

**GRANT COMMUNITY HIGH SCHOOL DISTRICT 124  
BOARD OF EDUCATION REGULAR MEETING  
THURSDAY, APRIL 18, 2024  
7:00 PM - LIBRARY  
285 E. GRAND AVENUE  
FOX LAKE, ILLINOIS 60020**

**AGENDA**

|       |                                                                                                                                    |     |
|-------|------------------------------------------------------------------------------------------------------------------------------------|-----|
| I.    | Call to Order                                                                                                                      |     |
| II.   | Pledge of Allegiance                                                                                                               |     |
| III.  | Roll Call                                                                                                                          |     |
| IV.   | Consent Agenda **                                                                                                                  | 3   |
| V.    | Superintendent's Report – Recognition and Informational Items                                                                      |     |
|       | A. April Student of the Month                                                                                                      | 58  |
|       | B. English Language Learning (EL) / Transitional Bilingual Education (TBE)<br>Coordinator – Shared Position                        | 59  |
|       | C. Special Education Position                                                                                                      | 64  |
|       | D. Safety Position                                                                                                                 | 66  |
|       | E. School Board Policy Modifications – First Reading                                                                               | 68  |
|       | F. Graduation                                                                                                                      |     |
|       | G. Principal's Report                                                                                                              | 138 |
|       | H. Student Representative's Report                                                                                                 | 140 |
| VI.   | Public Comment                                                                                                                     |     |
| VII.  | Superintendent's Report – Action Items                                                                                             |     |
|       | A. English Language Learning (EL) / Transitional Bilingual Education (TBE) Coordinator<br>– Shared Position **                     |     |
|       | B. Special Education Position **                                                                                                   |     |
|       | C. Safety Position **                                                                                                              |     |
|       | D. Future Business Leaders of America National Competition (FBLA) **                                                               | 143 |
|       | E. Overnight Travel **                                                                                                             | 145 |
|       | F. 2024/25 Board of Education Meeting Date Changes **                                                                              |     |
|       | G. Personnel **                                                                                                                    | 148 |
| VIII. | Business Affairs                                                                                                                   |     |
|       | A. 2023/24 Amended Budget                                                                                                          |     |
|       | B. 2024/25 Budget                                                                                                                  |     |
|       | C. Tax Cap Adjustment                                                                                                              | 154 |
|       | D. National School Lunch Program – 2024-2025 School Lunch Price **                                                                 | 156 |
|       | E. Weight Room Construction Update                                                                                                 |     |
| IX.   | Other Business                                                                                                                     |     |
| X.    | Closed Session                                                                                                                     |     |
|       | A. The appointment, employment, compensation, discipline, performance or dismissal of<br>specific employees. 5 ILCS 120/2(c)(1) ** |     |
|       | B. Other matters relating to individual students 5 ILCS 120/2 (c)(10) **                                                           |     |
|       | C. Student disciplinary cases 5 ILCS 120/2 (c)(9) **                                                                               |     |
| XI.   | Action items from closed session discussion                                                                                        |     |
|       | A. Potential Board action regarding personnel **                                                                                   |     |
|       | B. Potential Board action regarding individual student matters **                                                                  |     |
|       | C. Potential Board action regarding student disciplinary matters **                                                                |     |
| XII.  | Adjourn                                                                                                                            |     |

\*\* Indicates potential action item in open session

The next regular Board of Education meeting will be held on Thursday, May 16, 2024

# **GRANT COMMUNITY HIGH SCHOOL DISTRICT 124**

## **MINUTES OF BOARD OF EDUCATION MEETING**

### **MARCH 21, 2024**

#### ***CALL TO ORDER***

A Regular Meeting of the Board of Education of Grant Community High School District 124, County of Lake, State of Illinois, was held on Thursday, March 21, 2024 and called to order at 7:00 p.m. in the Library of Grant Community High School, 285 E. Grand Avenue, Fox Lake.

#### ***PLEDGE OF ALLEGIANCE***

All those in attendance stood to recite the Pledge of Allegiance.

#### ***ROLL CALL***

On Roll Call, the following Members were found to be present:

Mr. Steve Hill, President  
Mrs. Kathy Kusiak, Vice President  
Mr. John Jared, Secretary  
Mrs. Shelly Booth, Member  
Mr. Bob Yanik, Member

Members absent:

Mrs. Ivy Fleming, Member  
Mr. Ed Lescher, Member

Administration present:

Dr. Christine A. Sefcik, Superintendent  
Mrs. Beth Reich, Business Manager  
Dr. Jeremy Schmidt, Principal

#### ***AUDIENCE***

Kevin Geist, Terri & Glenn Lamz, Tina Sonders, Veronica Lukemeyer, Peter & Aimee Hansen, Anthony Johnson, Mark Jolcover, Kaitlyn Carpenter, Daivieon Charley, Ashlin Driscoll, Payton Evans, Dianey Granados, Ian Hansen, Michael Lamz, Zach Langhoff, Lily Sobyra, Jessi von Helms, Trish Crambes, Marissa Myers, Ayane Jasinski & Wrestling Coaches, Delaney Blancet, and friends and family.

#### ***CONSENT AGENDA***

Minutes of regular meeting held February 15, 2024

Minutes of closed meeting held February 15, 2024

March Bills Payable

February Treasurer's Report

Destruction of closed meeting audio recording from August 18, 2022 and September 29, 2022

\*\* A motion was made by Mr. Jared, second by Mrs. Kusiak to approve the Consent Agenda, as presented.

Votes were taken by roll call. Votes were cast as follows:

Aye: Hill, Kusiak, Jared, Booth, Yanik

Nay: None

Absent: Fleming, Lescher 3

Motion – **Passed**

## ***SUPERINTENDENT'S REPORT – Recognition and Informational Items***

### March Student of the Month

Dr. Sefcik introduced Delaney Blancett, in the presence of her parents, Casey and Shanda Blancett, as the March Student of the Month. She read Delaney's profile of accomplishments, which included academic achievements, extracurricular activities, service to the community, what she enjoys in her spare time, and future plans. Dr. Sefcik offered Delaney the opportunity to speak to the Board and she thanked the Board for the amazing recognition and the resources and opportunities that were available at Grant. She also thanked her teachers and everyone at Grant for making her years here so amazing. She's looking forward to continuing her education at University of Illinois. The Board and audience applauded Delaney and Dr. Sefcik presented her with a certificate to commemorate being chosen as the March Student of the Month.

### National Merit Scholarship Finalist

Dr. Sefcik introduced Raidon Uy to recognize his accomplishment of being named as a National Merit Scholarship Finalist for 2024 and his involvement in Math Team and Academic Team, as well as his outstanding 4.987 GPA. She detailed the process of being chosen for the various steps toward the National Merit Scholarship. Beginning in March 2024, winners will be notified and she wished Raidon well. Dr. Sefcik presented Raidon with a certificate to commemorate his success and celebration before the Board.

### Speech Team Performance in the Round State Champions – 2<sup>nd</sup> Place

Dr. Sefcik shared with the Board that the Speech Team is in attendance to be recognized for the tremendous season they had, culminating in a 2<sup>nd</sup> place finish in the IHSA State Series for their Performance in the Round. She introduced Kevin Geist, Assistant Director of Activities and Athletics, and Trisha Crambes, Speech Team Sponsor, to introduce the individual team members involved in the State winning performance. Congratulations to the Speech Team members, Kaitlyn Carpenter, Daivieon Charley, Ashlin Driscoll, Payton Evans, Dianey Granados, Ian Hansen, Michael Lamz, Zach Langhoff, Lily Sobyra, and Jessi von Helms and sponsors Trish Crambes and Marissa Myers on this tremendous accomplishment. Dr. Sefcik presented members and sponsors with a certificate to celebrate their title.

### IHSA State Wrestling Champion – 3<sup>rd</sup> Place

Dr. Sefcik shared highlights of Ayane Jasinski's journey on her way to a tremendous 3<sup>rd</sup> place finish in the IHSA State Wrestling Championship. She asked Coach Mark Jolcover to say a few words and he remarked on her successes and on behalf of the GCHS wrestling program, he presented her with a gift of a framed singlet that she helped design to celebrate her impressive wrestling career at Grant. Dr. Sefcik presented certificates to Ayane and the coaching staff that supported her all season.

### Excellence in Education Award – 3<sup>rd</sup> Quarter

Dr. Sefcik informed the Board that Cassi Reid was selected to receive the 3<sup>rd</sup> quarter Excellence in Education Award. Cassi was recognized at school with a reception throughout the staff lunch periods. She was unable to attend the March or April Board meetings, but she provided a letter to the Board to express her gratitude for being selected for the honor.

### Winter Athletic Accomplishments

Dr. Sefcik reported that Athletic Director, Tom Ross, provided a written report to highlight winter athletic accomplishments. The report included winter season participation, sports, levels and participation by sport, GPA by sport, academic accolades by sport, athletic accomplishments, team accomplishments, and highlights.

Regional Office of Education – Compliance Audit

Dr. Sefcik told the Board that several representatives from the Regional Office of Education were in the District on March 5 and 7 to conduct the required compliance audit. Both lead auditors complimented the District on our preparedness and level of compliance. There were a few minor items to present evidence for, but we completed all requested items by the Monday after their visit. Dr. Sefcik expressed gratitude to Kris Olk for her organization and thoroughness in preparing for the comprehensive audit. We will receive a final report and are confident we will receive full approval and renewed accreditation.

ISBE/Legislative Update

Dr. Sefcik stated the General Assembly passed a first major committee deadline that occurred on March 15<sup>th</sup>. She shared a brief update on bills and changes she is keeping an eye on this spring, including the PSAT changing back to the ACT, Accelerated Placement Act may be delayed, Dual Credit, Special Education SB 3606-reimbursements public vs. private placements, and mandates must include the cost.

Illinois Association of School Boards (IASB) Constitution and Position Statements

Dr. Sefcik said based on the vote of the Delegate Assembly last November, IASB has published the constitution and Position Statements for 2024. The Position Statements provide direction for IASB lobbyists on legislative positions. She noted the process will begin again next month, with a call for resolutions for 2025.

Illinois High School Association (IHSA) – New Sport Update

Dr. Sefcik shared that IHSA is debuting Girls' Flag Football beginning in the fall of 2024. IHSA did not follow the emerging sport process as in previous years, instead offering this new athletic opportunity on an expedited basis. The district administration will be surveying students in the near future to inquire about the interest in girls' flag football as well as girls' wrestling. She will report back on student interest and the Title IX implications as these recent options are considered.

Principal's Report

Mr. Schmidt presented his monthly report which included information on Professional Development, Career Explorers, Feeder School Articulation: Music in Our Schools Performance, Blood Drive, SOS Program, Certified Staff Evaluation, and 5Essentials Survey.

Student Representative's Report

Julia Podgorski provided a written report which included information on Activities: Math Team, Speech Team, Academic Team, Medical Education for Determined Students (MEDS), Theater, Future Business Leaders of America, and National Art Honor Society; Athletics: Senior Night, Girls' Bowling, Boys' Wrestling, Girls' Wrestling, Boys' Volleyball, Boys' Track and Field, and Girls' Basketball; Events: Winter Dance, Music in Our Schools Month, and Grant's Got Talent.

**PUBLIC COMMENT**

There was no public comment

***SUPERINTENDENT'S REPORT – Action Items***

Illinois High School Association (IHSA) Membership

Dr. Sefcik recommended approval of continued membership in IHSA for the 2024/25 school term. By renewing, the district is certifying that we are recognized by the Illinois High School

Association, we will adopt and abide by the Constitution, By-laws, Terms and Conditions, and Administrative Procedures, Guidelines, and Policies of the Association.

\*\* A motion was made by Mrs. Kusiak, second by Mr. Yanik to approve membership in IHSA for the 2024/25 school term.

Votes were taken by roll call. Votes were cast as follows:

Aye: Jared, Booth, Yanik, Hill, Kusiak

Nay: None

Absent: Fleming, Lescher

Motion – **Passed**

#### Overnight Travel \*\*

Dr. Sefcik requested approval for the overnight travel from Future Business Leaders of America (FBLA) for 39 student members, sponsor, and another staff chaperone to attend the State competition and conference in Springfield from April 4-6, for a total District cost of \$10,318.35. She also requested approval for the overnight travel from Family, Career, and Community Leaders of America (FCCLA) for five student members, sponsor, and a 1:1 aide to attend the State competition in Springfield, from April 11-13, for a total District cost of \$2,486.87.

\*\* A motion was made by Mrs. Booth, second by Mr. Yanik to approve the overnight travel for both Future Business Leaders of America (FBLA) and Family, Career, and Community Leaders of America (FCCLA), as presented.

Votes were taken by roll call. Votes were cast as follows:

Aye: Booth, Yanik, Hill, Kusiak, Jared

Nay: None

Absent: Fleming, Lescher

Motion – **Passed**

#### Resolution Authorizing Non-Renewal and Dismissal of Permanent Substitute Teachers and Reduction of Assignment

Dr. Sefcik recommended approval of the Resolution Authorizing Non-Renewal and Dismissal of Permanent Substitute Teachers and Reduction of Assignment, as presented.

\*\* A motion was made by Mr. Yanik, second by Mr. Jared to approve the Resolution Authorizing Non-Renewal and Dismissal of Permanent Substitute Teachers and Reduction of Assignment, as presented.

Votes were taken by roll call. Votes were cast as follows:

Aye: Yanik, Hill, Kusiak, Jared, Booth

Nay: None

Absent: Fleming, Lescher

Motion – **Passed**

#### Resolution for the Honorable Reduction of Certain Non-Tenured Teachers

Dr. Sefcik recommended approval of the Resolution for the Honorable Reduction of Certain Non-Tenured Teachers, as presented.

\*\* A motion was made by Mrs. Kusiak, second by Mr. Jared to approve the Honorable Reduction of Certain Non-Tenured Teachers, as presented.

Votes were taken by roll call. Votes were cast as follows:

Aye: Hill, Kusiak, Jared, Booth, Yanik

Nay: None

Absent: Fleming, Lescher

Motion – **Passed**

### Personnel

Dr. Sefcik made the following personnel recommendations:

Employment of the following individuals:

- Tina Gitterie, Transportation-Driver, \$27.06/hr., starting 3/4/2024
- John Patrick Gizowski, Full-time Substitute, \$256.40/day, starting 3/18/2024
- Jessica Parker, Paraprofessional-Safety, \$17.00/hr., starting 3/4/2024
- Kacey Cabanban, Asst. Boys' Tennis Coach
- Nicole Frett, Asst. Badminton Coach
- Jason Lackhouse, Asst. Boys' Volleyball Coach
- Tyler Clausen, (Pilot) After School Math Lab Supervisor, \$37.22/day

Accepting the resignation/retirement letters from:

- Tom Duffy, Math Teacher, resigning effective end of 2023/24 school year
- Barbara Miller, Food Service, retiring effective 9/3/2024
- Sandra Schlaf, Food Service, retiring effective end of 2023/24 school year
- Katie Boyd, Cheer Coach, effective end of 2023/24 season
- Justin Strebel, Boys Tennis Coach, effective immediately

Leave of Absence request from Christina Maestranzi for the 2024/25 school year

\*\* A motion was made by Mrs. Booth, second by Mr. Yanik to approve the personnel recommendations, as presented.

