

AGENDA
MEETING OF THE BOARD OF EDUCATION
Tuesday, June 20, 2023
7:00 P.M.

The Board Meeting for Tuesday, June 20, 2023 will be held at Park View School, Library, 6200 Lake Street, Morton Grove, Illinois 60053.

1. Call to Order
2. Roll Call
3. Pledge of Allegiance
4. Audience to Visitors
5. Approval of Minutes
 - A) Regular Meeting – May, 15, 2023 (page 3)
 - B) Reorganization Meeting – May 15, 2023 (page 11)
6. Approval of Bills
 - A) Deposits to Treasurer – May, 2023
 - B) Accounts Payable – May, 2023
7. Treasurer's/Business Report (page 13)
8. Education Report
9. Special Education Report
10. Superintendent Report
 - Communication from the Association of Illinois School Library Educators
11. Informational Items
 - A) Enrollment Report (page 14)
 - B) Lunchroom Report (page 16)
 - C) FOIA Requests (page 18)
12. Action Items
 - A) Approval of Policies – 2nd reading (page 20)
 - B) Approval of 2023-2024 Staffing Plan (page 57)
 - C) Approval of Resignation – Teacher (page 59)
 - D) Approval of Retirement – Teacher (page 61)
 - E) Approval of Change of Position (page 63)
 - F) Approval of New Hire – Teacher (page 64)

- G) Approval of New Hire – Teacher (page 65)
- H) Approval of New Hire – Teacher (page 66)
- I) Approval of New Hire - Teacher (page 67)
- J) Approval of New Hire - Teacher (page 68)
- K) Approval of New Hire – Teacher (page 69)

13. Old Business

14. New Business

15. Audience to Visitors

16. Adjournment

**MINUTES OF A REGULAR MEETING
OF THE BOARD OF EDUCATION OF
SCHOOL DISTRICT NO. 70
COOK COUNTY, ILLINOIS**

May 15, 2023

The Meeting was called to order at 7:00 p.m. with the following members present:

George Karagozian
Paul Torres
Mark Thannert
Pamela Alper
Kate Pichon
Paul McGivern
Jeremy Wilson

Absent:

None

Erin Majchrowski, Director of Business Services; Matt Condon, Principal; Mark Schwarz, Assistant Principal; Katie McKee, Special Education Coordinator; Alana McCloskey, District Data Manager; Brad Voehringer, Superintendent; and Deirdre Koehler, Board Secretary were in attendance. The following staff member was also in attendance: Tracy Paskiewicz, teacher. The following community members were in attendance: Claudia and Bill Popielarczyk.

Audience

***To
Visitors*** None

***Approval of
Minutes
Regular Mtg
4/17/2023***

Copies of the minutes from the Regular Board of Education Meeting on April 17, 2023 were included in the Board Packet. A motion was made by Member Karagozian and seconded by Member Alper to approve the Minutes of the Regular Meeting on April 17, 2023.

Roll Call: Members Alper, Pichon, Thannert, Torres, McGivern, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Approval of
Deposits***

A motion was made by Member Karagozian and seconded by Member Torres to approve the deposits for the month of April 2023.

Preschool Tuition	\$4,065.30
Student Lunch	\$14,343.75
Adult Lunch	\$33.80
School Fees	\$2,413.85
Rebates and Refunds	\$928.84
TOTAL	\$21,785.54

Roll Call: Members Alper, Pichon, Thannert, McGivern, Torres, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Approval of
Payables***

A motion was made by Member Karzgozian and seconded by Member Torres to approve the payables for the month of April 2023.

Fund 10 – Education	\$1,102,294.79
Fund 20 - O&M	\$54,334.48
Fund 40 – Transportation	\$96,221.76
TOTAL	\$1,252,851.03

Roll Call: Members Alper, Pichon, Thannert, McGivern, Torres, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Treasurer's
And Business
Report***

Mrs. Majchrowski reviewed the Treasurer's Report. Mrs. Majchrowski reported that the transportation contract for this year was a 7% increase from last year. The contract for next year is a 3.75% increase. The student fees will be the same for next year as this year except the heart rate straps are \$1 less due to using a different strap. Lunch prices were calculated using the Paid Lunch Equity tool and will be \$3.55 due to the high CPI. The ESSER III plan is on the website. The district needs to outline how the funds will be spent. The Consolidated District Plan includes information on the district's federal grants, specifically Title I, Title II, and Title IV. The chiller bid went to TEC for \$129,900. This is just for the chiller. The installation still has to be bid.

***Education
Report***

Mr. Condon reported that Park View is a Project Lead The Way (PLTW) Distinguished Program Recipient. PLTW Distinguished Program Recognition celebrates districts and schools committed to helping students own their education by increasing student access, engagement, and achievement in their PLTW programs.

There is a new Warrior Legacy Scholarship. It is a collaboration between the administration and the PTO. The scholarship recipients raised \$6,000 for St. Jude's, completed over 700 community service hours, and raised \$120,000 for running financial literacy workshops for high school students.

The courtyard has been beautified. There was a kindness crew working with Park View middle school classes and elementary "buddy" classes. Students decorated rocks and placed them in the courtyard. The district has plans to use the courtyard as classroom space in the future.

The Park View Student Council raised \$851 for the American Cancer Society. Two 4th grade students approached Mr. Condon with the plan. They sold Squishmallows in a raffle for one week. Mr. Condon reported that the 8th grade graduation will be held on Tuesday, May 30th at 7pm at Niles West High School. Finally, Mr. Condon invited everyone to come to the Park View Retirement Party on Wednesday, May 17th at 12:45pm.

Mr. Schwarz reported that the 5th graders and 8th graders will be going to the Holocaust Museum in Skokie. The 8th graders are going this week and the 5th graders are going next week. The 8th graders are viewing an exhibit about leaving a positive legacy and the 5th graders are viewing an exhibit about being an upstander.

***Special
Education
Report***

Member Alper gave the NTDSE report. The Board has been reorganized and there are some new faces. The contract with the union was ratified and will go through 2026. NTDSE is working on Extended School Year. There is also going to be summer construction. There is a coaching program that helps teachers with behavioral and classroom practices.

***Super-
Intendent
Report***

Mr. Voehringer reported about the new residential developments being proposed to the planning commission and urged the Board to start attending those meetings regularly to represent the district's interests. There is a townhouse development that is being proposed in the TIF district that is estimated to bring about 25 additional students to Park View. That would be a cost of at least \$130,000 a year to the district due to having to add another bus and teacher. The planning commission meets every 3rd Tuesday of the month. Mr. Voehringer suggested that a Board member and/or an administrator go to make the most impact. The Village is also planning to move into a building on Dempster and if they leave the old Grove School, the school district should ask for the building back.

Mr. Voehringer also confirmed that the June Board meeting will be on the 20th due to the holiday on the 19th. He shared that COVID testing is now over at Park View. There were only about 30 students participating. He reminded Board members to inform the district if they plan to attend the annual conference in November. The registration opens on June 5th. The Board also agreed to purchase SuperEval to conduct the superintendent evaluation in the future. The free trial has expired and the cost is \$2,700 for the first year and \$2,500 after that as a subscription. It can also be used down the road for other administrators. The policies that are in the packet as a first reading were changed mostly due to Faith's Law.

