a session and/or assisting with parent meetings for the campuses (ex. freshman orientation, open house)
- Serving on teams or committees that require parental input (Consolidated District Plan, Student handbook review, Title I Parent Advisory, Parent-Teacher Advisory, Bilingual Parent Advisory, etc.)
- Soliciting parent feedback through phone calls, surveys, in-person meetings
- Planning parent workshops, meetings, events as needed by the campuses
- Other activities as pre-approved by the Principal during monthly check-ins

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Under Title I Federal regulations, <u>non-allowable</u> expenses for parent and family engagement include:

- Food or complete meals for social activities, gatherings, or meetings during non-meal periods (light refreshments are allowable)
- Ceremonies, banquets, and celebrations
- Raffles, door prizes, incentives, promotional items
- Social Events

Activities that would not qualify for compensation include:

- Working sporting/activity events/graduation (ticket taker, supervision, etc.)
- Creating a bulletin board for a department at the school (ie- anti-bullying, student accomplishments, etc.)

This list is not an exhaustive list. Please be sure to review anticipated activities/expenses during your monthly administrator meeting ahead of completing them to ensure they align with allowable expenses.

A parent liaison should NOT use their personal credit card/money, etc. to purchase items for reimbursement. Any supplies or purchases that are approved by the Principal must be made with a District p-card and must be purchased within the local budget unless the Principal receives prior approval to pay for it with Title I funds.

Essential Functions and Performance Responsibilities:

- Liaisons will play a key role in meeting Consolidated District Goal 4 as outlined below.
- Liaisons will serve on designated committees and/or teams
- Liaisons will provide input and gather input from parents for District plans and initiatives (ex.- Title I plan, Consolidated District Plan, Student handbook, etc.)
- Liaisons will attend, plan, assist with and/or host sessions and workshops.
- Liaisons will solicit feedback from parents and the community.
- Liaisons will meet monthly with Principals or designated administrator(s) to review progress for Consolidated District Goal 4 and to plan for future activities/responsibilities.

Consolidated District Plan Goal 4: School-Community Partnerships

District 215 will strengthen school–community partnerships by hosting at least 12 purposeful engagement events throughout the year, designed to increase meaningful participation from students, families, and community members. Success will be measured by meeting the following criteria: a) Ten percent of families attend an event during the school year. b) Twenty percent or more parents participate in the Five Essentials Survey.

Reports to: District 215 administrator(s)

Thornton Fractional North/South High School designated administrator(s)

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Compensation for services:

$20 per hour for up to 10 hours per week from the months of August-May not to exceed 400 hours per school year. Time sheets must be submitted to the office of the the Assistant Superintendent of Teaching and Learning according to this schedule:

- 1st week in September for work completed in August
- 1st week in October for work completed in September
- 1st week in November for work completed in October
- 1st week in December for work completed in November
- 1st week in January for work completed in December
- 1st week in February for work completed in January
- 1st week in March for work completed in February
- 1st week in April for work completed in March
- 1st week in May for work completed in April
- 1st week in June for work completed in May

Signature of Liaison — Date: 7-20-2026

Signature of Principal — Date: 7-20-26

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL 683 AMERICAN FEDERATION OF TEACHERS

HALL DUTY SUPERVISORS & STUDENT SAFETY MONITORS

Whereas the current Agreement states under Appendix B – Extra Duty & Extracurricular Salary Schedules, EXTRA DUTY:

B. The following guidelines are to be followed by administrative personnel only when recommending Hall Duty Supervisors and Student Safety Monitors.

1. *No employee shall hold more than one of these extra duty jobs during any given school year.*
2. *Compensation shall be at the rates listed in Appendix B Extra Duty Assignment Compensation Schedule of this Agreement.*
3. *Employees chosen for these jobs must perform duties in the building where they spend the majority of their workday.*
4. *Every employee is placed on a wheel based on seniority. The wheel is continuously rotated. The rotation begins where it stopped the previous year. Awarding these positions shall be based on district seniority within the building unless the best interests of the school require otherwise, in which case the Superintendent shall convene a meeting with the Union President to explain the basis of the decision. Where the appointment of these positions ends the selection process shall commence in the following year.*
5. *Upon refusal of a position, the employee will remain in his/her/their present position until all others on the list are offered the position. On second refusal, the employee will move to the bottom of the hall duty supervisor/student safety monitor list.*
6. *It is understood that conflicts between extra duty assignments and the regular class schedule shall in no way influence the formation of the teacher's regular class schedule.*

Be it resolved, that the Board of Education and AFT/IFT Local 683 agree that the following language replaces the language above:

B. The following guidelines are to be followed by administrative personnel only when recommending Hall Duty Supervisors and Student Safety Monitors unless the best interests of the school require otherwise, in which case the Superintendent shall convene a meeting with the Union President to explain the basis of the decision.