Votes were taken by roll call. Votes were cast as follows:

Aye: Kusiak, Jared, Booth, Yanik, Hill

Nay: None

Absent: Fleming, Lescher

Motion – **Passed**

## ***BUSINESS AFFAIRS***

### 2023-2024 Tentative Amended Budget

Mrs. Reich reported that the 2023/24 budget has been amended now that our federal grants and state funding have been finalized. She is still waiting on the final Equalized Assessed Value from Lake County with our extension for the 2023 levy. The final numbers should be available towards the end of March and she will update the current year levy numbers. All expenses have been trimmed projecting out for the rest of the year. She recommended placing the tentative amended 2023/24 budget on display for the statutory 30 days and she will bring it to the May meeting for hearing and approval.

\*\* A motion was made by Mr. Jared, second by Mr. Yanik to place the tentative amended 2023/24 budget on public display for 30 days.

Votes were taken by roll call. Votes were cast as follows:

Aye: Jared, Booth, Yanik, Hill, Kusiak

Nay: None

Absent: Fleming, Lescher

Motion – **Passed**

### Transportation Recommendation – Van(s) Purchase

Mrs. Reich informed the Board that the special education and homeless transportation budget lines are significant expenses to the District. She has been working with Nate Miller and Tina Sonders to look at the routes of homeless and special education students that could be brought in-house with the purchase of an additional van or two. This would

save on expenses as well as give those students a consistent driver. She included a recommendation for the purchase of up to two additional vans, not to exceed \$100,000.

\*\* A motion was made by Mrs. Kusiak, second by Mrs. Booth to approve the purchase of two vans, not to exceed \$100,000.00, as presented.

Votes were taken by roll call. Votes were cast as follows:

Aye: Booth, Yanik, Hill, Kusiak, Jared

Nay: None

Absent: Fleming, Lescher

Motion – **Passed**

#### Weight Room Construction Update

Mrs. Reich provided an update to the weight room construction that included: the beginning of onsite demo and relocation of gas, electric, and storm, next week will be to reconnect and concrete footings tentatively set to occur the week of 4/8.

### **OTHER BUSINESS**

Dr. Sefcik said that one Freedom of Information Act request was received and fulfilled.

### **CLOSED SESSION**

\*\* At 7:50 p.m. a motion was made by Mrs. Kusiak, second by Mr. Jared to go into closed session for the purpose of discussing the appointment, employment, compensation, discipline, performance or dismissal of specific employees 5 ILCS 120/2 (c)(1); security procedures, school Building safety and security 5 ILCS 120/2 (c)(8); other matters relating to individual students 5 ILCS 120/2 (c)(10); student disciplinary cases 5 ILCS 120/2 (c)(9).

Votes were taken by roll call. Votes were cast as follows:

Aye: Yanik, Hill, Kusiak, Jared, Booth

Nay: None

Absent: Fleming, Lescher

Motion – **Passed**

\*\* At 8:44 p.m. a motion was made by Mr. Yanik, second by Mrs. Booth to end closed session and return to open session.

Votes were taken by roll call. Votes were cast as follows:

Aye: Hill, Kusiak, Jared, Booth, Yanik

Nay: None

Absent: Fleming, Lescher

Motion – **Passed**

### **ACTION CLOSED SESSION**

No action was taken as a result of Closed Session.

***ADJOURN***

\*\* At 8:45 p.m. a motion was made by Mr. Jared, second by Mrs. Kusiak to adjourn the meeting.

---

Steve Hill, President

---

John Jared, Secretary

Grant Community High School District 124  
AP Invoice Listing Report  
April 18, 2024

|                 |     |                |
|-----------------|-----|----------------|
| Total Invoices: | 319 | \$1,236,550.79 |
|-----------------|-----|----------------|

| VEN-KEY     | VENDOR NAME                 | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                           | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-------------|-----------------------------|----------------------|------------|----------|------|---------------------------------------|-------|------------|------------|-----------|----------------|
|             | ACH VOID DOWNLOAD           | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION                | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| ACCURATE001 | ACCURATE BIOMETRICS         | 198662403            | 0000000000 | mm0424   | AP   | Fingerprinting MAR24                  | B     | 03/31/2024 | 04/18/2024 | R         | \$702.00       |
|             |                             |                      |            |          |      |                                       | 23-24 |            |            |           | \$702.00       |
|             |                             |                      |            |          |      | NUMBER OF INVOICES: 1                 |       |            |            |           | \$702.00       |
| ADAMS DE000 | Adams Decorating Supply Inc | G0015963             | 0000000000 | mm0424   | AP   | Paint-2 gallons                       | B     | 03/01/2024 | 04/18/2024 | R         | \$119.98       |
|             |                             |                      |            |          |      |                                       | 23-24 |            |            |           | \$119.98       |
|             |                             |                      |            |          |      | NUMBER OF INVOICES: 1                 |       |            |            |           | \$119.98       |
| AGPARTS 000 | AGParts Worldwide Inc       | 087249               | 3002400069 | mm0424   | AP   | ACER R752T (TOUCH)<br>MOTHERBOARD 4GB | F B   | 03/13/2024 | 04/18/2024 | R         | \$499.75       |
|             |                             |                      |            |          |      |                                       | 23-24 |            |            |           | \$499.75       |
| AGPARTS 000 | AGParts Worldwide Inc       | 088505               | 3002400069 | mm0424   | AP   | ACER R752T (TOUCH)<br>MOTHERBOARD 4GB | F B   | 03/21/2024 | 04/18/2024 | R         | \$499.75       |
|             |                             |                      |            |          |      |                                       | 23-24 |            |            |           | \$499.75       |
|             |                             |                      |            |          |      |                                       |       |            |            |           | 11             |
| AGPARTS 000 | AGParts Worldwide Inc       | 090210               | 3002400069 | mm0424   | AP   | ACER R752T (TOUCH)<br>MOTHERBOARD 4GB | F B   | 04/04/2024 | 04/18/2024 | R         | \$99.95        |
|             |                             |                      |            |          |      |                                       | 23-24 |            |            |           | \$99.95        |
| AGPARTS 000 | AGParts Worldwide Inc       | CM#089959            | 3002400069 | mm0424   | AP   | ACER R752T (TOUCH)<br>MOTHERBOARD 4GB | F B   | 04/03/2024 | 04/18/2024 | R         | \$-99.95       |
|             |                             |                      |            |          |      |                                       | 23-24 |            |            |           | \$-99.95       |
| AGPARTS 000 | AGParts Worldwide Inc       | CM#090121            | 3002400069 | mm0424   | AP   | ACER R752T (TOUCH)<br>MOTHERBOARD 4GB | F B   | 04/04/2024 | 04/18/2024 | R         | \$-499.75      |
|             |                             |                      |            |          |      |                                       | 23-24 |            |            |           | \$-499.75      |
|             |                             |                      |            |          |      | NUMBER OF INVOICES: 5                 |       |            |            |           | \$499.75       |
| AIRGAS U000 | Airgas Usa, Llc             | 5506054679           | 0000000000 | mm0424   | AP   | Cylinder Rental                       | B     | 02/29/2024 | 04/18/2024 | R         | \$142.95       |
|             |                             |                      |            |          |      |                                       | 23-24 |            |            |           | \$142.95       |

| VEN-KEY               | VENDOR NAME              | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                  | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-----------------------|--------------------------|----------------------|------------|----------|------|------------------------------|-------|------------|------------|-----------|----------------|
|                       | ACH VOID DOWNLOAD        | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION       | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| NUMBER OF INVOICES: 1 |                          |                      |            |          |      |                              |       |            |            |           | \$142.95       |
| ALBERTS0000           | Albertsons / Safeway     | 186151               | 0000000000 | mm031824 | AP   | Jewel Prchs 021324-030724    | H     | 03/14/2024 | 03/18/2024 | R         | \$1,489.64     |
|                       |                          |                      |            |          |      |                              | 23-24 |            |            | 116371    | \$1,489.64     |
| ALBERTS0000           | Albertsons / Safeway     | 186151               | 0000000000 | mm040924 | AP   | Jewel Prchs 031124-040224    | H     | 04/07/2024 | 04/09/2024 | R         | \$1,077.09     |
|                       |                          |                      |            |          |      |                              | 23-24 |            |            | 116424    | \$1,077.09     |
| NUMBER OF INVOICES: 2 |                          |                      |            |          |      |                              |       |            |            |           | \$2,566.73     |
| ALPHA BA000           | Alpha Baking Co., Inc.   | MAR 2024             | 0000000000 | mm0424   | AP   | Baking 030124-032224         | B     | 03/22/2024 | 04/18/2024 | R         | \$7,555.78     |
|                       |                          |                      |            |          |      |                              | 23-24 |            |            |           | \$7,555.78     |
| NUMBER OF INVOICES: 1 |                          |                      |            |          |      |                              |       |            |            |           | \$7,555.78     |
| AMAZON C000           | Amazon Capital Services  | 1VNG-1F3Q-XG33       | 0002400038 | mm0424   | AP   | Amazon purchases 2023-2024   | B     | 04/01/2024 | 04/18/2024 | R         | \$9,681.99     |
|                       |                          |                      |            |          |      |                              | 23-24 |            |            |           | \$9,681.99     |
| NUMBER OF INVOICES: 1 |                          |                      |            |          |      |                              |       |            |            |           | \$9,681.99     |
| AT & T 001            | AT & T                   | 0631376804           | 0000000000 | mm032224 | AP   | 8310011444894 030724-040624  | H     | 03/07/2024 | 03/22/2024 | R         | \$378.69       |
|                       |                          |                      |            |          |      |                              | 23-24 |            |            | 116407    | \$378.69       |
| AT & T 001            | AT & T                   | 7291697802           | 0000000000 | mm032224 | AP   | 8310011444996 030724-040624  | H     | 03/07/2024 | 03/22/2024 | R         | \$378.25       |
|                       |                          |                      |            |          |      |                              | 23-24 |            |            | 116407    | \$378.25       |
| NUMBER OF INVOICES: 2 |                          |                      |            |          |      |                              |       |            |            |           | \$756.94       |
| AT&T 002              | AT&T                     | 847587259703         | 0000000000 | mm040224 | AP   | 84758725975566 022024-031924 | H     | 03/19/2024 | 04/02/2024 | R         | \$14,338.84    |
|                       |                          |                      |            |          |      |                              | 23-24 |            |            | 116415    | \$14,338.84    |
| NUMBER OF INVOICES: 1 |                          |                      |            |          |      |                              |       |            |            |           | \$14,338.84    |
| ATHLETIC001           | ATHLETICO MANAGEMENT LLC | 824638               | 0000000000 | mm032224 | AP   | ATC Contract 23/24           | H     | 09/01/2023 | 03/22/2024 | R         | \$12,994.67    |
|                       |                          |                      |            |          |      |                              | 23-24 |            |            | 116408    | \$12,994.67    |

| VEN-KEY               | VENDOR NAME                    | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                 | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-----------------------|--------------------------------|----------------------|------------|----------|------|-----------------------------|-------|------------|------------|-----------|----------------|
|                       | ACH VOID DOWNLOAD              | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION      | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| NUMBER OF INVOICES: 1 |                                |                      |            |          |      |                             |       |            |            |           | \$12,994.67    |
| AVALON P000           | Avalon Petroleum Co.           | 009208               | 0000000000 | mm0424   | AP   | RFG 10% Ethanol             | B     | 03/01/2024 | 04/18/2024 | R         | \$3,594.94     |
|                       |                                |                      |            |          |      |                             | 23-24 |            |            |           | \$3,594.94     |
| AVALON P000           | Avalon Petroleum Co.           | 009493               | 0000000000 | mm0424   | AP   | RFG 10% Ethanol             | B     | 03/08/2024 | 04/18/2024 | R         | \$4,027.21     |
|                       |                                |                      |            |          |      |                             | 23-24 |            |            |           | \$4,027.21     |
| AVALON P000           | Avalon Petroleum Co.           | 009502               | 0000000000 | mm0424   | AP   | RFG 10% Ethanol             | B     | 03/15/2024 | 04/18/2024 | R         | \$3,931.85     |
|                       |                                |                      |            |          |      |                             | 23-24 |            |            |           | \$3,931.85     |
| AVALON P000           | Avalon Petroleum Co.           | 009521               | 0000000000 | mm0424   | AP   | RFG 10% Ethanol             | B     | 03/27/2024 | 04/18/2024 | R         | \$4,288.90     |
|                       |                                |                      |            |          |      |                             | 23-24 |            |            |           | \$4,288.90     |
| NUMBER OF INVOICES: 4 |                                |                      |            |          |      |                             |       |            |            |           | \$15,842.90    |
| AVANT AS000           | Avant Assessment LLC           | 32338                | 0000000000 | mm0424   | AP   | STAMP 4S-Lang TBD           | B     | 04/05/2024 | 04/18/2024 | R         | \$119.70       |
|                       |                                |                      |            |          |      |                             | 23-24 |            |            |           | \$119.70       |
| AVANT AS000           | Avant Assessment LLC           | 32426                | 0000000000 | mm0424   | AP   | STAMP 4S-Lang TBD           | B     | 04/09/2024 | 04/18/2024 | R         | \$119.70       |
|                       |                                |                      |            |          |      |                             | 23-24 |            |            |           | \$119.70       |
| NUMBER OF INVOICES: 2 |                                |                      |            |          |      |                             |       |            |            |           | \$239.40       |
| B&F CONS000           | B&F CONSTRUCTION CODE SVCS INC | 19112                | 0000000000 | mm0424   | AP   | MAR24 Plumbing inspections  | B     | 04/03/2024 | 04/18/2024 | R         | \$1,721.25     |
|                       |                                |                      |            |          |      |                             | 23-24 |            |            |           | \$1,721.25     |
| NUMBER OF INVOICES: 1 |                                |                      |            |          |      |                             |       |            |            |           | \$1,721.25     |
| BACKUPIF000           | BACKUPIFY INC                  | INV01135705          | 0000000000 | mm0424   | AP   | Backupify annual renewal    | B     | 04/04/2024 | 04/18/2024 | R         | \$2,400.00     |
|                       |                                |                      |            |          |      |                             | 23-24 |            |            |           | \$2,400.00     |
| NUMBER OF INVOICES: 1 |                                |                      |            |          |      |                             |       |            |            |           | \$2,400.00     |
| BECMELAU000           | Becmer, Lauren E.              | AMHI662              | 0000000000 | mm0424   | AP   | 23/24 Tuition Reimbursement | B     | 04/10/2024 | 04/18/2024 | R         | \$750.00       |
|                       |                                |                      |            |          |      |                             | 23-24 |            |            |           | \$750.00       |