***Informational
Items***

***Enrollment
Report***

There were 886 students enrolled as of April 30, 2023.

***Lunch
Report***

There were 5506 lunches sold in April 2023.

***FOIA
Requests***

There were no Freedom of Information Act requests during the period.

***Action
Items***

***Approval
Of
FY24
Transportation
Contract***

A motion was made by Member Karagozian and seconded by Member Wilson to approve the FY24 transportation contract.

Roll Call: Members Alper, Pichon, Thannert, McGivern, Torres, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Approval
Of
Student Fees
For FY24***

A motion was made by Member Karagozian and seconded by Member Thannert to approve the student fees for FY24.

Roll Call: Members Alper, Pichon, Thannert, McGivern, Torres, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Approval
Of
FY24
Salaries
For
Exempt
Employees***

A motion was made by Member Karagozian and seconded by Member Thannert to approve the FY24 salaries for exempt employees.

Roll Call: Members Alper, Pichon, Thannert, McGivern, Torres, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Approval
Of
Resignation***

A motion was made by Member Karagozian and seconded by Member Torres to approve the resignation of Andy Eckhorn-Martinez, teacher, effective June 2, 2023.

Roll Call: Members Alper, Pichon, Thannert, Torres, McGivern, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Approval
Of
Resignation***

A motion was made by Member Karagozian and seconded by Member Alper to approve the resignation of Helen Smith, recess supervisor, effective April 28, 2023.

Roll Call: Members Alper, Pichon, Thannert, Torres, McGivern, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Approval
Of
New Hire***

A motion was made by Member Karagozian and seconded by Member Pichon to approve the hire of Katherine Stief as a School Psychologist for the 2023-2024 school year.

Roll Call: Members Alper, Pichon, Thannert, Torres, McGivern, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Approval
Of
New Hire***

A motion was made by Member Karagozian and seconded by Member McGivern to approve the hire of Vera Ratner as SEL Specialist for the 2023-2024 school year.

Roll Call: Members Alper, Pichon, Thannert, McGivern, Torres, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Approval
Of
New Hire***

A motion was made by Member Karagozian and seconded by Member Thannert to approve the hire of Lauren Robek as a band teacher for the 2023-2024 school year.

Roll Call: Members Alper, Pichon, Thannert, Torres, McGivern, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Approval
Of
New Hire***

A motion was made by Member Karagozian and seconded by Member Alper to approve the hire of Hana Ataya as a recess supervisor effective May 9, 2023.

Roll Call: Members Alper, Pichon, Thannert, McGivern, Torres, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Approval
Of
Revised
Retirement
Date***

A motion was made by Member Karagozian and seconded by Member Wilson to approve the revised retirement date for Jody Shelist at the end of the 2025-2026 school year. This is a one time, non-precedential change.

Roll Call: Members Alper, Pichon, Thannert, McGivern, Torres, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Approval
Of
ESSER
Grant
For FY24***

A motion was made by Member Karagozian and seconded by Member Alper to approve the ESSER grant for FY24.

Roll Call: Members Alper, Pichon, Thannert, McGivern, Torres, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Approval
Of FY24
Consolidated
District Plan***

A motion was made by Member Karagozian and seconded by Member Thannert to approve the FY24 Consolidated District Plan.

Roll Call: Members Alper, Pichon, Thannert, McGivern, Torres, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Approval
Of Bid for
New Chiller***

A motion was made by Member Karagozian and seconded by Member Pichon to approve the awarding the chiller bid to TEC for \$129,900.

Roll Call: Members Alper, Pichon, Thannert, McGivern, Torres, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Appointment
President
Pro Tem***

A motion was made by Member Karagozian and seconded by Member McGivern to appoint Paul Torres as the President Pro Tem for the Special Organization Meeting.

Roll Call: Members Alper, Pichon, Thannert, McGivern, Torres, Wilson, and Karagozian voted aye. Nays none. The motion carried.

***Old
Business*** None

***New
Business*** None

***Audience
To
Visitors*** None

Adjournment At 7:38pm, a motion was made by Member Karagozian and seconded by Member Thannert to adjourn the meeting. All members were in favor.

Approved by:

President

Secretary

**MINUTES OF A REGULAR MEETING
OF THE BOARD OF EDUCATION OF
SCHOOL DISTRICT NO. 70
COOK COUNTY, ILLINOIS**

May 15, 2023

The Meeting was called to order at 7:39p.m. with the following members present:

Mark Thannert
George Karagozian
Pamela Alper
Paul Torres
Kate Pichon
Jeremy Wilson

Members Absent:

None

Erin Majchrowski, Director of Business Services; Matt Condon, Principal; Mark Schwarz, Assistant Principal; Katie McKee, Special Education Coordinator; Alana McCloskey, District Data Manager; Brad Voehringer, Superintendent; and Deirdre Koehler, Board Secretary were in attendance. The following staff member was also in attendance: Tracy Paskiewicz, teacher. The following community member was in attendance: Bill Popielarczyk, Paul McGivern.

***Declare results
Of Board***

Election

The Cook County Clerk, having completed a canvass of all votes cast for Board Member, Morton Grove School District 70, 4-year, hereby certifies the following vote totals:

Claudia Popielarczyk	581	31.51%
Katherine Pichon	569	30.86%
George Karagozian	537	29.12%
Kristey Chalabi	157	8.51%

This election having been certified to me, as 3 to be elected results in Claudia Popielarczyk, Katherine Pichon, and George Karagozian being elected.

***Oath of
Office
Action***

The newly elected board members were administered the oath of office.

Items

Election of President George Karagozian was elected President.

Election of Vice President Paul Torres was elected Vice President.

Board Meeting Dates All meetings will be held the third Monday of the month except for the January and February 2024 meetings which will be held on the third Tuesday of the month. Meetings will begin at 7:00pm.

Committees and Representatives

IASB Representative Member Karagozian (Member Alper alternate) will be the IASB representative.

NTDSE Representative Member Alper (Member Karagozian alternate) will be NTDSE representative.

Facilities Committee Member Torres and Member Popielarczyk will be on the facilities committee.

Policy Committee Member Karagozian and Member Pichon will be on the policy committee.

Finance Committee Member Thannert and Member Wilson will be on the finance committee.

Public Comment None

Adjournment A motion was made by Member Karagozian to adjourn the Board Meeting. All members were in favor. The meeting adjourned at 7:48p.m.