1. *No employee shall hold more than one of these extra duty jobs during any given school year unless there are not enough qualified applicants to fill all roles.*
2. *Compensation shall be at the rates listed in Appendix B Extra Duty Assignment Compensation Schedule of this Agreement.*

3. *Hall duty supervisors shall be selected from deans within the building based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning. If there are not enough deans to fill the roles, other licensed employees may apply and be recommended.*
4. *Student safety monitors shall be selected based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning. Three separate seniority wheels per campus (one for lunch duty, one for before school, and one for after school) will be employed, and student safety monitors must perform duties in the building where they:*
    a. *Spend the majority of their workday for lunch period assignments.*
    b. *Begin their workday for before school assignments.*
    c. *End their workday for after school assignments.*
5. *First semester student safety monitor opportunities will be posted prior to the start of the school year, and second semester opportunities will be posted prior to winter break. The Superintendent or designee will meet with the Union President to ensure the above listed procedures were followed prior to a recommendation for Board of Education approval.*
6. *It is understood that conflicts between extra duty assignments and the regular class schedule shall in no way influence the formation of the teacher's regular class schedule.*

This letter has been duly approved by each of the parties and has been executed by authorized representatives of AFT/IFT Local 683 and the Board of Education.

Glenn Williams, President (Date)	Joseph H. Stephan III, President (Date)
Board of Education	AFT/IFT Local 683

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL 683 AMERICAN FEDERATION OF TEACHERS

AUTONOMOUS INSTRUCTIONAL PREPARATION TIME

The Board of Education and AFT/IFT Local 683 agree that Article VII, Section E, Clause 5 of the CBA states as follows:

Autonomous instructional preparation time will be provided during the institute day(s) at the start of the school year.

The Board of Education and AFT/IFT Local 683 further agree that the referenced autonomous instructional preparation times in Article VII, Section E, Clause 5 shall include, but not be limited to, classroom setup time. Teachers who are scheduled to teach in multiple classrooms/spaces may coordinate directly with the other teachers scheduled to teach in the same classrooms/spaces.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of AFT/IFT Local 683 and the Board of Education.

Glenn Williams, President (Date)	Joseph H. Stephan III, President (Date)
Board of Education	AFT/IFT Local 683

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL 683 AMERICAN FEDERATION OF TEACHERS

COMMON PLANNING PERIODS

Whereas both parties agree that common planning time contributes to more effective co-teaching and instructional preparation, the Board of Education and AFT/IFT Local 683 agree that the administration shall make every attempt to schedule a common planning period for special education teachers and general education teachers who are assigned to co-teach a primary content area course together. The general education and special education teacher will commit to using this common planning period together.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of AFT/IFT Local 683 and the Board of Education.

Glenn Williams, President (Date)	Joseph H. Stephan III, President (Date)
Board of Education	AFT/IFT Local 683

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL 683 AMERICAN FEDERATION OF TEACHERS

UNION BUSINESS

The Board of Education and AFT/IFT Local 683 agree that Article VII, Section E of the CBA states as follows: *Union Business – The Union President shall be granted one period of release time each school day to attend to bargaining unit members' concerns and work collaboratively with administration to problem solve. Should the Union President be employed as a teacher, an effort shall be made to schedule this release period for first period. The Superintendent, or his/her/their designee will give a 24-hour notice if the periods need to be switched. The Union President agrees to be available to meet with the Superintendent, or his/her/their designee as requested. Furthermore, both parties agree that this release period can be switched with the Union President's planning period. Union officers or their designees shall receive a total of ten (10) days release time per school year for the purpose of attending state conventions or union workshops. A maximum of three (3) people per building per day will be given this release time. The cost of substitutes will be paid by the Union.*

The Board of Education and AFT/IFT Local 683 further agree that the referenced ten (10) days of release time in Article VII, Section L may also be used for time spent for the purpose of conducting union business, including but not limited to, attending AFT or IFT functions, state or local conventions, workshops, trainings, meetings or other activities that support the work of the union.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of AFT/IFT Local 683 and the Board of Education.

Glenn Williams, President (Date)	Joseph H. Stephan III, President (Date)
Board of Education	AFT/IFT Local 683