| VEN-KEY               | VENDOR NAME                 | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                       | LQ  | S | INV DATE   | DUE DATE   | C | NET AMOUNT     |
|-----------------------|-----------------------------|----------------------|------------|----------|------|-----------------------------------|-----|---|------------|------------|---|----------------|
|                       | ACH VOID DOWNLOAD           | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION            | FY  |   | ADJ AMT    | CHECK NBR  |   | INVOICE AMOUNT |
| NUMBER OF INVOICES: 1 |                             |                      |            |          |      |                                   |     |   |            |            |   | \$750.00       |
| BEHM DAV002           | Behm, Dave                  | 04052024             | 0000000000 | mm0424   | AP   | Baseball SB fuel reimbursement    | B   |   | 04/05/2024 | 04/18/2024 | R | \$710.27       |
|                       |                             |                      |            |          |      |                                   |     |   | 23-24      |            |   | \$710.27       |
| NUMBER OF INVOICES: 1 |                             |                      |            |          |      |                                   |     |   |            |            |   | \$710.27       |
| BELTRMIA000           | Beltran, Mia                | ID 27887             | 0000000000 | mm0424   | AP   | Career Crossroads                 | B   |   | 03/28/2024 | 04/18/2024 | R | \$1,000.00     |
|                       |                             |                      |            |          |      |                                   |     |   | 23-24      |            |   | \$1,000.00     |
| BELTRMIA000           | Beltran, Mia                | ID 27887 Intern      | 0000000000 | mm0424   | AP   | Career Intern-Surebonder FPC Corp | B   |   | 04/04/2024 | 04/18/2024 | R | \$280.00       |
|                       |                             |                      |            |          |      |                                   |     |   | 23-24      |            |   | \$280.00       |
| NUMBER OF INVOICES: 2 |                             |                      |            |          |      |                                   |     |   |            |            |   | \$1,280.00     |
| BENESDAN000           | Benes, Dan                  | 03192024             | 0000000000 | mm0424   | AP   | Science Dept reimbursement        | B   |   | 03/19/2024 | 04/18/2024 | R | \$234.73       |
|                       |                             |                      |            |          |      |                                   |     |   | 23-24      |            |   | \$234.73       |
| NUMBER OF INVOICES: 1 |                             |                      |            |          |      |                                   |     |   |            |            |   | \$234.73       |
| BENNY'S 000           | Benny's Service Center Inc. | 5476                 | 0000000000 | mm0424   | AP   | Bus Safety inspections            | B   |   | 04/01/2024 | 04/18/2024 | R | \$108.00       |
|                       |                             |                      |            |          |      |                                   |     |   | 23-24      |            |   | \$108.00       |
| NUMBER OF INVOICES: 1 |                             |                      |            |          |      |                                   |     |   |            |            |   | \$108.00       |
| BLICK AR000           | BLICK ART MATERIALS         | 2460823              | 0042400009 | mm0424   | AP   | Art Supplies                      | F B |   | 02/09/2024 | 04/18/2024 | R | \$579.58       |
|                       |                             |                      |            |          |      |                                   |     |   | 23-24      |            |   | \$579.58       |
| NUMBER OF INVOICES: 1 |                             |                      |            |          |      |                                   |     |   |            |            |   | \$579.58       |
| BOLDELAW000           | Bolden, Lawrence JR         | ID 27743             | 0000000000 | mm0424   | AP   | Career Crossroads                 | B   |   | 03/28/2024 | 04/18/2024 | R | \$900.00       |
|                       |                             |                      |            |          |      |                                   |     |   | 23-24      |            |   | \$900.00       |

| VEN-KEY      | VENDOR NAME                      | INVOICE #  | PO NUMBER   | BATCH  | BANK     | DESCRIPTION                | LQ S        | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|--------------|----------------------------------|------------|-------------|--------|----------|----------------------------|-------------|------------|------------|-----------|----------------|
|              | ACH VOID DOWNLOAD                | DISCOUNT   | DESCRIPTION |        | DISC AMT | ADJUSTMENT                 | DESCRIPTION | FY         | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
|              |                                  |            |             |        |          | NUMBER OF INVOICES:        | 1           |            |            |           | \$900.00       |
| BROOKST0000  | Brookstone Printing Company      | 105840     | 0000000000  | mm0424 | AP       | The Bark Magazine          | B           | 03/20/2024 | 04/18/2024 | R         | \$3,170.00     |
|              |                                  |            |             |        |          |                            | 23-24       |            |            |           | \$3,170.00     |
|              |                                  |            |             |        |          | NUMBER OF INVOICES:        | 1           |            |            |           | \$3,170.00     |
| BUILDING0000 | Building Blocks For Kids Success | 503        | 0000000000  | mm0424 | AP       | OT services MAR24          | B           | 03/18/2024 | 04/18/2024 | R         | \$3,222.00     |
|              |                                  |            |             |        |          |                            | 23-24       |            |            |           | \$3,222.00     |
|              |                                  |            |             |        |          | NUMBER OF INVOICES:        | 1           |            |            |           | \$3,222.00     |
| BUSSEKEN0000 | Busse, Kenneth                   | 03132024   | 0000000000  | mm0424 | AP       | Baseball V                 | B           | 03/13/2024 | 04/18/2024 | R         | \$77.00        |
|              |                                  |            |             |        |          |                            | 23-24       |            |            |           | \$77.00        |
|              |                                  |            |             |        |          | NUMBER OF INVOICES:        | 1           |            |            |           | \$77.00        |
| CAMELOT 0000 | Camelot Therapeutic Schools LLC  | INV179356  | 0000000000  | mm0424 | AP       | Rate Adjstmnt AUG23        | B           | 12/13/2023 | 04/18/2024 | R         | \$78.75        |
|              |                                  |            |             |        |          |                            | 23-24       |            |            |           | \$78.75        |
|              |                                  |            |             |        |          | NUMBER OF INVOICES:        | 1           |            |            |           | \$78.75        |
| CAMPOLIZ0000 | Campos, Lizet                    | ID 27622   | 0000000000  | mm0424 | AP       | Career Crossroads          | B           | 03/28/2024 | 04/18/2024 | R         | \$275.00       |
|              |                                  |            |             |        |          |                            | 23-24       |            |            |           | \$275.00       |
|              |                                  |            |             |        |          | NUMBER OF INVOICES:        | 1           |            |            |           | \$275.00       |
| CAREY EL0000 | Carey Electric Contracting, Inc  | PROJ 23012 | 0000000000  | mm0424 | AP       | APP2-Weight Room Expansion | B           | 03/31/2024 | 04/18/2024 | S         | \$29,250.00    |
|              |                                  |            |             |        |          |                            | 23-24       |            |            |           | \$29,250.00    |
|              |                                  |            |             |        |          | NUMBER OF INVOICES:        | 1           |            |            |           | \$29,250.00    |
| CARTEMIC0000 | Carter, Michael                  | 03192024   | 0000000000  | mm0424 | AP       | Baseball JV                | B           | 03/19/2024 | 04/18/2024 | R         | \$74.00        |
|              |                                  |            |             |        |          |                            | 23-24       |            |            |           | \$74.00        |

| VEN-KEY               | VENDOR NAME                       | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION            | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-----------------------|-----------------------------------|----------------------|------------|----------|------|------------------------|-------|------------|------------|-----------|----------------|
|                       | ACH VOID DOWNLOAD                 | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| NUMBER OF INVOICES: 1 |                                   |                      |            |          |      |                        |       |            |            |           | \$74.00        |
| CENTER F003           | CENTER FOR PSYCHOLOGICAL SVCS     | 00002712             | 0000000000 | mm0424   | AP   | IEP Attendance         | B     | 04/08/2024 | 04/18/2024 | R         | \$325.00       |
|                       |                                   |                      |            |          |      |                        | 23-24 |            |            |           | \$325.00       |
| NUMBER OF INVOICES: 1 |                                   |                      |            |          |      |                        |       |            |            |           | \$325.00       |
| CERAMIC 000           | Ceramic Supply Chicago            | 18677                | 0042400013 | mm0424   | AP   | Clay Order             | F B   | 03/04/2024 | 04/18/2024 | R         | \$425.00       |
|                       |                                   |                      |            |          |      |                        | 23-24 |            |            |           | \$425.00       |
| NUMBER OF INVOICES: 1 |                                   |                      |            |          |      |                        |       |            |            |           | \$425.00       |
| CHICAGO 004           | Chicago Tribune                   | 146308153            | 0000000000 | mm0424   | AP   | Pays thru 06/30/24     | B     | 03/31/2024 | 04/18/2024 | R         | \$183.92       |
|                       |                                   |                      |            |          |      |                        | 23-24 |            |            |           | \$183.92       |
| NUMBER OF INVOICES: 1 |                                   |                      |            |          |      |                        |       |            |            |           | \$183.92       |
| CINTAS 4000           | Cintas 47P                        | MAR 2024             | 0000000000 | mm0424   | AP   | Towel Service MAR24    | B     | 03/29/2024 | 04/18/2024 | R         | 16<br>\$423.55 |
|                       |                                   |                      |            |          |      |                        | 23-24 |            |            |           | \$423.55       |
| NUMBER OF INVOICES: 1 |                                   |                      |            |          |      |                        |       |            |            |           | \$423.55       |
| CITICARE000           | CITICARE SERVICES LLC             | 5540                 | 0000000000 | mm0424   | AP   | Student Trnsprt FEB24  | B     | 03/07/2024 | 04/18/2024 | R         | \$1,872.00     |
|                       |                                   |                      |            |          |      |                        | 23-24 |            |            |           | \$1,872.00     |
| CITICARE000           | CITICARE SERVICES LLC             | 5587                 | 0000000000 | mm0424   | AP   | Student Trnsprt MAR24  | B     | 03/25/2024 | 04/18/2024 | R         | \$1,434.00     |
|                       |                                   |                      |            |          |      |                        | 23-24 |            |            |           | \$1,434.00     |
| NUMBER OF INVOICES: 2 |                                   |                      |            |          |      |                        |       |            |            |           | \$3,306.00     |
| CITYWIDE000           | Citywide Building Maintenance Inc | 49098                | 0000000000 | mm040924 | AP   | Janitorial Srv FEB24   | H     | 02/01/2024 | 04/09/2024 | R         | \$21,827.53    |
|                       |                                   |                      |            |          |      |                        | 23-24 |            |            | 116425    | \$21,827.53    |
| CITYWIDE000           | Citywide Building Maintenance Inc | 49386                | 0000000000 | mm0424   | AP   | Janitorial Srv MAR24   | B     | 03/01/2024 | 04/18/2024 | R         | \$21,827.53    |
|                       |                                   |                      |            |          |      |                        | 23-24 |            |            |           | \$21,827.53    |

| VEN-KEY               | VENDOR NAME                       | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                 | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-----------------------|-----------------------------------|----------------------|------------|----------|------|-----------------------------|-------|------------|------------|-----------|----------------|
|                       | ACH VOID DOWNLOAD                 | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION      | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| NUMBER OF INVOICES: 2 |                                   |                      |            |          |      |                             |       |            |            |           | \$43,655.06    |
| CLAUSTYL000           | Clausen, Tyler                    | ET5043               | 0000000000 | mm0424   | AP   | 23/24 Tuition Reimbursement | B     | 04/10/2024 | 04/18/2024 | R         | \$705.00       |
|                       |                                   |                      |            |          |      |                             | 23-24 |            |            |           | \$705.00       |
| NUMBER OF INVOICES: 1 |                                   |                      |            |          |      |                             |       |            |            |           | \$705.00       |
| COMCAST 001           | Comcast                           | 196430575            | 0000000000 | mm032224 | AP   | 960050207 MAR24             | H     | 03/01/2024 | 03/22/2024 | R         | \$579.75       |
|                       |                                   |                      |            |          |      |                             | 23-24 |            |            | 116409    | \$579.75       |
| COMCAST 001           | Comcast                           | 196430583            | 0000000000 | mm032224 | AP   | 974472148 MAR24             | H     | 03/01/2024 | 03/22/2024 | R         | \$379.90       |
|                       |                                   |                      |            |          |      |                             | 23-24 |            |            | 116409    | \$379.90       |
| NUMBER OF INVOICES: 2 |                                   |                      |            |          |      |                             |       |            |            |           | \$959.65       |
| COMCAST 002           | Comcast Cable                     | 8771100240009348     | 0000000000 | mm040924 | AP   | CABLE 040824-050724         | H     | 03/28/2024 | 04/09/2024 | R         | \$10.56        |
|                       |                                   |                      |            |          |      |                             | 23-24 |            |            | 116426    | \$10.56        |
| COMCAST 002           | Comcast Cable                     | 8771100240354868     | 0000000000 | mm032224 | AP   | Internet 031724-041624      | H     | 03/13/2024 | 03/22/2024 | R         | \$144.85       |
|                       |                                   |                      |            |          |      |                             | 23-24 |            |            | 116410    | \$144.85       |
| COMCAST 002           | Comcast Cable                     | 8771101420419695     | 0000000000 | mm032224 | AP   | Internet 031224-041124      | H     | 03/08/2024 | 03/22/2024 | R         | \$42.86        |
|                       |                                   |                      |            |          |      |                             | 23-24 |            |            | 116410    | \$42.86        |
| NUMBER OF INVOICES: 3 |                                   |                      |            |          |      |                             |       |            |            |           | \$198.27       |
| COMMUNIT005           | Community Mechanical & Automation | 2508                 | 0000000000 | mm0424   | AP   | MAR24 Service calls         | B     | 03/29/2024 | 04/18/2024 | R         | \$2,642.00     |
|                       |                                   |                      |            |          |      |                             | 23-24 |            |            |           | \$2,642.00     |
| NUMBER OF INVOICES: 1 |                                   |                      |            |          |      |                             |       |            |            |           | \$2,642.00     |
| COMPASS 002           | COMPASS HEALTH CENTER             | 792214               | 0000000000 | mm0424   | AP   | Home/Hospital Tutoring      | B     | 01/09/2024 | 04/18/2024 | R         | \$862.82       |
|                       |                                   |                      |            |          |      |                             | 23-24 |            |            |           | \$862.82       |
| COMPASS 002           | COMPASS HEALTH CENTER             | 859151               | 0000000000 | mm0424   | AP   | Home/Hospital Tutoring      | B     | 03/18/2024 | 04/18/2024 | R         | \$1,972.16     |
|                       |                                   |                      |            |          |      |                             | 23-24 |            |            |           | \$1,972.16     |