Approved by:

Secretary

President

Treasurer's Report - May 23

	Beg of Year Fund Bal	Rev to Date	Month Exp	Exp to Date	Transfers	Current Fund Bal (22-23)	May Fund Bal (21-22)	End of Year Fund Bal (21-22)
EDUCATION	\$13,915,487	\$13,618,376	\$891,060	\$11,159,525	\$71	\$16,374,409	\$15,372,523	\$13,915,487
STUDENT ACTIVITY	\$22,711	\$42,497	\$9,064	\$46,434		\$18,774	\$21,974	\$22,711
BUILDING	\$1,848,499	\$1,256,940	\$70,987	\$974,939	(\$1,087,625)	\$1,042,875	\$1,922,264	\$1,848,499
BOND & INTEREST	\$277,924	\$360,732	\$250	\$425,075	\$87,625	\$301,206	\$285,467	\$277,924
TRANSPORTATION	\$1,578,557	\$1,297,517	\$107,961	\$861,147		\$2,014,927	\$1,611,657	\$1,578,557
IMRF/SS	\$209,894	\$239,893	\$27,358	\$275,419		\$174,368	\$254,304	\$209,894
CAPITAL PROJECTS	\$392,805	\$58,394	\$0	\$141,409	\$1,000,000	\$1,309,790	\$646,524	\$392,805
WORKING CASH	\$2,315,785	\$127,618	\$0	\$0		\$2,443,403	\$2,304,954	\$2,315,785
TORT IMMUNITY	\$12,790	\$0	\$0	\$12,735	(\$55)	\$0	\$12,735	\$12,790
LIFE SAFETY	\$639	\$9	\$0	\$0		\$648	\$636	\$639
TOTAL	\$20,575,091	\$17,001,976	\$1,106,680	\$13,896,683	\$16	\$23,680,400	\$22,433,038	\$20,575,091

Informational Item A

To: The Board of Education

From: Brad W. Voehringer, Ed. S.

Re: Enrollment Report

Date: June 20, 2023

The enrollment report as of June 2, 2023 is attached.

Number of Students by Teacher and Grade 2022-2023

06/02/2023

Grade	Teacher	Total
K	Cusella AM	16
K	Cusella PM	17
K	Luksa AM	17
K	Luksa PM	18
K	Heymann	9
Kindergarten Total		77
6th Day	75	Prev month 77

Grade	Teacher	Total
3	Faubert	24
3	Hobson	25
3	Starwalt	25
3	Trail	24
3rd Grade Total		98
6th Day	95	Prev month 98

Grade	Teacher	Total
6	Brody	26
6	Levin	26
6	Loizzo	28
6	Schroeder	26
6th Grade Total		106
6th Day	104	Prev month 106

1	Connelly	20
1	Girioni	21
1	Hansen	17
1	Melnick	21
First Grade Total		79
6th Day	75	Prev month 80

4	DiFronzo	24
4	Eckhorn	23
4	Lucci	23
4	Ruklick	22
4th Grade Total		92
6th Day	89	Prev month 93

7	Farbman	24
7	Katz	18
7	Oats	17
7	Pape	22
7	Stankovic	20
7th Grade Total		101
6th Day	98	Prev month 103

2	Botten	23
2	Frake	24
2	Reynolds	22
2	Thanas	23
Second Grade Total		92
6th Day	89	Prev month 92

5	Cogan	23
5	Nolan	23
5	Oles	22
5	Reich	23
5th Grade Total		91
6th Day	87	Prev month 91

8	Mazukelli	21
8	Paskiewicz	21
8	Rice	22
8	Shelist	18
8	Tobey	19
8th Grade Total		101
6th Day	102	Prev month 101

Blended AM	16
Blended PM	17
NTDSE D70 *	10
NTDSE non D70 *	3

Total	
PreK-5	562
6-8	308
PreK-8	870
TOTAL (incl. NTDSE)	883

* not included in classroom totals

Informational Item B

To: The Board of Education
From: Brad W. Voehringer, Ed. S.
Re: Lunchroom Report for 2022-2023
Date: June 20, 2023

Enclosed is the monthly lunchroom report for the 2022-2023 school year.

**MORTON GROVE DISTRICT 70
STUDENT LUNCH COUNT**

STUDENT ENROLLMENT	YEAR	PRICE	AUG/SEP*	OCT	NOV	DEC	JAN	FEB	MARCH	APRIL	MAY/ JUNE
767	01-02	\$ 1.85	8129	5975	5306	4571	5025	5362	4134	4733	4599
779	02-03	\$ 2.00	5034	7392	6647	4005	4546	4069	3846	4578	6047
716	03-04	\$ 2.00	5542	4329	3020	3337	4071	3870	4160	4437	4942
777	04-05	\$ 2.00	6927	5279	4426	3560	4976	4976	4605	5051	5357
765	05-06	\$ 2.00	4834	4792	4370	4323	4724	4443	4334	4616	6283
789	06-07	\$ 2.25	5930	4491	3120	3745	4165	3964	3814	4811	5469
812	07-08	\$ 2.25	6010	6817	5318	4525	5686	5134	4537	6451	7049
819	08-09	\$ 2.35	6792	6509	4251	4156	5827	4870	5070	5846	7472
796	09-10	\$ 2.35	5958	5216	3712	3558	4768	4379	5113	4460	5925
821	10-11	\$ 2.35	5220	4796	3892	2905	4861	4230	3779	4177	6232
832	11-12	\$ 2.50	5786	4531	3955	3977	3533	4948	3398	4281	5037
858	12-13	\$ 2.50	7623	6750	5405	4744	5859	5358	4603	6085	6823
853	13-14	\$ 2.60	5935	6609	4799	4828	4677	5409	4855	5965	7221
857	14-15	\$ 2.65	8189	6522	4189	4535	5140	4884	5169	5923	6909
850	15-16	\$ 2.65	6227	6141	4529	4099	5674	5426	5462	5765	7904
855	16-17	\$ 2.75	6956	4825	4534	4855	4651	5478	4436	5278	7601
860	17-18	\$ 2.85	7556	6910	5639	5232	5586	5773	5778	6783	7180
890	18-19	\$ 2.90	8081	7815	5659	5444	5736	6993	5911	7405	8692
877	19-20	\$ 3.00	8309	7908	5096	5573	6979	7094	3738		
845	20-21	\$ 3.05	1029	2336	1335	814	1368	2700	3004	3034	3425
854	21-22	Free	8072	8014	6410	5404	7760	8234	8249	7660	9017
898	22-23	\$ 3.30	6143	5385	5048	4497	4895	6245	5858	5506	7476
MONTHLY AVERAGES			6376	5879	4575	4213	5023	5175	4721	5374	6508

*Starting in 14-15 the total combines August & September

Informational Item C

To: The Board of Education

From: Brad W. Voehringer, Ed. S.

Re: FOIA Report

Date: June 20, 2023

Guiding Question: What have been the most recent Freedom of Information Act requests since the last report to the Board of Education?

Policy Reference: 2:250 – Access to District’s Public Records.

Description: Included are the most recent FOIA requests. Please know the District has responded appropriately for all requests or is in the process of responding.

REQUEST - received via email on May 10, 2023 from Vince Espi at foia@news.locallabs.com

To whom it may concern,

I am writing to you on behalf of Local Labs, which is an online publication that reports on and informs the citizens of Illinois about their local and state government’s activities.