| VEN-KEY               | VENDOR NAME            | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION            | LQ    | S          | INV DATE   | DUE DATE  | C | NET AMOUNT     |
|-----------------------|------------------------|----------------------|------------|----------|------|------------------------|-------|------------|------------|-----------|---|----------------|
|                       | ACH VOID DOWNLOAD      | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION | FY    |            | ADJ AMT    | CHECK NBR |   | INVOICE AMOUNT |
| NUMBER OF INVOICES: 2 |                        |                      |            |          |      |                        |       |            |            |           |   | \$2,834.98     |
| COMPASS 004           | Compass Group USA      | ORD271522            | 0000000000 | mm0424   | AP   | Coffee Bar supply      | B     | 03/15/2024 | 04/18/2024 | R         |   | \$148.60       |
|                       |                        |                      |            |          |      |                        | 23-24 |            |            |           |   | \$148.60       |
| COMPASS 004           | Compass Group USA      | ORD275398            | 0000000000 | mm0424   | AP   | Coffee Bar supply      | B     | 04/05/2024 | 04/18/2024 | R         |   | \$260.70       |
|                       |                        |                      |            |          |      |                        | 23-24 |            |            |           |   | \$260.70       |
| NUMBER OF INVOICES: 2 |                        |                      |            |          |      |                        |       |            |            |           |   | \$409.30       |
| CONNECTI002           | Connections Day School | 36222                | 0000000000 | mm0424   | AP   | Tuition MAR24          | B     | 03/22/2024 | 04/18/2024 | R         |   | \$4,796.10     |
|                       |                        |                      |            |          |      |                        | 23-24 |            |            |           |   | \$4,796.10     |
| CONNECTI002           | Connections Day School | 36223                | 0000000000 | mm0424   | AP   | Tuition MAR24          | B     | 03/22/2024 | 04/18/2024 | R         |   | \$4,796.10     |
|                       |                        |                      |            |          |      |                        | 23-24 |            |            |           |   | \$4,796.10     |
| CONNECTI002           | Connections Day School | 36224                | 0000000000 | mm0424   | AP   | Tuition MAR24          | B     | 03/22/2024 | 04/18/2024 | R         |   | \$4,796.10     |
|                       |                        |                      |            |          |      |                        | 23-24 |            |            |           |   | \$4,796.10     |
| CONNECTI002           | Connections Day School | 36225                | 0000000000 | mm0424   | AP   | Tuition MAR24          | B     | 03/22/2024 | 04/18/2024 | R         |   | \$4,796.10     |
|                       |                        |                      |            |          |      |                        | 23-24 |            |            |           |   | \$4,796.10     |
| CONNECTI002           | Connections Day School | 36226                | 0000000000 | mm0424   | AP   | Tuition MAR24          | B     | 03/22/2024 | 04/18/2024 | R         |   | \$4,796.10     |
|                       |                        |                      |            |          |      |                        | 23-24 |            |            |           |   | \$4,796.10     |
| CONNECTI002           | Connections Day School | 36227                | 0000000000 | mm0424   | AP   | Tuition MAR24          | B     | 03/22/2024 | 04/18/2024 | R         |   | \$4,796.10     |
|                       |                        |                      |            |          |      |                        | 23-24 |            |            |           |   | \$4,796.10     |
| CONNECTI002           | Connections Day School | 36228                | 0000000000 | mm0424   | AP   | Tuition MAR24          | B     | 03/22/2024 | 04/18/2024 | R         |   | \$4,796.10     |
|                       |                        |                      |            |          |      |                        | 23-24 |            |            |           |   | \$4,796.10     |
| CONNECTI002           | Connections Day School | 36229                | 0000000000 | mm0424   | AP   | Tuition MAR24          | B     | 03/22/2024 | 04/18/2024 | R         |   | \$4,796.10     |
|                       |                        |                      |            |          |      |                        | 23-24 |            |            |           |   | \$4,796.10     |
| CONNECTI002           | Connections Day School | 36230                | 0000000000 | mm0424   | AP   | Tuition MAR24          | B     | 03/22/2024 | 04/18/2024 | R         |   | \$7,376.55     |
|                       |                        |                      |            |          |      |                        | 23-24 |            |            |           |   | \$7,376.55     |

| VEN-KEY                | VENDOR NAME                        | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION            | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|------------------------|------------------------------------|----------------------|------------|----------|------|------------------------|-------|------------|------------|-----------|----------------|
|                        | ACH VOID DOWNLOAD                  | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| CONNECTI002            | Connections Day School             | 36231                | 0000000000 | mm0424   | AP   | Tuition MAR24          | B     | 03/22/2024 | 04/18/2024 | R         | \$4,796.10     |
|                        |                                    |                      |            |          |      |                        | 23-24 |            |            |           | \$4,796.10     |
| CONNECTI002            | Connections Day School             | 36232                | 0000000000 | mm0424   | AP   | Tuition MAR24          | B     | 03/22/2024 | 04/18/2024 | R         | \$4,796.10     |
|                        |                                    |                      |            |          |      |                        | 23-24 |            |            |           | \$4,796.10     |
| NUMBER OF INVOICES: 11 |                                    |                      |            |          |      |                        |       |            |            |           | \$55,337.55    |
| CONNECTI004            | Connections Academy East           | 12526                | 0000000000 | mm0424   | AP   | Tuition MAR24          | B     | 03/22/2024 | 04/18/2024 | R         | \$5,253.60     |
|                        |                                    |                      |            |          |      |                        | 23-24 |            |            |           | \$5,253.60     |
| NUMBER OF INVOICES: 1  |                                    |                      |            |          |      |                        |       |            |            |           | \$5,253.60     |
| CONSERV 000            | Conserv Fs                         | 65170746             | 0000000000 | mm0424   | AP   | BLDG & GRNDS supply    | B     | 03/27/2024 | 04/18/2024 | R         | \$303.63       |
|                        |                                    |                      |            |          |      |                        | 23-24 |            |            |           | \$303.63       |
| CONSERV 000            | Conserv Fs                         | 65171148             | 0000000000 | mm0424   | AP   | Ice Melt               | B     | 04/03/2024 | 04/18/2024 | R         | \$695.80       |
|                        |                                    |                      |            |          |      |                        | 23-24 |            |            |           | \$695.80       |
| NUMBER OF INVOICES: 2  |                                    |                      |            |          |      |                        |       |            |            |           | \$999.43       |
| CONSTELL000            | Constellation New Energy, Inc      | 67736517102          | 0000000000 | mm0424   | AP   | 764073-46292 FEB24     | B     | 03/29/2024 | 04/18/2024 | R         | \$123.76       |
|                        |                                    |                      |            |          |      |                        | 23-24 |            |            |           | \$123.76       |
| CONSTELL000            | Constellation New Energy, Inc      | 67736806002          | 0000000000 | mm0424   | AP   | 764073-46291 FEB24     | B     | 03/29/2024 | 04/18/2024 | R         | \$8,848.37     |
|                        |                                    |                      |            |          |      |                        | 23-24 |            |            |           | \$8,848.37     |
| CONSTELL000            | Constellation New Energy, Inc      | 67737081002          | 0000000000 | mm0424   | AP   | 2857041-0 FEB24        | B     | 03/19/2024 | 04/18/2024 | R         | \$8.31         |
|                        |                                    |                      |            |          |      |                        | 23-24 |            |            |           | \$8.31         |
| NUMBER OF INVOICES: 3  |                                    |                      |            |          |      |                        |       |            |            |           | \$8,980.44     |
| CONSTELL001            | CONSTELLATION NEWENERGY-GAS DIVISI | 3989599              | 0000000000 | mm0424   | AP   | BG-5862 FEB24          | B     | 03/27/2024 | 04/18/2024 | R         | \$14,253.59    |
|                        |                                    |                      |            |          |      |                        | 23-24 |            |            |           | \$14,253.59    |

| VEN-KEY     | VENDOR NAME                        | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-------------|------------------------------------|----------------------|------------|----------|------|----------------------------|-------|------------|------------|-----------|----------------|
|             | ACH VOID DOWNLOAD                  | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION     | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| CONSTELL001 | CONSTELLATION NEWENERGY-GAS DIVISI | 3989600              | 0000000000 | mm0424   | AP   | BG-11642 FEB24             | B     | 03/27/2024 | 04/18/2024 | R         | \$810.94       |
|             |                                    |                      |            |          |      |                            | 23-24 |            |            |           | \$810.94       |
|             |                                    |                      |            |          |      | NUMBER OF INVOICES: 2      |       |            |            |           | \$15,064.53    |
| CORNELL 000 | Cornell Interventions LLC          | 0404490324           | 0000000000 | mm0424   | AP   | 18 Days 030424-032824      | B     | 03/31/2024 | 04/18/2024 | R         | \$3,128.94     |
|             |                                    |                      |            |          |      |                            | 23-24 |            |            |           | \$3,128.94     |
|             |                                    |                      |            |          |      | NUMBER OF INVOICES: 1      |       |            |            |           | \$3,128.94     |
| CRONICHA000 | Cronin, Chad                       | 03282024             | 0000000000 | mm0424   | AP   | Baseball Soph              | B     | 03/28/2024 | 04/18/2024 | R         | \$74.00        |
|             |                                    |                      |            |          |      |                            | 23-24 |            |            |           | \$74.00        |
|             |                                    |                      |            |          |      | NUMBER OF INVOICES: 1      |       |            |            |           | \$74.00        |
| CSES SCH000 | CSES Schools LLC                   | D124-022024          | 0000000000 | mm0424   | AP   | Tuition FEB24              | B     | 03/18/2024 | 04/18/2024 | R         | \$7,526.80     |
|             |                                    |                      |            |          |      |                            | 23-24 |            |            |           | \$7,526.80     |
|             |                                    |                      |            |          |      | NUMBER OF INVOICES: 2      |       |            |            |           | \$13,171.90    |
| CSES SCH000 | CSES Schools LLC                   | D124-032224          | 0000000000 | mm0424   | AP   | Tuition MAR24              | B     | 03/26/2024 | 04/18/2024 | R         | \$5,645.10     |
|             |                                    |                      |            |          |      |                            | 23-24 |            |            |           | \$5,645.10     |
|             |                                    |                      |            |          |      | NUMBER OF INVOICES: 2      |       |            |            |           | \$13,171.90    |
| DK CONTR000 | Dk Contractors Inc.                | PROJ 23012           | 0000000000 | mm0424   | AP   | APP2-Weight Room Expansion | B     | 03/31/2024 | 04/18/2024 | S         | \$132,687.90   |
|             |                                    |                      |            |          |      |                            | 23-24 |            |            |           | \$132,687.90   |
|             |                                    |                      |            |          |      | NUMBER OF INVOICES: 1      |       |            |            |           | \$132,687.90   |
| DRURY IN000 | Drury Inn & Suites                 | 040424-040624        | 0000000000 | mm040224 | AP   | 2024 FBLA State lodging    | H     | 04/02/2024 | 04/02/2024 | R         | \$4,268.16     |
|             |                                    |                      |            |          |      |                            | 23-24 |            |            | 116416    | \$4,268.16     |
|             |                                    |                      |            |          |      | NUMBER OF INVOICES: 1      |       |            |            |           | \$4,268.16     |
| DURHAM S001 | Durham School Services             | 92024861             | 0000000000 | mm0424   | AP   | SpecEd Trnsprt MAR24       | B     | 04/02/2024 | 04/18/2024 | R         | \$24,094.74    |
|             |                                    |                      |            |          |      |                            | 23-24 |            |            |           | \$24,094.74    |

| <u>VEN-KEY</u>        | <u>VENDOR NAME</u>       | <u>INVOICE #</u>            | <u>PO NUMBER</u> | <u>BATCH</u>    | <u>BANK</u> | <u>DESCRIPTION</u>            | <u>LQ S</u> | <u>INV DATE</u> | <u>DUE DATE</u>  | <u>C</u> | <u>NET AMOUNT</u>     |
|-----------------------|--------------------------|-----------------------------|------------------|-----------------|-------------|-------------------------------|-------------|-----------------|------------------|----------|-----------------------|
|                       | <u>ACH VOID DOWNLOAD</u> | <u>DISCOUNT DESCRIPTION</u> |                  | <u>DISC AMT</u> |             | <u>ADJUSTMENT DESCRIPTION</u> | <u>FY</u>   | <u>ADJ AMT</u>  | <u>CHECK NBR</u> |          | <u>INVOICE AMOUNT</u> |
| NUMBER OF INVOICES: 1 |                          |                             |                  |                 |             |                               |             |                 |                  |          | \$24,094.74           |
| EI US LL000           | EI US LLC                | INV179786                   | 0000000000       | mm0424          | AP          | Hospital Tutoring             | B           | 02/29/2024      | 04/18/2024       | R        | \$866.85              |
|                       |                          |                             |                  |                 |             |                               | 23-24       |                 |                  |          | \$866.85              |
| EI US LL000           | EI US LLC                | INV182652                   | 0000000000       | mm0424          | AP          | Hospital Tutoring             | B           | 03/08/2024      | 04/18/2024       | R        | \$315.22              |
|                       |                          |                             |                  |                 |             |                               | 23-24       |                 |                  |          | \$315.22              |
| EI US LL000           | EI US LLC                | INV182653                   | 0000000000       | mm0424          | AP          | Hospital Tutoring             | B           | 03/08/2024      | 04/18/2024       | R        | \$472.80              |
|                       |                          |                             |                  |                 |             |                               | 23-24       |                 |                  |          | \$472.80              |
| EI US LL000           | EI US LLC                | INV184000                   | 0000000000       | mm0424          | AP          | Hospital Tutoring             | B           | 03/15/2024      | 04/18/2024       | R        | \$315.20              |
|                       |                          |                             |                  |                 |             |                               | 23-24       |                 |                  |          | \$315.20              |
| EI US LL000           | EI US LLC                | INV184001                   | 0000000000       | mm0424          | AP          | Hospital Tutoring             | B           | 03/15/2024      | 04/18/2024       | R        | \$394.00              |
|                       |                          |                             |                  |                 |             |                               | 23-24       |                 |                  |          | \$394.00              |
| EI US LL000           | EI US LLC                | INV184710                   | 0000000000       | mm0424          | AP          | Hospital Tutoring             | B           | 03/15/2024      | 04/18/2024       | R        | \$236.40              |
|                       |                          |                             |                  |                 |             |                               | 23-24       |                 |                  |          | \$236.40              |
| EI US LL000           | EI US LLC                | INV184711                   | 0000000000       | mm0424          | AP          | Hospital Tutoring             | B           | 03/15/2024      | 04/18/2024       | R        | \$236.40              |
|                       |                          |                             |                  |                 |             |                               | 23-24       |                 |                  |          | \$236.40              |
| EI US LL000           | EI US LLC                | INV184965                   | 0000000000       | mm0424          | AP          | Hospital Tutoring             | B           | 03/22/2024      | 04/18/2024       | R        | \$78.80               |
|                       |                          |                             |                  |                 |             |                               | 23-24       |                 |                  |          | \$78.80               |
| NUMBER OF INVOICES: 8 |                          |                             |                  |                 |             |                               |             |                 |                  |          | \$2,915.67            |
| ELLIOLAW000           | Elliott, Lawrence        | 03192024                    | 0000000000       | mm0424          | AP          | SPACE wrkshp reimbursement    | B           | 03/19/2024      | 04/18/2024       | R        | \$740.00              |
|                       |                          |                             |                  |                 |             |                               | 23-24       |                 |                  |          | \$740.00              |
| NUMBER OF INVOICES: 1 |                          |                             |                  |                 |             |                               |             |                 |                  |          | \$740.00              |
| ENCISLUI001           | Enciso, Luis             | ID 27661                    | 0000000000       | mm0424          | AP          | Career Crossroads             | B           | 03/28/2024      | 04/18/2024       | R        | \$825.00              |
|                       |                          |                             |                  |                 |             |                               | 23-24       |                 |                  |          | \$825.00              |