Please provide the following information:

-Copies of all records (transactions, invoices, etc) and email correspondence with Lurie Children’s Hospital from July 1st 2022 to present day.

Please provide the records in electronic format csv, xlsx, or similar. Preferably transferred via email (you may just respond to this one) or an online file service (such as Dropbox). As a media organization requesting these records primarily for the benefit of the general public, we request that any fees be waived. Thank you for your prompt assistance in providing these records.

Kind regards,

Vince Espi

Local Labs

RESPONSE – Sent via email on May 10, 2023.

RECOMMENDATION – No action is needed from the Board.

Guiding Question: What have been the most recent Freedom of Information Act requests since the last report to the Board of Education?

Policy Reference: 2:250 – Access to District’s Public Records.

Description: Included are the most recent FOIA requests. Please know the District has responded appropriately for all requests or is in the process of responding.

REQUEST - received via email on June 12, 2023 from Vince Espi at foia@prairestatewire.com

To whom it may concern,

I am a news reporter from Prairie State Wire, a media organization committed to providing comprehensive and accurate news coverage on local governmental affairs. I am requesting the following records under the Illinois Freedom of Information Act, 5 ILCS 140, preferably in electronic format:

1. Any contracts or agreements entered into between your school district and vendors providing Diversity, equity, and inclusion (DEI) services from January 1st, 2019, to the present day.
2. Invoices, payment records, or financial documentation related to payments made to DEI vendors during the specified period.
3. Any reports, assessments, or evaluations conducted by DEI vendors, including their findings and recommendations.
4. Communications, including emails, letters, and memos, exchanged between your school district and DEI vendors, discussing the provision of services or any related matters.

As a member of the media, I qualify for media exemptions under FOIA, which entitles me to access certain records for news reporting purposes.

Please let me know if you have any questions,

Vince Espi

Prairie State Wire

RESPONSE – Sent via email on June 13, 2023.

RECOMMENDATION – No action is needed from the Board.

Action Item A

To: The Board of Education

From: Brad W. Voehringer, Ed. S.

Re: Policy Review Second Reading and Approval

Date: June 20, 2023

In May, the Board completed the first reading of the attached policies. These policies were recommended by the PRESS service and were reviewed by the Policy Committee. Also included is a summary of the policies and the potential impact of each.

SUGGESTED MOTION:

I move that the Board of Education approve the recommendations made by the Policy Committee for adoption.

Press Policy Update #111
 March 2023

Policy Number/Name	Update Summary	Recommendation
2:110, Qualification, Term, and Duties of Board Officers	Policy changed to add language requiring a sexual misconduct history review prior to hiring an applicant all in accordance with PA 102-702	Adopt as presented
3:40, Superintendent	Policy updated with minor style change. Footnotes are updated in response to PA 102-702	Adopt as presented
4:60, Purchases and Contracts	As related to PA 102-702 legal references updated to require contractor to perform checks on contractor employees	Adopt as presented
5:30, Hiring Process and Criteria	PA 102-702 requirements added to require district to review of applicants prior to hiring	Adopt as presented
5:90, Abused and Neglected Child Reporting	Policy updated in response to PA 102-702 requiring districts to develop procedures to notify parents if a student is alleged to have engaged in sexual misconduct with an employee or contractor, and requires communication to the State Superintendent	Adopt as presented
5:125, Personal Technology and Social Media; Usage and Conduct	In response to PA 102-702, policy and footnotes updated permitting the State Superintendent to suspend, revoke and license for sexual misconduct	Adopt as presented
5:150, Personnel Records	PA 102-702 updates that requiring a district to share information related to an incident of sexual misconduct to a 3rd party	Adopt as presented
5:170, Copyright	Policy is unchanged, reviewed as part of a 5 year review	Adopt as presented

5:260, Student Teachers	In response to PA 102-702, requiring student teachers to be subject to same process as contractors and staff members regarding sexual misconduct checks and violations	Adopt as presented
6:135, Accelerated Placement Program	ISBE updated their FAQ document which required continuous improvement updates	Adopt as presented
6:230, Library Media Program	Illinois Council of School Attorneys feedback regarding management of library book challenges led to updates	Adopt as presented
8:20, Community Use of School Facilities	Five year review update	Adopt as presented

School Board

Qualifications, Term, and Duties of Board Officers

The School Board officers are: President, Vice President, Secretary, and Treasurer. These officers are elected or appointed by the Board at its organizational meeting.

President

The Board elects a President from its members for a two-year term. The duties of the President are to:

1. Preside at all meetings;
2. Focus the Board meeting agendas on appropriate content;
3. Make all Board committee appointments, unless specifically stated otherwise;
4. Attend and observe any Board committee meeting at his or her discretion;
5. Represent the Board on other boards or agencies;
6. Sign official District documents requiring the President's signature, including Board minutes and Certificate of Tax Levy;
7. Call special meetings of the Board;
8. Serve as the head of the public body for purposes of the Open Meetings Act and Freedom of Information Act;
9. Ensure that a quorum of the Board is physically present at all Board meetings, except as otherwise provided by the Open Meetings Act;
10. Administer the oath of office to new Board members;
11. Serve as or appoint the Board's official spokesperson to the media;
12. Except when the Board President is the subject of a complaint of sexual harassment, a witness, or otherwise conflicted, appoint a qualified outside investigator to conduct an independent review of allegations of sexual harassment made against a Board member by another Board member or elected official; and
13. Ensure that all fingerprint-based criminal history records information checks, screenings, and sexual misconduct related employment history reviews (EHRs) required by State law and policy 5:30, *Hiring Process and Criteria*, are completed for the Superintendent.

The President is permitted to participate in all Board meetings in a manner equal to all other Board members, including the ability to make and second motions.

The Vice President fills a vacancy in the Presidency.

Vice President

The Board elects a Vice President from its members for a two-year term. The Vice President performs the duties of the President if:

1. The office of President is vacant;
2. The President is absent; or
3. The President is unable to perform the office's duties.

A vacancy in the Vice Presidency is filled by a special Board election.

Secretary

The Board elects a Secretary for a two-year term. The Secretary may be, but is not required to be, a Board member. The Secretary may receive reasonable compensation as determined by the Board before appointment. However, if the Secretary is a Board member, the compensation shall not exceed

\$500 per year, as fixed by the Board at least 180 days before the beginning of the term. The duties of the Secretary are to:

1. Keep minutes for all Board meetings, and keep the verbatim record for all closed Board meetings;
2. Mail meeting notification and agenda to news media who have officially requested copies;
3. Keep records of the Board's official acts, and sign them, along with the President, before submitting them to the Treasurer at such times as the Treasurer may require;
4. Report to the Treasurer on or before July 7, annually, such information as the Treasurer is required to include in the Treasurer's report to the Regional Superintendent;
5. Act as the local election official for the District;
6. Arrange public inspection of the budget before adoption;
7. Publish required notices;
8. Sign official District documents requiring the Secretary's signature; and
9. Maintain Board policy and such other official documents as directed by the Board.

The Secretary may delegate some or all of these duties, except when State law prohibits the delegation. The Board appoints a secretary pro tempore, who may or may not be a Board member, if the Secretary is absent from any meeting or refuses to perform the duties of the office. A permanent vacancy in the office of Secretary is filled by special Board election.

Recording Secretary

The Board may appoint a Recording Secretary who is a staff member. The Recording Secretary shall:

1. Assist the Secretary by taking the minutes for all open Board meetings;
2. Assemble Board meeting material and provide it, along with prior meeting minutes, to Board members before the next meeting; and
3. Perform the Secretary's duties, as assigned, except when State law prohibits the delegation.

In addition, the Recording Secretary or Superintendent receives notification from Board members who desire to attend a Board meeting by video or audio means.

Treasurer

The Treasurer of the Board shall be either a member of the Board who serves a one-year term or a non-Board member who serves at the Board's pleasure. A Treasurer who is a Board member may not be compensated. A Treasurer who is not a Board member may be compensated provided it is established before the appointment. The Treasurer must:

1. Be at least 21 years old;
2. Not be a member of the County Board of School Trustees; and
3. Have a financial background or related experience, or 12 credit hours of college-level accounting.

The Treasurer shall:

1. Furnish a bond, which shall be approved by a majority of the full Board;
2. Maintain custody of school funds;
3. Maintain records of school funds and balances;
4. Prepare a monthly reconciliation report for the Superintendent and Board; and
5. Receive, hold, and expend District funds only upon the order of the Board.

A vacancy in the Treasurer's office is filled by Board appointment.

LEGAL REF.: 105 ILCS 5/8-1, 5/8-2, 5/8-3, 5/8-6, 5/8-16, 5/8-17, 5/10-1, 5/10-5, 5/10-7, 5/10-8,
5/10-13, 5/10-13.1, 5/10-14, 5/10-16.5, 5/10-21.9, 5/17-1, 5/21B-85, and 5/22-
94.
5 ILCS 120/7, Open Meetings Act.
5 ILCS 420/4A-106, Ill. Governmental Ethics Act.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:105 (Ethics and Gift Ban), 2:150
(Committees), 2:210 (Organizational School Board Meeting), 2:220 (School
Board Meeting Procedure), 5:30 (Hiring Process and Criteria)

General School Administration

Superintendent

Duties and Authority

The Superintendent is the District's executive officer and is responsible for the administration and management of the District schools in accordance with School Board policies and directives, and State and federal law. District management duties include, without limitation, preparing, submitting, publishing, and posting reports and notifications as required by State and federal law, including the special reporting responsibilities in policy 5:90, *Abused and Neglected Child Reporting*. The Superintendent is authorized to develop administrative procedures and take other action as needed to implement Board policy and otherwise fulfill his or her responsibilities. The Superintendent may delegate to other District staff members the exercise of any powers and the discharge of any duties imposed upon the Superintendent by Board policies or by Board vote. The delegation of power or duty, however, shall not relieve the Superintendent of responsibility for the action that was delegated.

Qualifications

The Superintendent must be of good character and of unquestionable morals and integrity. The Superintendent shall have the experience and the skills necessary to work effectively with the Board, District employees, students, and the community. The Superintendent must have and maintain a Professional Educator License with a superintendent endorsement issued by the Illinois State Educator Preparation and Licensure Board.

Evaluation

The Board will evaluate, at least annually, the Superintendent's performance and effectiveness, using standards and objectives developed by the Superintendent and Board that are consistent with State law, the Board's policies, and the Superintendent's contract. A specific time should be designated for a formal evaluation session with all Board members present. The evaluation should include a discussion of professional strengths as well as performance areas needing improvement.

The Superintendent shall annually present evidence of professional growth through attendance at educational conferences, in-service training, or similar continuing education pursuits.

Compensation and Benefits

The Board and the Superintendent shall enter into an employment agreement that conforms to Board policy and State law. This contract shall govern the employment relationship between the Board and the Superintendent. The terms of the Superintendent's employment agreement, when in conflict with this policy, will control.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-20.47, 5/10-21.4, 5/10-21.9, 5/10-23.8, 5/21B-20, 5/21B-25, 5/24-11, and 5/24A-3.
5 ILCS 120/7.3, Open Meetings Act.
23 Ill.Admin.Code §§1.310, 1.705, and 25.355.

CROSS REF: 2:20 (Powers and Duties of the School Board; Indemnification), 2:130 (Board-Superintendent Relationship), 2:240 (Board Policy Development), 3:10 (Goals and Objectives), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:210 (Resignations), 5:290 (Employment Termination and Suspensions)

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Operational Services

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 School Board 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 outside budget parameters require prior Board approval, except in an emergency.

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 \$25,000 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. 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, 5/10-21.9, 5/10-22.34c, 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), 4:70 (Resource Conservation), 4:150 (Facility Management and Building Programs), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting)

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General Personnel

Hiring Process and Criteria

The District hires the most qualified personnel consistent with budget and staffing requirements and in compliance with School Board policy on equal employment opportunity and minority recruitment. The Superintendent is responsible for recruiting personnel and making hiring recommendations to the Board. If the Superintendent's recommendation is rejected, the Superintendent must submit another. No individual will be employed who has been convicted of a criminal offense listed in 105 ILCS 5/21B-80(c).

All applicants must complete a District application in order to be considered for employment.

Job Descriptions

The Board maintains the Superintendent's job description and directs, through policy, the Superintendent, in his or her charge of the District's administration.

The Superintendent shall develop and maintain a current comprehensive job description for each position or job category; however, a provision in a collective bargaining agreement or individual contract will control in the event of a conflict.

Investigations

The Superintendent or designee shall ensure that a fingerprint-based criminal history records check and a check of the Statewide Sex Offender Database and Violent Offender Against Youth Database is performed on each applicant as required by State law. When the applicant is a successful superintendent candidate who has been offered employment by the Board, the Board President shall ensure that these checks are completed. The Superintendent or designee, or if the applicant is a successful superintendent candidate, then the Board President shall notify an applicant if the applicant is identified in either database. The School Code requires the Board President to keep a conviction record confidential and share it only with the Superintendent, Regional Superintendent, State Superintendent, State Educator Preparation and Licensure Board, any other person necessary to the hiring decision, the Ill. State Police and/or Statewide Sex Offender Database for purposes of clarifying the information, and/or the Teachers' Retirement System of the State of Illinois when required by law. The Board reserves its right to authorize additional background inquiries beyond a fingerprint-based criminal history records check when it deems it appropriate to do so, in accordance with applicable laws.

Each newly hired employee must complete a U.S. Citizenship and Immigration Services Form as required by federal law.

The District retains the right to discharge any employee whose criminal background investigation reveals a conviction for committing or attempting to commit any of the offenses outlined in 105 ILCS 5/21B-80 or who falsifies, or omits facts from, his or her employment application or other employment documents. If an indicated finding of abuse or neglect of a child has been issued by the Ill. Department of Children and Family Services or by a child welfare agency of another jurisdiction for any applicant for student teaching, applicant for employment, or any District employee, then the Board must consider that person's status as a condition of employment.