| VEN-KEY               | VENDOR NAME                        | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                    | LQ S | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-----------------------|------------------------------------|----------------------|------------|----------|------|--------------------------------|------|------------|------------|-----------|----------------|
|                       | ACH VOID DOWNLOAD                  | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION         | FY   |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                |      |            |            |           | \$825.00       |
| ENGLER,C000           | Engler,Callaway,Baasten & Srage L  | 33167                | 0000000000 | mm0424   | AP   | General Law Srvc MAR24         | B    | 04/01/2024 | 04/18/2024 | R         | \$48.00        |
| 23-24                 |                                    |                      |            |          |      |                                |      |            |            |           | \$48.00        |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                |      |            |            |           | \$48.00        |
| ERIKSSON000           | Eriksson Engineering               | 30153                | 0000000000 | mm0424   | AP   | Weight Room Expansion          | B    | 03/16/2024 | 04/18/2024 | R         | \$14,985.00    |
| 23-24                 |                                    |                      |            |          |      |                                |      |            |            |           | \$14,985.00    |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                |      |            |            |           | \$14,985.00    |
| ERNIE PE000           | Ernie Peterson Plumbing, Inc.      | 57352                | 0000000000 | mm0424   | AP   | Plumbing Service               | B    | 03/29/2024 | 04/18/2024 | R         | \$2,850.00     |
| 23-24                 |                                    |                      |            |          |      |                                |      |            |            |           | \$2,850.00     |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                |      |            |            |           | \$2,850.00     |
| EXCEPTI0000           | Exceptional Learners Collaborative | 00024031             | 0000000000 | mm0424   | AP   | Physical Thrpy SEPT23          | B    | 11/01/2023 | 04/18/2024 | R         | \$154.42       |
| 23-24                 |                                    |                      |            |          |      |                                |      |            |            |           | \$154.42       |
| EXCEPTI0000           | Exceptional Learners Collaborative | 00024135             | 0000000000 | mm0424   | AP   | Physical Thrpy FEB24           | B    | 03/19/2024 | 04/18/2024 | R         | \$165.45       |
| 23-24                 |                                    |                      |            |          |      |                                |      |            |            |           | \$165.45       |
| NUMBER OF INVOICES: 2 |                                    |                      |            |          |      |                                |      |            |            |           | \$319.87       |
| FAIRBLAR000           | Fairbairn, Larry                   | 04052024 4:45        | 0000000000 | mm0424   | AP   | Softball V                     | B    | 04/05/2024 | 04/18/2024 | R         | \$77.00        |
| 23-24                 |                                    |                      |            |          |      |                                |      |            |            |           | \$77.00        |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                |      |            |            |           | \$77.00        |
| FIRST T0000           | First To The Finish                | SI-765113            | 0502400054 | mm0424   | AP   | ADDITIONAL BOYS TRACK UNIFORMS | F B  | 03/19/2024 | 04/18/2024 | R         | \$619.88       |
| 23-24                 |                                    |                      |            |          |      |                                |      |            |            |           | \$619.88       |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                |      |            |            |           | \$619.88       |
| FLAYFADN000           | Flayfel, Adnan                     | 04052024 4:30        | 0000000000 | mm0424   | AP   | G Soccer JV                    | B    | 04/05/2024 | 04/18/2024 | R         | \$65.00        |

| VEN-KEY     | VENDOR NAME                   | INVOICE #            | PO NUMBER  | BATCH    | BANK           | DESCRIPTION              | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-------------|-------------------------------|----------------------|------------|----------|----------------|--------------------------|-------|------------|------------|-----------|----------------|
|             | ACH VOID DOWNLOAD             | DISCOUNT DESCRIPTION |            | DISC AMT |                | ADJUSTMENT DESCRIPTION   | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| FLAYFADN000 | Flayfel, Adnan                | 04052024 4:30        |            | *****    | CONTINUED***** |                          | 23-24 |            |            |           | \$65.00        |
| FLAYFADN000 | Flayfel, Adnan                | 04052024 6:15        | 0000000000 | mm0424   | AP             | G Soccer V               | B     | 04/05/2024 | 04/18/2024 | R         | \$82.00        |
|             |                               |                      |            |          |                |                          | 23-24 |            |            |           | \$82.00        |
|             |                               |                      |            |          |                | NUMBER OF INVOICES: 2    |       |            |            |           | \$147.00       |
| FOLLETT 009 | Follett Content Solutions LLC | 353469A              | 0000000000 | mm0424   | AP             | Library supply           | B     | 03/25/2024 | 04/18/2024 | R         | \$679.67       |
|             |                               |                      |            |          |                |                          | 23-24 |            |            |           | \$679.67       |
| FOLLETT 009 | Follett Content Solutions LLC | 353469F              | 0000000000 | mm0424   | AP             | Library supply           | B     | 04/05/2024 | 04/18/2024 | R         | \$92.44        |
|             |                               |                      |            |          |                |                          | 23-24 |            |            |           | \$92.44        |
|             |                               |                      |            |          |                | NUMBER OF INVOICES: 2    |       |            |            |           | \$772.11       |
| FORMLABS000 | Formlabs Inc.                 | 1606201              | 0112400013 | mm0424   | AP             | CTE 3D Print Material    | F B   | 03/13/2024 | 04/18/2024 | R         | \$515.05       |
|             |                               |                      |            |          |                |                          | 23-24 |            |            |           | \$515.05       |
|             |                               |                      |            |          |                | NUMBER OF INVOICES: 1    |       |            |            |           | \$515.05       |
| FOX LAKE016 | Fox Lake School District 114  | 04022024             | 0000000000 | mm0424   | AP             | BPAC Presentations share | B     | 04/02/2024 | 04/18/2024 | R         | \$466.00       |
|             |                               |                      |            |          |                |                          | 23-24 |            |            |           | \$466.00       |
|             |                               |                      |            |          |                | NUMBER OF INVOICES: 1    |       |            |            |           | \$466.00       |
| FRANCZEK000 | Franczek P.C.                 | 229873               | 0000000000 | mm040224 | AP             | FEB24 Legal Services     | H     | 03/22/2024 | 04/02/2024 | R         | \$85.50        |
|             |                               |                      |            |          |                |                          | 23-24 |            |            | 116417    | \$85.50        |
|             |                               |                      |            |          |                | NUMBER OF INVOICES: 1    |       |            |            |           | \$85.50        |
| FRANZJEF000 | Franzen, Jeffrey              | 03162024 10:00       | 0000000000 | mm0424   | AP             | Lacrosse V               | B     | 03/16/2024 | 04/18/2024 | R         | \$82.00        |
|             |                               |                      |            |          |                |                          | 23-24 |            |            |           | \$82.00        |
|             |                               |                      |            |          |                | NUMBER OF INVOICES: 1    |       |            |            |           | \$82.00        |
| FRESHWOR000 | FRESHWORKS INC                | FS264193             | 3002400067 | mm0424   | AP             | Freshservice Annual      | F B   | 04/04/2024 | 04/18/2024 | R         | \$3,763.20     |

| VEN-KEY     | VENDOR NAME          | INVOICE #            | PO NUMBER  | BATCH               | BANK | DESCRIPTION                 | LQ S    | INV DATE   | DUE DATE   | C         | NET AMOUNT               |
|-------------|----------------------|----------------------|------------|---------------------|------|-----------------------------|---------|------------|------------|-----------|--------------------------|
|             | ACH VOID DOWNLOAD    | DISCOUNT DESCRIPTION |            | DISC AMT            |      | ADJUSTMENT DESCRIPTION      | FY      |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT           |
| FRESHWOR000 | FRESHWORKS INC       | FS264193             |            | *****CONTINUED***** |      | Subscription Renewal        | 23-24   |            |            |           | \$3,763.20               |
|             |                      |                      |            |                     |      | NUMBER OF INVOICES: 1       |         |            |            |           | \$3,763.20               |
| GADSOZI0000 | Gadson, Zionah       | ID 29229             | 0000000000 | mm0424              | AP   | Career Crossroads           | B 23-24 | 03/28/2024 | 04/18/2024 | R         | \$900.00<br>\$900.00     |
|             |                      |                      |            |                     |      | NUMBER OF INVOICES: 1       |         |            |            |           | \$900.00                 |
| GEISTRYA000 | Geist, Ryan          | April 2024           | 0000000000 | mm0424              | AP   | Phone Reimbursement         | B 23-24 | 04/01/2024 | 04/18/2024 | R         | \$100.00<br>\$100.00     |
|             |                      |                      |            |                     |      | NUMBER OF INVOICES: 1       |         |            |            |           | \$100.00                 |
| GERAGBRI000 | Geraghty, Brian      | 03132024             | 0000000000 | mm0424              | AP   | Baseball V                  | B 23-24 | 03/13/2024 | 04/18/2024 | R         | \$24.00<br>\$77.00       |
|             |                      |                      |            |                     |      | NUMBER OF INVOICES: 1       |         |            |            |           | \$77.00                  |
| GFC LEAS000 | GFC Leasing          | I00904426            | 0000000000 | mm0424              | AP   | Copier Lease pymt           | B 23-24 | 03/17/2024 | 04/18/2024 | R         | \$7,281.76<br>\$7,281.76 |
|             |                      |                      |            |                     |      | NUMBER OF INVOICES: 1       |         |            |            |           | \$7,281.76               |
| GIER RIT001 | Gier, Rita           | 04062024             | 0000000000 | mm040224            | AP   | WGuard State meal allowance | H 23-24 | 03/22/2024 | 04/02/2024 | R         | \$295.36<br>\$295.36     |
|             |                      |                      |            |                     |      | NUMBER OF INVOICES: 1       |         |            |            |           | \$295.36                 |
| GILLELES000 | Gillengerten, Leslie | 04022024             | 0000000000 | mm0424              | AP   | Life Ins reimbursement      | B 23-24 | 04/02/2024 | 04/18/2024 | R         | \$289.00<br>\$289.00     |
|             |                      |                      |            |                     |      | NUMBER OF INVOICES: 1       |         |            |            |           | \$289.00                 |
| GOPHER 000  | Gopher               | IN356570             | 0212400009 | mm0424              | AP   | PE Supply Order             | F B     | 03/11/2024 | 04/18/2024 | R         | \$1,837.70               |

| VEN-KEY     | VENDOR NAME                  | INVOICE #            | PO NUMBER  | BATCH               | BANK | DESCRIPTION                   | LQ    | S          | INV DATE   | DUE DATE  | C | NET AMOUNT     |
|-------------|------------------------------|----------------------|------------|---------------------|------|-------------------------------|-------|------------|------------|-----------|---|----------------|
|             | ACH VOID DOWNLOAD            | DISCOUNT DESCRIPTION |            | DISC AMT            |      | ADJUSTMENT DESCRIPTION        | FY    |            | ADJ AMT    | CHECK NBR |   | INVOICE AMOUNT |
| GOPHER 000  | Gopher                       | IN356570             |            | *****CONTINUED***** |      |                               |       |            |            |           |   |                |
|             |                              |                      |            |                     |      |                               | 23-24 |            |            |           |   | \$1,837.70     |
|             |                              |                      |            |                     |      | NUMBER OF INVOICES: 1         |       |            |            |           |   | \$1,837.70     |
| GORDON F000 | Gordon Flesch Company Inc.   | IN14633761           | 0000000000 | mm0424              | AP   | Per Copy Maint Charges        | B     | 04/05/2024 | 04/18/2024 | R         |   | \$1,428.44     |
|             |                              |                      |            |                     |      |                               | 23-24 |            |            |           |   | \$1,428.44     |
| GORDON F000 | Gordon Flesch Company Inc.   | IN14633762           | 0000000000 | mm0424              | AP   | Per Copy Maint Charges        | B     | 04/05/2024 | 04/18/2024 | R         |   | \$98.39        |
|             |                              |                      |            |                     |      |                               | 23-24 |            |            |           |   | \$98.39        |
| GORDON F000 | Gordon Flesch Company Inc.   | PR10005349           | 0000000000 | mm0424              | AP   | Copier software maint/support | B     | 03/19/2024 | 04/18/2024 | R         |   | \$1,331.20     |
|             |                              |                      |            |                     |      |                               | 23-24 |            |            |           |   | \$1,331.20     |
|             |                              |                      |            |                     |      | NUMBER OF INVOICES: 3         |       |            |            |           |   | \$2,858.03     |
| GORDON F001 | Gordon Food Service, Inc.    | 9007347633           | 0000000000 | mm0424              | AP   | Food Lab supply               | B     | 03/05/2024 | 04/18/2024 | R         |   | \$252.00       |
|             |                              |                      |            |                     |      |                               | 23-24 |            |            |           |   | \$252.00       |
| GORDON F001 | Gordon Food Service, Inc.    | 9007832914           | 0000000000 | mm0424              | AP   | Food Lab supply               | B     | 03/19/2024 | 04/18/2024 | R         |   | \$276.54       |
|             |                              |                      |            |                     |      |                               | 23-24 |            |            |           |   | \$276.54       |
| GORDON F001 | Gordon Food Service, Inc.    | 9008292068           | 0000000000 | mm0424              | AP   | Food Lab supply               | B     | 04/02/2024 | 04/18/2024 | R         |   | \$312.79       |
|             |                              |                      |            |                     |      |                               | 23-24 |            |            |           |   | \$312.79       |
| GORDON F001 | Gordon Food Service, Inc.    | 9008533794           | 0000000000 | mm0424              | AP   | Food Lab supply               | B     | 04/09/2024 | 04/18/2024 | R         |   | \$178.52       |
|             |                              |                      |            |                     |      |                               | 23-24 |            |            |           |   | \$178.52       |
| GORDON F001 | Gordon Food Service, Inc.    | MAR24-100217416      | 0000000000 | mm0424              | AP   | FOOD MAR24                    | B     | 03/27/2024 | 04/18/2024 | R         |   | \$44,971.33    |
|             |                              |                      |            |                     |      |                               | 23-24 |            |            |           |   | \$44,971.33    |
|             |                              |                      |            |                     |      | NUMBER OF INVOICES: 5         |       |            |            |           |   | \$45,991.18    |
| GRANT CH003 | Grant Chsd 124 Activity Fund | 04012024             | 0000000000 | mm0424              | AP   | Fees Paid MAR24               | B     | 04/01/2024 | 04/18/2024 | S         |   | \$4,830.00     |
|             |                              |                      |            |                     |      |                               | 23-24 |            |            |           |   | \$4,830.00     |

| VEN-KEY               | VENDOR NAME                        | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION              | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-----------------------|------------------------------------|----------------------|------------|----------|------|--------------------------|-------|------------|------------|-----------|----------------|
|                       | ACH VOID DOWNLOAD                  | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION   | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                          |       |            |            |           | \$4,830.00     |
| GRANT C0001           | Grant Community High School Distri | Petty Cash MAR24     | 0000000000 | mm0424   | AP   | Petty Cash reimbursement | B     | 03/26/2024 | 04/18/2024 | S         | \$248.24       |
|                       |                                    |                      |            |          |      |                          | 23-24 |            |            |           | \$248.24       |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                          |       |            |            |           | \$248.24       |
| GREAT LA011           | GREAT LAKES COCA COLA DISTRIB      | 40447755007          | 0000000000 | mm0424   | AP   | Beverages-Vending        | B     | 03/20/2024 | 04/18/2024 | R         | \$671.58       |
|                       |                                    |                      |            |          |      |                          | 23-24 |            |            |           | \$671.58       |
| GREAT LA011           | GREAT LAKES COCA COLA DISTRIB      | 40665626012          | 0000000000 | mm0424   | AP   | Beverages-Vending        | B     | 04/03/2024 | 04/18/2024 | R         | \$798.43       |
|                       |                                    |                      |            |          |      |                          | 23-24 |            |            |           | \$798.43       |
| NUMBER OF INVOICES: 2 |                                    |                      |            |          |      |                          |       |            |            |           | \$1,470.01     |
| GRIBBEM000            | Gribbens, Emmett                   | 04062024 9:00        | 0000000000 | mm0424   | AP   | Softball JV1             | B     | 04/06/2024 | 04/18/2024 | R         | \$74.00        |
|                       |                                    |                      |            |          |      |                          | 23-24 |            |            |           | \$74.00        |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                          |       |            |            |           | \$74.00        |
| GUARDIAN001           | Guardian                           | 00 554362            | 0000000000 | mm032224 | AP   | Dental/Life APR24        | H     | 03/22/2024 | 03/22/2024 | R         | \$4,979.24     |
|                       |                                    |                      |            |          |      |                          | 23-24 |            |            | 116411    | \$4,979.24     |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                          |       |            |            |           | \$4,979.24     |
| GUILDJOH000           | Guild, John                        | 04012024             | 0000000000 | mm0424   | AP   | G Soccer V               | B     | 04/01/2024 | 04/18/2024 | R         | \$82.00        |
|                       |                                    |                      |            |          |      |                          | 23-24 |            |            |           | \$82.00        |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                          |       |            |            |           | \$82.00        |
| GUTSMJEF000           | Gutsmiedl, Jeffrey                 | 04042024 5:00        | 0000000000 | mm0424   | AP   | G Soccer JV2             | B     | 04/04/2024 | 04/18/2024 | R         | \$72.00        |
|                       |                                    |                      |            |          |      |                          | 23-24 |            |            |           | \$72.00        |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                          |       |            |            |           | \$72.00        |
| HART DAV000           | Hart, David                        | ID 27867             | 0000000000 | mm0424   | AP   | Career Crossroads        | B     | 03/28/2024 | 04/18/2024 | R         | \$950.00       |

| VEN-KEY     | VENDOR NAME               | INVOICE #            | PO NUMBER           | BATCH    | BANK | DESCRIPTION                       | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT       |
|-------------|---------------------------|----------------------|---------------------|----------|------|-----------------------------------|-------|------------|------------|-----------|------------------|
|             | ACH VOID DOWNLOAD         | DISCOUNT DESCRIPTION |                     | DISC AMT |      | ADJUSTMENT DESCRIPTION            | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT   |
| HART DAV000 | Hart, David               | ID 27867             | *****CONTINUED***** |          |      |                                   | 23-24 |            |            |           | \$950.00         |
| HART DAV000 | Hart, David               | ID 27867 Intern      | 0000000000          | mm0424   | AP   | Career Intern-Surebonder FPC Corp | B     | 03/15/2024 | 04/18/2024 | R         | \$280.00         |
|             |                           |                      |                     |          |      |                                   | 23-24 |            |            |           | \$280.00         |
|             |                           |                      |                     |          |      | NUMBER OF INVOICES: 2             |       |            |            |           | \$1,230.00       |
| HARVARD 002 | Harvard High School       | School Code 0614     | 0000000000          | mm031824 | AP   | IHSA State Org Contest            | H     | 03/09/2024 | 03/18/2024 | R         | \$175.00         |
|             |                           |                      |                     |          |      |                                   | 23-24 |            |            | 116372    | \$175.00         |
|             |                           |                      |                     |          |      | NUMBER OF INVOICES: 1             |       |            |            |           | \$175.00         |
| HAWTHORN006 | Hawthorn Counseling Group | 03152024             | 0000000000          | mm0424   | AP   | Threat Assessment Training        | B     | 03/15/2024 | 04/18/2024 | R         | \$1,440.00       |
|             |                           |                      |                     |          |      |                                   | 23-24 |            |            |           | \$1,440.00       |
|             |                           |                      |                     |          |      | NUMBER OF INVOICES: 1             |       |            |            |           | 27<br>\$1,440.00 |
| HEARTLAN006 | Heartland Alliance Health | 24769                | 0000000000          | mm0424   | AP   | Telephonic                        | B     | 02/29/2024 | 04/18/2024 | R         | \$147.25         |
|             |                           |                      |                     |          |      |                                   | 23-24 |            |            |           | \$147.25         |
|             |                           |                      |                     |          |      | NUMBER OF INVOICES: 1             |       |            |            |           | \$147.25         |
| HERRILAU000 | Herrick, Laura            | ID#27590             | 0000000000          | mm0424   | AP   | Credit Balance refund             | B     | 04/02/2024 | 04/18/2024 | R         | \$40.00          |
|             |                           |                      |                     |          |      |                                   | 23-24 |            |            |           | \$40.00          |
|             |                           |                      |                     |          |      | NUMBER OF INVOICES: 1             |       |            |            |           | \$40.00          |
| HON NAT000  | Hon, Nathan               | 03272024             | 0000000000          | mm0424   | AP   | Baseball JV2                      | B     | 03/27/2024 | 04/18/2024 | R         | \$74.00          |
|             |                           |                      |                     |          |      |                                   | 23-24 |            |            |           | \$74.00          |
|             |                           |                      |                     |          |      | NUMBER OF INVOICES: 1             |       |            |            |           | \$74.00          |
| HUTCHCOR000 | Hutcheson, Corey          | EL5033               | 0000000000          | mm0424   | AP   | 23/24 Tuition Reimbursement       | B     | 04/10/2024 | 04/18/2024 | R         | \$705.00         |
|             |                           |                      |                     |          |      |                                   | 23-24 |            |            |           | \$705.00         |

| VEN-KEY               | VENDOR NAME                      | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                 | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-----------------------|----------------------------------|----------------------|------------|----------|------|-----------------------------|-------|------------|------------|-----------|----------------|
|                       | ACH VOID DOWNLOAD                | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION      | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| NUMBER OF INVOICES: 1 |                                  |                      |            |          |      |                             |       |            |            |           | \$705.00       |
| IHC CONS000           | Ihc Construction Companies, Llc. | PROJ 23012           | 0000000000 | mm0424   | AP   | APP2-Weight Room Expansion  | B     | 03/31/2024 | 04/18/2024 | S         | \$48,603.42    |
|                       |                                  |                      |            |          |      |                             | 23-24 |            |            |           | \$48,603.42    |
| NUMBER OF INVOICES: 1 |                                  |                      |            |          |      |                             |       |            |            |           | \$48,603.42    |
| ILLINOIS042           | Illinois Association Of Fccla    | 0480002              | 0000000000 | mm040924 | AP   | FCCLA 2024 State entry fee  | H     | 02/21/2024 | 04/09/2024 | R         | \$645.00       |
|                       |                                  |                      |            |          |      |                             | 23-24 |            |            | 116427    | \$645.00       |
| NUMBER OF INVOICES: 1 |                                  |                      |            |          |      |                             |       |            |            |           | \$645.00       |
| INDUSTRI002           | Industrial Abrasives Co Inc      | 356349               | 0112400012 | mm0424   | AP   | CTE Supplies                | F B   | 03/12/2024 | 04/18/2024 | R         | \$364.50       |
|                       |                                  |                      |            |          |      |                             | 23-24 |            |            |           | \$364.50       |
| NUMBER OF INVOICES: 1 |                                  |                      |            |          |      |                             |       |            |            |           | \$364.50       |
| INTEGRAT000           | Integrated Systems Corp          | 0738285              | 0000000000 | mm0424   | AP   | Skyward May 2024            | B     | 04/01/2024 | 04/18/2024 | R         | \$1,021.68     |
|                       |                                  |                      |            |          |      |                             | 23-24 |            |            |           | \$1,021.68     |
| NUMBER OF INVOICES: 1 |                                  |                      |            |          |      |                             |       |            |            |           | \$1,021.68     |
| INTEGRAT001           | Integrated Security Specialists  | 15132                | 0000000000 | mm0424   | AP   | Video Intercom installation | B     | 03/25/2024 | 04/18/2024 | R         | \$2,863.00     |
|                       |                                  |                      |            |          |      |                             | 23-24 |            |            |           | \$2,863.00     |
| INTEGRAT001           | Integrated Security Specialists  | 15281                | 0000000000 | mm0424   | AP   | Monitor Apr-Jun24           | B     | 02/27/2024 | 04/18/2024 | R         | \$213.00       |
|                       |                                  |                      |            |          |      | Transportation              |       |            |            |           |                |
|                       |                                  |                      |            |          |      |                             | 23-24 |            |            |           | \$213.00       |
| INTEGRAT001           | Integrated Security Specialists  | 15320                | 0000000000 | mm0424   | AP   | Main Bldg exterior door     | B     | 03/24/2024 | 04/18/2024 | R         | \$30,562.69    |
|                       |                                  |                      |            |          |      | upgrade                     |       |            |            |           |                |
|                       |                                  |                      |            |          |      |                             | 23-24 |            |            |           | \$30,562.69    |
| INTEGRAT001           | Integrated Security Specialists  | 15321                | 0000000000 | mm0424   | AP   | Main Bldg doors 8E/19/20    | B     | 03/25/2024 | 04/18/2024 | R         | \$6,907.55     |
|                       |                                  |                      |            |          |      |                             | 23-24 |            |            |           | \$6,907.55     |

| VEN-KEY               | VENDOR NAME                        | INVOICE #            | PO NUMBER  | BATCH    | BANK     | DESCRIPTION                       | LQ    | S          | INV DATE   | DUE DATE  | C | NET AMOUNT     |
|-----------------------|------------------------------------|----------------------|------------|----------|----------|-----------------------------------|-------|------------|------------|-----------|---|----------------|
|                       | ACH VOID DOWNLOAD                  | DISCOUNT DESCRIPTION |            |          | DISC AMT | ADJUSTMENT DESCRIPTION            | FY    |            | ADJ AMT    | CHECK NBR |   | INVOICE AMOUNT |
| INTEGRAT001           | Integrated Security Specialists    | 15322                | 0000000000 | mm0424   | AP       | FH Door#6 access<br>installation  | B     | 03/25/2024 | 04/18/2024 | R         |   | \$1,938.98     |
|                       |                                    |                      |            |          |          |                                   | 23-24 |            |            |           |   | \$1,938.98     |
| INTEGRAT001           | Integrated Security Specialists    | 15352                | 0000000000 | mm0424   | AP       | Cylindrical Locksets              | B     | 04/09/2024 | 04/18/2024 | R         |   | \$1,183.76     |
|                       |                                    |                      |            |          |          |                                   | 23-24 |            |            |           |   | \$1,183.76     |
| NUMBER OF INVOICES: 6 |                                    |                      |            |          |          |                                   |       |            |            |           |   | \$43,668.98    |
| INTERQUE000           | Interquest Detection Canines of Ch | 2362                 | 0000000000 | mm0424   | AP       | 1/2 Day School Visit              | B     | 03/31/2024 | 04/18/2024 | R         |   | \$355.00       |
|                       |                                    |                      |            |          |          |                                   | 23-24 |            |            |           |   | \$355.00       |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |          |                                   |       |            |            |           |   | \$355.00       |
| IPA LAKE000           | Ipa Lake Region                    | 03192024             | 0000000000 | mm032224 | AP       | IPA Breakfast for 10              | H     | 03/19/2024 | 03/22/2024 | R         |   | \$400.00       |
|                       |                                    |                      |            |          |          |                                   | 23-24 |            |            | 116412    |   | \$400.00       |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |          |                                   |       |            |            |           |   | 29<br>\$400.00 |
| JACK FR0001           | Jack Frost Iron Works              | PROJ 23012           | 0000000000 | mm0424   | AP       | APP2-Weight Room Expansion        | B     | 03/31/2024 | 04/18/2024 | S         |   | \$3,906.00     |
|                       |                                    |                      |            |          |          |                                   | 23-24 |            |            |           |   | \$3,906.00     |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |          |                                   |       |            |            |           |   | \$3,906.00     |
| JOHNNY D000           | JOHNNY D TEES                      | 11126                | 0000000000 | mm0424   | AP       | Writers Expo shirts               | B     | 03/19/2024 | 04/18/2024 | R         |   | \$693.00       |
|                       |                                    |                      |            |          |          |                                   | 23-24 |            |            |           |   | \$693.00       |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |          |                                   |       |            |            |           |   | \$693.00       |
| JOHNSON 002           | Johnson Controls Fire Protection L | 24022488             | 0000000000 | mm0424   | AP       | Fire Alarm<br>srvc-Transportation | B     | 03/11/2024 | 04/18/2024 | R         |   | \$900.00       |
|                       |                                    |                      |            |          |          |                                   | 23-24 |            |            |           |   | \$900.00       |
| JOHNSON 002           | Johnson Controls Fire Protection L | 24022489             | 0000000000 | mm0424   | AP       | Fire Alarm srvc-Fieldhouse        | B     | 03/11/2024 | 04/18/2024 | R         |   | \$5,173.00     |
|                       |                                    |                      |            |          |          |                                   | 23-24 |            |            |           |   | \$5,173.00     |