The Superintendent shall ensure that the District does not engage in any investigation or inquiry prohibited by law and complies with each of the following:

The District uses an applicant's credit history or report from a consumer reporting agency only when a satisfactory credit history is an established bona fide occupational requirement of a particular position.

The District does not screen applicants based on their current or prior wages or salary histories, including benefits or other compensation, by requiring that the wage or salary history satisfy minimum or maximum criteria.

The District does not request or require a wage or salary history as a condition of being considered for employment, being interviewed, continuing to be considered for an offer of employment, an offer of employment, or an offer of compensation.

The District does not request or require an applicant to disclose wage or salary history as a condition of employment.

The District does not ask an applicant or applicant's current or previous employers about wage or salary history, including benefits or other compensation.

The District does not ask an applicant or applicant's previous employers about claim(s) made or benefit(s) received under the Workers' Compensation Act.

The District does not request of an applicant or employee access in any manner to his or her personal online account, such as social networking websites, including a request for passwords to such accounts.

The District provides equal employment opportunities to all persons. See policy 5:10, *Equal Employment Opportunity and Minority Recruitment*.

Sexual Misconduct Related Employment History Review (EHR)

Prior to hiring an applicant for a position involving *direct contact with children or students*, the Superintendent shall ensure that an EHR is performed as required by State law. When the applicant is a superintendent candidate, the Board President shall ensure that the EHR is initiated before a successful superintendent candidate is offered employment by the Board.

Physical Examinations

Each new employee must furnish evidence of physical fitness to perform assigned duties and freedom from communicable disease. The physical fitness examination must be performed by a physician licensed in Illinois, or any other state, to practice medicine and surgery in any of its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations. The employee must have the physical examination performed no more than 90 days before submitting evidence of it to the District.

Any employee may be required to have an additional examination by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations, if the examination is job-related and consistent with business necessity. The Board will pay the expenses of any such examination.

Orientation Program

The District's staff will provide an orientation program for new employees to acquaint them with the District's policies and procedures, the school's rules and regulations, and the responsibilities of their position. Before beginning employment, each employee must sign the *Acknowledgement of Mandated Reporter Status* form as provided in policy 5:90, *Abused and Neglected Child Reporting*.

- LEGAL REF.: 42 U.S.C. §12112, Americans with Disabilities Act; 29 C.F.R. Part 1630.
15 U.S.C. § 1681 et seq., Fair Credit Reporting Act.
8 U.S.C. §1324a et seq., Immigration Reform and Control Act.
105 ILCS 5/10-16.7, 5/10-20.7, 5/10-21.4, 5/10-21.9, 5/10-22.34, 5/10-22.34b,
5/21B-10, 5/21B-80, 5/21B-85, 5/22-6.5, 5/22-94, and 5/24-5.
20 ILCS 2630/3.3, Criminal Identification Act.
820 ILCS 55/, Right to Privacy in the Workplace Act.
820 ILCS 70/, Employee Credit Privacy Act.
Duldulao v. St. Mary of Nazareth Hospital, 136 Ill. App. 3d 763 (1st Dist. 1985),
aff'd in part and remanded 115 Ill.2d 482 (Ill. 1987).
Kaiser v. Dixon, 127 Ill. App. 3d 251 (2nd Dist. 1984).
Molitor v. Chicago Title & Trust Co., 325 Ill. App. 124 (1st Dist. 1945).
- CROSS REF.: 2:260 (Uniform Grievance Procedure), 3:50 (Administrative Personnel Other
Than the Superintendent), 4:60 (Purchases and Contracts), 4:175 (Convicted
Child Sex Offender; Screening; Notifications), 5:10 (Equal Employment
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General Personnel

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. 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 www.report.cybertip.org or 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:

6. 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.
7. Complete mandated reporter training as required by law within three months of initial employment and at least every three years after that date.
8. 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 ANCRA 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 ANCRA, direct or cause the Board to direct the Superintendent or other equivalent school administrator to comply with ANCRA'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 School Board; 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 School Board; 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)

General Personnel

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, Instagram, TikTok, Snapchat, 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, 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 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)

General Personnel

Personnel Records

Maintenance and Access to Records

The Superintendent or designee shall manage the maintenance of personnel records in accordance with State and federal law and School Board policy. Records, as determined by the Superintendent, are retained for all employment applicants, employees, and former employees given the need for the District to document employment-related decisions, evaluate program and staff effectiveness, and comply with government recordkeeping and reporting requirements. Personnel records shall be maintained in the District's administrative office, under the Superintendent's direct supervision.

Access to personnel records is available as follows:

9. An employee will be given access to his or her personnel records according to State law and guidelines developed by the Superintendent.
10. An employee's supervisor or other management employee who has an employment or business-related reason to inspect the record is authorized to have access.
11. Anyone having the respective employee's written consent may have access.
12. Access will be granted to anyone authorized by State or federal law to have access.
13. All other requests for access to personnel information are governed by Board policy 2:250, *Access to District Public Records*.

Prospective Employer Inquiries Concerning a Current or Former Employee's Job Performance

The Superintendent or designee shall manage a process for responding to inquiries by a prospective employer concerning a current or former employee's job performance. The Superintendent shall:

14. Execute the requirements in the Abused and Neglected Child Reporting Act whenever another school district asks for 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 Ill. Dept. of Children and Family Services (DCFS); and
15. Comply with the federal law prohibiting the District from providing a recommendation of employment for an employee, contractor, or agent that District knows, or has probable cause to believe, has engaged in sexual misconduct with a student or minor in violation of the law, but the Superintendent or designee may follow routine procedures regarding the transmission of administrative or personnel files for that employee.
16. Manage the District's responses to employer requests for sexual misconduct related employment history review (EHR) information in accordance with *Faith's Law*.

When requested for information about an employee by an entity other than a prospective employer, the District will only confirm position and employment dates unless the employee has submitted a written request to the Superintendent or designee.

LEGAL REF.: 20 U.S.C. §7926.
105 ILCS 5/22-94.
325 ILCS 5/4, Abused and Neglected Child Reporting Act.
745 ILCS 46/10, Employment Record Disclosure Act.
820 ILCS 40/, Personnel Record Review Act.
23 Ill.Admin.Code §1.660.

CROSS REF.: 2:250 (Access to District Public Records), 5:90 (Abused and Neglected Child Reporting), 7:340 (Student Records)

General Personnel

Copyright

Works Made for Hire

The Superintendent shall manage the development of instructional materials and computer programs by employees during the scope of their employment in accordance with State and federal laws and School Board policies. Whenever an employee is assigned to develop instructional materials and/or computer programs, or otherwise performs such work within the scope of his or her employment, it is assured the District shall be the owner of the copyright.