| VEN-KEY               | VENDOR NAME                        | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                     | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-----------------------|------------------------------------|----------------------|------------|----------|------|---------------------------------|-------|------------|------------|-----------|----------------|
|                       | ACH VOID DOWNLOAD                  | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION          | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| JOHNSON 002           | Johnson Controls Fire Protection L | 24022490             | 0000000000 | mm0424   | AP   | Fire Alarm srvc-Main Bldg       | B     | 03/11/2024 | 04/18/2024 | R         | \$23,750.00    |
|                       |                                    |                      |            |          |      |                                 | 23-24 |            |            |           | \$23,750.00    |
| JOHNSON 002           | Johnson Controls Fire Protection L | 24022497             | 0000000000 | mm0424   | AP   | Fire Alarm srvc-District Office | B     | 03/11/2024 | 04/18/2024 | R         | \$3,424.50     |
|                       |                                    |                      |            |          |      |                                 | 23-24 |            |            |           | \$3,424.50     |
| NUMBER OF INVOICES: 4 |                                    |                      |            |          |      |                                 |       |            |            |           | \$33,247.50    |
| JOSTENS 000           | Jostens                            | 33679992             | 0000000000 | mm0424   | AP   | Notecards w/ Envelopes          | B     | 03/25/2024 | 04/18/2024 | R         | \$459.95       |
|                       |                                    |                      |            |          |      |                                 | 23-24 |            |            |           | \$459.95       |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                 |       |            |            |           | \$459.95       |
| KLEMMZAC000           | Klemm, Zachary                     | 03192024 4:45        | 0000000000 | mm0424   | AP   | Softball V (x2)                 | B     | 03/19/2024 | 04/18/2024 | R         | \$154.00       |
|                       |                                    |                      |            |          |      |                                 | 23-24 |            |            |           | \$154.00       |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                 |       |            |            |           | 30<br>\$154.00 |
| KLIPSMIC001           | Klipstein, Michael                 | 04062024             | 0000000000 | mm0424   | AP   | Baseball V (2 games)            | B     | 04/06/2024 | 04/18/2024 | R         | \$154.00       |
|                       |                                    |                      |            |          |      |                                 | 23-24 |            |            |           | \$154.00       |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                 |       |            |            |           | \$154.00       |
| KOSARANN000           | Kosar, Anna                        | 04082024             | 0000000000 | mm0424   | AP   | FBLA state fuel reimbursement   | B     | 04/08/2024 | 04/18/2024 | R         | \$170.55       |
|                       |                                    |                      |            |          |      |                                 | 23-24 |            |            |           | \$170.55       |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                 |       |            |            |           | \$170.55       |
| KRIHA B0000           | Kriha Boucek LLC                   | 6440                 | 0000000000 | mm0424   | AP   | MAR24 Legal Services            | B     | 04/08/2024 | 04/18/2024 | R         | \$627.00       |
|                       |                                    |                      |            |          |      |                                 | 23-24 |            |            |           | \$627.00       |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                 |       |            |            |           | \$627.00       |
| KUVSHALE000           | Kuvshinikov, Alex                  | 04012024             | 0000000000 | mm0424   | AP   | G Soccer V                      | B     | 04/01/2024 | 04/18/2024 | R         | \$82.00        |

| VEN-KEY     | VENDOR NAME                        | INVOICE #            | PO NUMBER  | BATCH               | BANK | DESCRIPTION                       | LQ    | S          | INV DATE   | DUE DATE  | C | NET AMOUNT     |
|-------------|------------------------------------|----------------------|------------|---------------------|------|-----------------------------------|-------|------------|------------|-----------|---|----------------|
|             | ACH VOID DOWNLOAD                  | DISCOUNT DESCRIPTION |            | DISC AMT            |      | ADJUSTMENT DESCRIPTION            | FY    |            | ADJ AMT    | CHECK NBR |   | INVOICE AMOUNT |
| KUVSHALE000 | Kuvshinikov, Alex                  | 04012024             |            | *****CONTINUED***** |      |                                   |       |            |            |           |   |                |
|             |                                    |                      |            |                     |      |                                   | 23-24 |            |            |           |   | \$82.00        |
|             |                                    |                      |            |                     |      | NUMBER OF INVOICES: 1             |       |            |            |           |   | \$82.00        |
| LAKE COU012 | Lake County Regional Office Of Edu | 1000350424           | 0000000000 | mm0424              | AP   | Tuition 022224-032124             | B     | 03/31/2024 | 04/18/2024 | R         |   | \$3,000.00     |
|             |                                    |                      |            |                     |      |                                   | 23-24 |            |            |           |   | \$3,000.00     |
| LAKE COU012 | Lake County Regional Office Of Edu | 401100035            | 0000000000 | mm0424              | AP   | RSSP Tuition MAR24                | B     | 03/31/2024 | 04/18/2024 | R         |   | \$1,800.00     |
|             |                                    |                      |            |                     |      |                                   | 23-24 |            |            |           |   | \$1,800.00     |
|             |                                    |                      |            |                     |      | NUMBER OF INVOICES: 2             |       |            |            |           |   | \$4,800.00     |
| LAKE COU033 | Lake County Dept of Public Works   | 0347782-000004351    | 0000000000 | mm040224            | AP   | Sewer 013124-033124 Molidor Rd    | H     | 03/31/2024 | 04/02/2024 | R         |   | \$403.60       |
|             |                                    |                      |            |                     |      |                                   | 23-24 |            |            | 116419    |   | \$403.60       |
| LAKE COU033 | Lake County Dept of Public Works   | 0359060-000007247    | 0000000000 | mm040224            | AP   | Sewer 013124-033124 Old Grand Ave | H     | 03/31/2024 | 04/02/2024 | R         |   | \$293.16       |
|             |                                    |                      |            |                     |      |                                   | 23-24 |            |            | 116419    |   | \$293.16       |
|             |                                    |                      |            |                     |      | NUMBER OF INVOICES: 2             |       |            |            |           |   | \$696.76       |
| LAKES C0001 | Lakes Community High School        | 03152024             | 0000000000 | mm0424              | AP   | NLCC Track Conf Championships     | B     | 03/15/2024 | 04/18/2024 | R         |   | \$238.78       |
|             |                                    |                      |            |                     |      |                                   | 23-24 |            |            |           |   | \$238.78       |
|             |                                    |                      |            |                     |      | NUMBER OF INVOICES: 1             |       |            |            |           |   | \$238.78       |
| LAKESIDE002 | Lakeside Transportation            | RTINV1005373         | 0000000000 | mm0424              | AP   | SpecEd Trnsprt MAR24              | B     | 03/31/2024 | 04/18/2024 | R         |   | \$8,876.40     |
|             |                                    |                      |            |                     |      |                                   | 23-24 |            |            |           |   | \$8,876.40     |
|             |                                    |                      |            |                     |      | NUMBER OF INVOICES: 1             |       |            |            |           |   | \$8,876.40     |
| M-F ATHL000 | M-F Athletic Co Inc                | INV279195            | 0502400063 | mm0424              | AP   | TRACK STOPWATCHES                 | F B   | 04/05/2024 | 04/18/2024 | R         |   | \$183.95       |
|             |                                    |                      |            |                     |      |                                   | 23-24 |            |            |           |   | \$183.95       |

| VEN-KEY               | VENDOR NAME                  | INVOICE #            | PO NUMBER  | BATCH  | BANK | DESCRIPTION                 | LQ | S            | INV DATE   | DUE DATE | C         | NET AMOUNT     |
|-----------------------|------------------------------|----------------------|------------|--------|------|-----------------------------|----|--------------|------------|----------|-----------|----------------|
|                       | ACH VOID DOWNLOAD            | DISCOUNT DESCRIPTION |            | DISC   | AMT  | ADJUSTMENT DESCRIPTION      | FY |              | ADJ        | AMT      | CHECK NBR | INVOICE AMOUNT |
| NUMBER OF INVOICES: 1 |                              |                      |            |        |      |                             |    |              |            |          |           | \$183.95       |
| MARAVAND000           | Maravola, Andrew             | 03162024 10:00       | 0000000000 | mm0424 | AP   | Lacrosse V                  | B  | 03/16/2024   | 04/18/2024 | R        |           | \$82.00        |
| 23-24                 |                              |                      |            |        |      |                             |    |              |            |          |           | \$82.00        |
| NUMBER OF INVOICES: 1 |                              |                      |            |        |      |                             |    |              |            |          |           | \$82.00        |
| MARRIOTT002           | Marriott Theatre             | Annie 41924-42124    | 0000000000 | mm0424 | AP   | Theater supply rental       | B  | 03/26/2024   | 04/18/2024 | R        |           | \$100.00       |
| 23-24                 |                              |                      |            |        |      |                             |    |              |            |          |           | \$100.00       |
| NUMBER OF INVOICES: 1 |                              |                      |            |        |      |                             |    |              |            |          |           | \$100.00       |
| MARTIN P000           | Martin Petersen Company Inc  | PROJ 23012           | 0000000000 | mm0424 | AP   | APP2-Weight Room Expansion  | B  | 03/31/2024   | 04/18/2024 | S        |           | \$6,061.50     |
| 23-24                 |                              |                      |            |        |      |                             |    |              |            |          |           | \$6,061.50     |
| NUMBER OF INVOICES: 1 |                              |                      |            |        |      |                             |    |              |            |          |           | \$6,061.50     |
| MARTIN T000           | Martin Technology Solutions  | 6141                 | 3002400068 | mm0424 | AP   | Axis Cameras                | F  | B 03/14/2024 | 04/18/2024 | R        |           | \$11,243.00    |
| 23-24                 |                              |                      |            |        |      |                             |    |              |            |          |           | \$11,243.00    |
| MARTIN T000           | Martin Technology Solutions  | 6142                 | 3002400071 | mm0424 | AP   | Camera replacements         | F  | B 03/14/2024 | 04/18/2024 | R        |           | \$1,663.00     |
| 23-24                 |                              |                      |            |        |      |                             |    |              |            |          |           | \$1,663.00     |
| NUMBER OF INVOICES: 2 |                              |                      |            |        |      |                             |    |              |            |          |           | \$12,906.00    |
| MCHUGPET000           | McHugh, Peter                | 04012024             | 0000000000 | mm0424 | AP   | G Soccer V/JV               | B  | 04/01/2024   | 04/18/2024 | R        |           | \$147.00       |
| 23-24                 |                              |                      |            |        |      |                             |    |              |            |          |           | \$147.00       |
| NUMBER OF INVOICES: 1 |                              |                      |            |        |      |                             |    |              |            |          |           | \$147.00       |
| MCQUEEN 000           | McQueen Technology Group LLC | 011405               | 0000000000 | mm0424 | AP   | IT Support MAR24            | B  | 04/01/2024   | 04/18/2024 | R        |           | \$7,000.00     |
| 23-24                 |                              |                      |            |        |      |                             |    |              |            |          |           | \$7,000.00     |
| NUMBER OF INVOICES: 1 |                              |                      |            |        |      |                             |    |              |            |          |           | \$7,000.00     |
| MELENDAN000           | Melendez, Daniel             | 202409               | 0000000000 | mm0424 | AP   | NHS Induction audio service | B  | 04/08/2024   | 04/18/2024 | R        |           | \$500.00       |

| VEN-KEY               | VENDOR NAME       | INVOICE #            | PO NUMBER  | BATCH               | BANK | DESCRIPTION            | LQ    | S | INV DATE   | DUE DATE   | C | NET AMOUNT     |
|-----------------------|-------------------|----------------------|------------|---------------------|------|------------------------|-------|---|------------|------------|---|----------------|
|                       | ACH VOID DOWNLOAD | DISCOUNT DESCRIPTION |            | DISC AMT            |      | ADJUSTMENT DESCRIPTION | FY    |   | ADJ AMT    | CHECK NBR  |   | INVOICE AMOUNT |
| MELENDAN000           | Melendez, Daniel  | 202409               |            | *****CONTINUED***** |      |                        |       |   |            |            |   |                |
|                       |                   |                      |            |                     |      |                        | 23-24 |   |            |            |   | \$500.00       |
| NUMBER OF INVOICES: 1 |                   |                      |            |                     |      |                        |       |   |            |            |   | \$500.00       |
| MENARDS 001           | Menards           | 65335                | 0000000000 | mm0424              | AP   | Tech Ed supply         | B     |   | 02/20/2024 | 04/18/2024 | R | \$93.67        |
|                       |                   |                      |            |                     |      |                        | 23-24 |   |            |            |   | \$93.67        |
| MENARDS 001           | Menards           | 66323                | 0000000000 | mm0424              | AP   | BLDG & GRNDS supply    | B     |   | 03/06/2024 | 04/18/2024 | R | \$129.22       |
|                       |                   |                      |            |                     |      |                        | 23-24 |   |            |            |   | \$129.22       |
| MENARDS 001           | Menards           | 66520                | 0000000000 | mm0424              | AP   | Theater supply         | B     |   | 03/08/2024 | 04/18/2024 | R | \$126.97       |
|                       |                   |                      |            |                     |      |                        | 23-24 |   |            |            |   | \$126.97       |
| MENARDS 001           | Menards           | 66768                | 0000000000 | mm0424              | AP   | Theater supply         | B     |   | 03/13/2024 | 04/18/2024 | R | \$165.12       |
|                       |                   |                      |            |                     |      |                        | 23-24 |   |            |            |   | \$165.12       |
| MENARDS 001           | Menards           | 66941                | 0000000000 | mm0424              | AP   | BLDG & GRNDS supply    | B     |   | 03/15/2024 | 04/18/2024 | R | \$53.95        |
|                       |                   |                      |            |                     |      |                        | 23-24 |   |            |            |   | \$53.95        |
| MENARDS 001           | Menards           | 67131                | 0000000000 | mm0424              | AP   | Tech Ed supply         | B     |   | 03/18/2024 | 04/18/2024 | R | \$105.75       |
|                       |                   |                      |            |                     |      |                        | 23-24 |   |            |            |   | \$105.75       |
| MENARDS 001           | Menards           | 67239                | 0000000000 | mm0424              | AP   | BLDG & GRNDS supply    | B     |   | 03/20/2024 | 04/18/2024 | R | \$50.64        |
|                       |                   |                      |            |                     |      |                        | 23-24 |   |            |            |   | \$50.64        |
| MENARDS 001           | Menards           | 67277                | 0000000000 | mm0424              | AP   | Tech Ed supply         | B     |   | 03/20/2024 | 04/18/2024 | R | \$46.86        |
|                       |                   |                      |            |                     |      |                        | 23-24 |   |            |            |   | \$46.86        |
| MENARDS 001           | Menards           | 67316                | 0000000000 | mm0424              | AP   | Tech Ed supply         | B     |   | 03/21/2024 | 04/18/2024 | R | \$185.49       |
|                       |                   |                      |            |                     |      |                        | 23-24 |   |            |            |   | \$185.49       |
| MENARDS 001           | Menards           | 67763                | 0000000000 | mm0424              | AP   | BLDG & GRNDS supply    | B     |   | 03/28/2024 | 04/18/2024 | R | \$126.81       |
|                       |                   |                      |            |                     |      |                        | 23-24 |   |            |            |   | \$126.81       |