Copyright Compliance

While staff members may use appropriate supplementary materials, it is each staff member’s responsibility to abide by the District’s copyright compliance procedures and to obey the copyright laws. The District is not responsible for any violations of the copyright laws by its staff or students. A staff member should contact the Superintendent or designee whenever the staff member is uncertain about whether using or copying material complies with the District’s procedures or is permissible under the law, or wants assistance on when and how to obtain proper authorization. No staff member shall, without first obtaining the permission of the Superintendent or designee, install or download any program on a District-owned computer. At no time shall it be necessary for a District staff member to violate copyright laws in order to properly perform his or her duties.

Copyright Infringement; Designation of District Digital Millennium Copyright Act (DMCA) Agent

The employee listed below receives complaints about copyright infringement within the use of the District’s online services. The Superintendent or designee will register this information with the federal Copyright Office as required by federal law.

District DMCA Agent:

Name

Address

Email

Telephone

LEGAL REF.: 17 U.S.C. §101 et seq., Federal Copyright Law of 1976.
105 ILCS 5/10-23.10.

CROSS REF.: 6:235 (Access to Electronic Networks)

Professional Personnel

Student Teachers

The Superintendent is authorized to accept students from university-approved teacher-training programs to do student teaching in the District. No individual who has been convicted of a criminal offense that would subject him or her to license suspension or revocation pursuant to Section 5/21B-80 of the School Code or who has been found to be the perpetrator of sexual or physical abuse of a minor under 18 years of age pursuant to proceedings under Article II of the Juvenile Court Act of 1987 is permitted to student teach.

Before permitting an individual to student teach or begin a required internship in the District, the Superintendent or designee shall ensure that:

1. The District performed a *105 ILCS 5/10-21.9(g) Check* as described below; and
2. The individual furnished evidence of physical fitness to perform assigned duties and freedom from communicable disease pursuant to 105 ILCS 5/24-5.

A *105 ILCS 5/10-21.9(g) Check* shall include:

1. Fingerprint-based checks through (a) the Illinois State Police (ISP) for criminal history records information (CHRI) pursuant to the Uniform Conviction Information Act (20 ILCS 2635/1), and (b) the FBI national crime information databases pursuant to the Adam Walsh Child Protection and Safety Act (P.L. 109-248);
2. A check of the Illinois Sex Offender Registry (see the Sex Offender Community Notification Law (730 ILCS 152/101 *et seq.*); and
3. A check of the Illinois Murderer and Violent Offender Against Youth Registry (Murderer and Violent Offender Against Youth Registration Act (730 ILCS 154/75-105).

The School Code requires each individual student teaching or beginning a required internship to provide the District with written authorization for, and pay the costs of, his or her 105 ILCS 5/10-21.9(g) check (including any applicable vendor's fees). Upon receipt of this authorization and payment, the Superintendent or designee will submit the student teacher's name, sex, race, date of birth, social security number, fingerprint images, and other identifiers, as prescribed by the Ill. State Police (ISP), to the ISP. The Superintendent or designee will provide each student teacher with a copy of his or her report.

Assignment

The Superintendent or designee shall be responsible for coordinating placements of all student teachers within the District. Student teachers should be assigned to supervising teachers whose qualifications are acceptable to the District and the students' respective colleges or universities.

LEGAL REF.: 34 U.S.C. §20901 *et seq.*, Adam Walsh Child Protection and Safety Act, P.L. 109-248.
20 ILCS 2635/1, Uniform Conviction Information Act.
105 ILCS 5/10-21.9, 5/10-22.34, and 5/24-5.

CROSS REF.: 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:190 (Teacher Qualifications)

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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 School 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 a student's parent(s)/guardian(s) of a decision affecting a student's participation in the APP;
3. Assessment processes that include multiple valid, reliable indicators; and
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 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.

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), 6:130 (Program for the Gifted),
7:10 (Equal Educational Opportunities), 7:50 (School Admissions and Student
Transfers To and From Non-District Schools)

Instruction

Library Media Program

The Superintendent or designee shall manage the District's library media program to comply with (1) State law and Ill. State Board of Education (ISBE) rule and (2) the following standards:

1. The program includes an organized collection of resources available to students and staff to supplement classroom instruction, foster reading for pleasure, enhance information literacy, and support research, as appropriate to students of all abilities in the grade levels served.
2. Financial resources for the program's resources and supplies are allocated to meet students' needs.
3. Students in all grades served have equitable access to library media resources.
4. The advice of an individual who is qualified according to ISBE rule is sought regarding the overall direction of the program, including the selection and organization of materials, provision of instruction in information and technology literacy, and structuring the work of library paraprofessionals.
5. Staff members are invited to recommend additions to the collection.
6. Students may freely select resource center materials as well as receive guided selection of materials appropriate to specific, planned learning experiences.
7. The program is guided by the principles of the American Library Association's *Library Bill of Rights* and its interpretation for school libraries.

Parents/guardians, employees, and community members who believe that library media program resources violate rights guaranteed by any law or Board policy may file a complaint using Board policy 2:260, *Uniform Grievance Procedure*.

The Superintendent or designee shall establish criteria consistent with this policy for the review of objections. Parents/guardians, employees, and community members with suggestions or complaints about library media program resources may complete a *Library Media Resource Objection Form*. The Superintendent or designee shall inform the parent/guardian, employee, or community member, as applicable, of the District's decision.

LEGAL REF.: 23 Ill.Admin.Code §1.420(o).

CROSS REF.: 6:60 (Curriculum Content), 6:170 (Title I Programs), 6:210 (Instructional Materials)

Community Relations

Community Use of School Facilities

School facilities are available to community organizations during non-school hours when such use does not: (1) interfere with any school function or affect the safety of students or employees, or (2) affect the property or liability of the School District. The use of school facilities for school purposes has precedence over all other uses. The District reserves the right to cancel previously scheduled use of facilities by community organizations and other groups. The use of school facilities requires the prior approval of the Superintendent or designee and is subject to applicable procedures.

Persons on school premises must abide by the District's conduct rules at all times.

Student groups, school-related organizations, government agencies, and non-profit organizations are granted the use of school facilities at no costs during regularly staffed hours. Fees and costs shall apply during non-regularly staffed hours and to other organizations granted use of facilities at any time. A fee schedule and other terms of use shall be prepared by the Superintendent and be subject to annual approval by the School Board.

- LEGAL REF.: 20 U.S.C. §7905, Boy Scouts of America Equal Access Act.
10 ILCS 5/11-4.1, Election Code.
105 ILCS 5/10-20.41, 5/10-22.10, and 5/29-3.5.
Good News Club v. Milford Central School, 533 U.S. 98 (2001).
Lamb's Chapel v. Center Moriches Union Free School District, 508 U.S. 384 (1993).
Rosenberger v. Rector and Visitors of Univ. of Va., 515 U.S. 819 (1995).
- CROSS REF.: 7:330 (Student Use of Buildings - Equal Access), 8:25 (Advertising and Distributing Materials in Schools Provided by Non-School Related Entities), 8:30 (Visitors to and Conduct on School Property)

Action Item B

To: The Board of Education

From: Brad W. Voehringer, Ed. S.

Re: Proposed Staffing for 2023-2024

Date: June 20, 2023

The proposed level of staffing for the 2023-2024 school year is reflected in the attached chart. The chart reflects a foundational level of staff needed for the school year.

SUGGESTED MOTION:

I move that the Board of Education approve the proposed staffing plan for the 2023-24 school year.

STAFFING PLAN

	17-18 Actual	18-19 Actual	19-20 Actual	20-21 Actual	21-22 Actual	22-23 Actual	23-24 Projected
Student Enrollment	890	917	908	834	836	870	875
Homeroom Teachers	36	39	39	48	39	38	38
Specials/Support	35.8	34	34.9	27.5	32.8	32.7	35.5
Support Staff	30.5	29	27	22	25	26.25	28.5
Total Staff	102.3	102	100.9	97.5	96.8	96.95	102

Action Item C

To: The Board of Education

From: Brad W. Voehringer, Ed.S.

Re: Recommendation to accept teacher resignation

Date: June 20, 2023

Ms. Olivia Hobson has submitted her letter of resignation. Ms. Hobson has been a 3rd grade teacher at Park View since the 2020-2021 school year. She is resigning because she is relocating.

SUGGESTED MOTION:

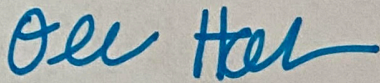
I move that the Board of Education approve the resignation of Olivia Hobson effective June 30th, 2023.

Mr. Brad Voehringer
Superintendent
Morton Grove School District 70

Dear Mr. Brad Voehringer,

It is with mixed emotions that I submit my resignation effective at the end of the 2022-2023 school year. I will be starting a new chapter in California. I would like to thank all of my colleagues at Park View for their collaboration and shared passion. I wish you continued success. Park View will be deeply missed!

Sincerely,

A handwritten signature in blue ink that reads "Olivia Hobson". The signature is written in a cursive style with a long horizontal flourish at the end.

Olivia Hobson

Action Item D

To: The Board of Education

From: Brad W. Voehringer, Ed.S.

Re: Recommendation to accept teacher retirement

Date: June 20, 2023

Mrs. Marika Mammas has submitted her request to retire effective June 2, 2023. Mrs. Mammas has been at Park View since the 2000-2001 school year. For a majority of her time at Park View, Marika has been a reading specialist.

SUGGESTED MOTION:

I move that the Board of Education approve the retirement request for Marika Mammas effective June 2nd, 2023.

MARIKA T. MAMMAS

2503 Happy Hollow Road
Glenview, Illinois 60026

May 19, 2023

Dear Mr. Voehringer,

It is with heartfelt gratitude that I thank our Board of Education, my administrators and my wonderful colleagues for the last 23 years at Park View. I will be tendering my irrevocable letter of retirement; which is to take effect at the end of this 2022/2023 school year.

It has been an incredible journey with an accumulated 38 years. I have been so very fortunate to have had such remarkable administrators here at Park View. The most difficult part for me is leaving so many remarkable people that I've had the pleasure to work with throughout my tenure. The friendships that I've made here at Park View are irreplaceable. The children that I have been fortunate to work with will leave me with heartfelt and lifelong memories, and their wonderful and kind families will never be forgotten.

Thank you again for all the support and guidance you've given me throughout these many years.

Most Sincerely,



Marika Mammias

**Education is for improving the lives of others and for leaving
your community and world better than you found it.**

— Marian Wright

Action Item E

To: The Board of Education

From: Brad W. Voehringer, Ed. S.

Re: Approval of Change of Position

Date: June 20, 2023

Sarah Nelson is recommended to the Board of Education as a third grade teacher. Sarah was a long term substitute and a teacher aide during the 2022-2023 school year. This is a replacement.

SUGGESTED MOTION:

I move that the Board of Education approve the change of position for Sarah Nelson for the 2023-24 school year. She will be paid in accordance with the collective bargaining agreement.

Action Item F

To: The Board of Education

From: Brad W. Voehringer, Ed. S.

Re: Approval of New Hire - Teacher

Date: June 20, 2023

John Lazar is recommended to the Board of Education as a middle school science teacher. This is a one year position to cover a leave of absence. John is a graduate of Niles West High School and earned his degrees from North Park University.

SUGGESTED MOTION:

I move that the Board of Education approve the hiring of John Lazar for the 2023-24 school year. He will be paid in accordance with the collective bargaining agreement.

Action Item G

To: The Board of Education

From: Brad W. Voehringer, Ed. S.

Re: Approval of New Hire - Teacher

Date: June 20, 2023

Evan Lerner is recommended to the Board of Education as a middle school math teacher. This is a replacement. Evan completed his Bachelors degree at University of Minnesota and is completing his Master's degree at Northwestern University.

SUGGESTED MOTION:

I move that the Board of Education approve the hiring of Evan Lerner for the 2023-24 school year. He will be paid in accordance with the collective bargaining agreement.

Action Item H

To: The Board of Education

From: Brad W. Voehringer, Ed. S.

Re: Approval of New Hire - Teacher

Date: June 20, 2023

Sydney Esp is recommended to the Board of Education as a fourth grade teacher. This is a replacement. Sydney has completed her student teaching in Lake Bluff School District and is a graduate of Lake Forest College.

SUGGESTED MOTION:

I move that the Board of Education approve the hiring of Sydney Esp for the 2023-24 school year. She will be paid in accordance with the collective bargaining agreement.

Action Item I

To: The Board of Education

From: Brad W. Voehringer, Ed. S.

Re: Approval of New Hire - Teacher

Date: June 20, 2023

Mary Davlin is recommended to the Board of Education as a sixth grade teacher. She will be teaching mathematics and science. Mary has experience teaching at the junior high level. Mary earned a Bachelor's degree from Miami of Ohio. This is a replacement.

SUGGESTED MOTION:

I move that the Board of Education approve the hiring of Mary Davlin for the 2023-24 school year. She will be paid in accordance with the collective bargaining agreement.

Action Item J

To: The Board of Education

From: Brad W. Voehringer, Ed. S.

Re: Approval of New Hire - Teacher

Date: June 20, 2023

Shaiyna Gulati is recommended to the Board of Education as a Special Education Teacher. Shaiyna has been a staff member at Fairview School District for several years and has her degree from DePaul University.

SUGGESTED MOTION:

I move that the Board of Education approve the hiring of Shaiyna Gulati for the 2023-24 school year. She will be paid in accordance with the collective bargaining agreement.

Action Item K

To: The Board of Education

From: Brad W. Voehringer, Ed. S.

Re: Approval of New Hire - Teacher

Date: June 20, 2023

Brynn Schwab is recommended to the Board of Education as a third grade teacher. Brynn has experience teaching 3rd grade and is a graduate of the University of Iowa.

SUGGESTED MOTION:

I move that the Board of Education approve the hiring of Brynn Schwab for the 2023-24 school year. She will be paid in accordance with the collective bargaining agreement.