| VEN-KEY                | VENDOR NAME                   | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|------------------------|-------------------------------|----------------------|------------|----------|------|----------------------------|-------|------------|------------|-----------|----------------|
|                        | ACH VOID DOWNLOAD             | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION     | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| NUMBER OF INVOICES: 10 |                               |                      |            |          |      |                            |       |            |            |           | \$1,084.48     |
| MENTA AC000            | Menta Academy North           | SESINV-036041        | 0000000000 | mm0424   | AP   | Tuition MAR24              | B     | 03/22/2024 | 04/18/2024 | R         | \$9,010.35     |
|                        |                               |                      |            |          |      |                            | 23-24 |            |            |           | \$9,010.35     |
| MENTA AC000            | Menta Academy North           | SESINV-036042        | 0000000000 | mm0424   | AP   | Tuition MAR24              | B     | 03/22/2024 | 04/18/2024 | R         | \$5,592.00     |
|                        |                               |                      |            |          |      |                            | 23-24 |            |            |           | \$5,592.00     |
| NUMBER OF INVOICES: 2  |                               |                      |            |          |      |                            |       |            |            |           | \$14,602.35    |
| MG MECHA000            | MG Mechanical Contracting Inc | PROJ 23012           | 0000000000 | mm0424   | AP   | APP2-Weight Room Expansion | B     | 03/31/2024 | 04/18/2024 | S         | \$10,387.35    |
|                        |                               |                      |            |          |      |                            | 23-24 |            |            |           | \$10,387.35    |
| NUMBER OF INVOICES: 1  |                               |                      |            |          |      |                            |       |            |            |           | \$10,387.35    |
| MIKE'S B000            | Mike's Brass & Woodwind       | 1282                 | 0000000000 | mm0424   | AP   | Baritone repair            | B     | 04/04/2024 | 04/18/2024 | R         | \$275.00       |
|                        |                               |                      |            |          |      |                            | 23-24 |            |            |           | \$275.00       |
| NUMBER OF INVOICES: 1  |                               |                      |            |          |      |                            |       |            |            |           | \$275.00       |
| MILBRENN000            | Milbratz, Rene                | ID#26596             | 0000000000 | mm0424   | AP   | Credit Balance refund      | B     | 04/09/2024 | 04/18/2024 | R         | \$105.00       |
|                        |                               |                      |            |          |      |                            | 23-24 |            |            |           | \$105.00       |
| NUMBER OF INVOICES: 1  |                               |                      |            |          |      |                            |       |            |            |           | \$105.00       |
| MINGEPAU000            | Minger, Paul                  | 04052024 4:45        | 0000000000 | mm0424   | AP   | Softball V                 | B     | 04/05/2024 | 04/18/2024 | R         | \$77.00        |
|                        |                               |                      |            |          |      |                            | 23-24 |            |            |           | \$77.00        |
| NUMBER OF INVOICES: 1  |                               |                      |            |          |      |                            |       |            |            |           | \$77.00        |
| MIP V ON000            | MIP V Onion Parent LLC        | LR5658896            | 0000000000 | mm0424   | AP   | Rolloff 2410776/2410774    | B     | 03/25/2024 | 04/18/2024 | R         | \$1,463.25     |
|                        |                               |                      |            |          |      |                            | 23-24 |            |            |           | \$1,463.25     |
| MIP V ON000            | MIP V Onion Parent LLC        | WA1973250            | 0000000000 | mm0424   | AP   | Trash Service APR24        | B     | 03/25/2024 | 04/18/2024 | R         | \$78.00        |
|                        |                               |                      |            |          |      |                            | 23-24 |            |            |           | \$78.00        |

| VEN-KEY               | VENDOR NAME                       | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                       | LQ    | S          | INV DATE   | DUE DATE  | C | NET AMOUNT     |
|-----------------------|-----------------------------------|----------------------|------------|----------|------|-----------------------------------|-------|------------|------------|-----------|---|----------------|
|                       | ACH VOID DOWNLOAD                 | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION            | FY    |            | ADJ AMT    | CHECK NBR |   | INVOICE AMOUNT |
| NUMBER OF INVOICES: 2 |                                   |                      |            |          |      |                                   |       |            |            |           |   | \$1,541.25     |
| NAPA AUT000           | Napa Auto Supply                  | 083699               | 0000000000 | mm040224 | AP   | Transportation supply             | H     | 03/22/2024 | 04/02/2024 | R         |   | \$59.88        |
|                       |                                   |                      |            |          |      |                                   | 23-24 |            |            | 116420    |   | \$59.88        |
| NAPA AUT000           | Napa Auto Supply                  | 083703               | 0000000000 | mm040224 | AP   | Transportation supply             | H     | 03/22/2024 | 04/02/2024 | R         |   | \$50.64        |
|                       |                                   |                      |            |          |      |                                   | 23-24 |            |            | 116420    |   | \$50.64        |
| NAPA AUT000           | Napa Auto Supply                  | 083915               | 0000000000 | mm040224 | AP   | BLDG & GRNDS supply               | H     | 03/27/2024 | 04/02/2024 | R         |   | \$184.99       |
|                       |                                   |                      |            |          |      |                                   | 23-24 |            |            | 116420    |   | \$184.99       |
| NUMBER OF INVOICES: 3 |                                   |                      |            |          |      |                                   |       |            |            |           |   | \$295.51       |
| NATIONAL025           | National Cheerleaders Association | REG-0011241784       | 0000000000 | mm0424   | AP   | V Tier3 Platinum 2day performance | B     | 03/18/2024 | 04/18/2024 | R         |   | \$2,925.00     |
|                       |                                   |                      |            |          |      |                                   | 23-24 |            |            |           |   | \$2,925.00     |
| NUMBER OF INVOICES: 1 |                                   |                      |            |          |      |                                   |       |            |            |           |   | 35             |
| \$2,925.00            |                                   |                      |            |          |      |                                   |       |            |            |           |   |                |
| NEIL EST000           | Neil Estrick Gallery              | 1838                 | 0000000000 | mm0424   | AP   | Kiln repairs                      | B     | 04/03/2024 | 04/18/2024 | R         |   | \$1,134.25     |
|                       |                                   |                      |            |          |      |                                   | 23-24 |            |            |           |   | \$1,134.25     |
| NUMBER OF INVOICES: 1 |                                   |                      |            |          |      |                                   |       |            |            |           |   | \$1,134.25     |
| NICOR 001             | Nicor                             | 08-78-68-1000 5      | 0000000000 | mm0424   | AP   | 022024-032124 ES Hawthorne        | B     | 03/21/2024 | 04/18/2024 | R         |   | \$44.20        |
|                       |                                   |                      |            |          |      |                                   | 23-24 |            |            |           |   | \$44.20        |
| NICOR 001             | Nicor                             | 78-90-06-3769 1      | 0000000000 | mm0424   | AP   | Ingleside 021324-031424           | B     | 03/14/2024 | 04/18/2024 | R         |   | \$423.55       |
|                       |                                   |                      |            |          |      |                                   | 23-24 |            |            |           |   | \$423.55       |
| NUMBER OF INVOICES: 2 |                                   |                      |            |          |      |                                   |       |            |            |           |   | \$467.75       |
| NOISESTA000           | Noisey, Stacie                    | April 2024           | 0000000000 | mm0424   | AP   | Phone Reimbursement               | B     | 04/01/2024 | 04/18/2024 | R         |   | \$100.00       |
|                       |                                   |                      |            |          |      |                                   | 23-24 |            |            |           |   | \$100.00       |

| VEN-KEY               | VENDOR NAME                        | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                      | LQ S  | INV DATE   | DUE DATE   | C | NET AMOUNT     |
|-----------------------|------------------------------------|----------------------|------------|----------|------|----------------------------------|-------|------------|------------|---|----------------|
|                       | ACH VOID DOWNLOAD                  | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION           | FY    | ADJ AMT    | CHECK NBR  |   | INVOICE AMOUNT |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                  |       |            |            |   | \$100.00       |
| NORTHWES004           | Northwest Community Healthcare Tut | N-124-13             | 0000000000 | mm0424   | AP   | Tutoring 030424-030824           | B     | 03/31/2024 | 04/18/2024 | R | \$624.00       |
|                       |                                    |                      |            |          |      |                                  | 23-24 |            |            |   | \$624.00       |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                  |       |            |            |   | \$624.00       |
| NORTHWES024           | Northwestern Med Occ Health        | 548702               | 0000000000 | mm0424   | AP   | Physical/DOT Panel               | B     | 02/29/2024 | 04/18/2024 | R | \$170.00       |
|                       |                                    |                      |            |          |      |                                  | 23-24 |            |            |   | \$170.00       |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                  |       |            |            |   | \$170.00       |
| ORKIN PE000           | Orkin Pest Control                 | 256282639            | 0000000000 | mm0424   | AP   | Pest Control-25700 Old Grand     | B     | 02/27/2024 | 04/18/2024 | R | \$120.99       |
|                       |                                    |                      |            |          |      |                                  | 23-24 |            |            |   | \$120.99       |
| ORKIN PE000           | Orkin Pest Control                 | 257487558            | 0000000000 | mm0424   | AP   | Pest Control-122 Sayton          | B     | 03/08/2024 | 04/18/2024 | R | \$127.99       |
|                       |                                    |                      |            |          |      |                                  | 23-24 |            |            |   | \$127.99       |
| ORKIN PE000           | Orkin Pest Control                 | 257620254            | 0000000000 | mm0424   | AP   | Pest Control-25700 Old Grand Ave | B     | 03/21/2024 | 04/18/2024 | R | \$151.99       |
|                       |                                    |                      |            |          |      |                                  | 23-24 |            |            |   | \$151.99       |
| ORKIN PE000           | Orkin Pest Control                 | 258975929            | 0000000000 | mm0424   | AP   | Pest Control-285 E Grand Ave     | B     | 04/01/2024 | 04/18/2024 | R | \$174.99       |
|                       |                                    |                      |            |          |      |                                  | 23-24 |            |            |   | \$174.99       |
| NUMBER OF INVOICES: 4 |                                    |                      |            |          |      |                                  |       |            |            |   | \$575.96       |
| OVERHEAD000           | Overhead Door                      | 360442               | 0000000000 | mm0424   | AP   | Baseball Shed door service       | B     | 04/08/2024 | 04/18/2024 | R | \$180.00       |
|                       |                                    |                      |            |          |      |                                  | 23-24 |            |            |   | \$180.00       |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                  |       |            |            |   | \$180.00       |
| PADDOCK 000           | Paddock Publications               | 284303               | 0000000000 | mm0424   | AP   | Public Notice                    | B     | 04/01/2024 | 04/18/2024 | R | \$28.75        |
|                       |                                    |                      |            |          |      |                                  | 23-24 |            |            |   | \$28.75        |

| VEN-KEY     | VENDOR NAME                        | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                 | LQ S                   | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-------------|------------------------------------|----------------------|------------|----------|------|-----------------------------|------------------------|------------|------------|-----------|----------------|
|             | ACH VOID DOWNLOAD                  | DISCOUNT DESCRIPTION |            |          |      | DISC AMT                    | ADJUSTMENT DESCRIPTION | FY         | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
|             |                                    |                      |            |          |      |                             | NUMBER OF INVOICES: 1  |            |            |           | \$28.75        |
| PEERLESS001 | Peerless Network, Inc              | 46757                | 0000000000 | mm0424   | AP   | 031524-041424               | B                      | 03/15/2024 | 04/18/2024 | R         | \$238.94       |
|             |                                    |                      |            |          |      |                             | 23-24                  |            |            |           | \$238.94       |
|             |                                    |                      |            |          |      |                             | NUMBER OF INVOICES: 1  |            |            |           | \$238.94       |
| PEPPER E000 | Pepper Environmental Technologies  | 2301629002           | 0000000000 | mm0424   | AP   | 6 Month Inspection          | B                      | 03/20/2024 | 04/18/2024 | R         | \$850.00       |
|             |                                    |                      |            |          |      |                             | 23-24                  |            |            |           | \$850.00       |
|             |                                    |                      |            |          |      |                             | NUMBER OF INVOICES: 1  |            |            |           | \$850.00       |
| PERSPECT000 | Perspectives LTD                   | PER-IN-101021        | 0000000000 | mm0424   | AP   | Employee Assistance         | B                      | 04/01/2024 | 04/18/2024 | R         | \$405.00       |
|             |                                    |                      |            |          |      |                             | 23-24                  |            |            |           | \$405.00       |
|             |                                    |                      |            |          |      |                             | NUMBER OF INVOICES: 1  |            |            |           | \$405.00       |
| PETE'S D000 | Pete's Diary LLC                   | 0000911              | 0000000000 | mm040224 | AP   | Writer Expo presentation    | H                      | 01/03/2024 | 04/02/2024 | R         | \$1,000.00     |
|             |                                    |                      |            |          |      |                             | 23-24                  |            |            | 116421    | \$1,000.00     |
|             |                                    |                      |            |          |      |                             | NUMBER OF INVOICES: 1  |            |            |           | \$1,000.00     |
| PRESIDEN000 | President Abraham Lincoln Springfi | Conf# 84811408       | 0000000000 | mm040924 | AP   | FCCLA State hotel lodging   | H                      | 04/11/2024 | 04/09/2024 | R         | \$1,085.28     |
|             |                                    |                      |            |          |      | 041124-041324               |                        |            |            |           |                |
|             |                                    |                      |            |          |      |                             | 23-24                  |            |            | 116428    | \$1,085.28     |
|             |                                    |                      |            |          |      |                             | NUMBER OF INVOICES: 1  |            |            |           | \$1,085.28     |
| PROJECT 001 | Project Lead the Way               | 430346               | 0112400007 | mm0424   | AP   | CTE CIM Supply Order        | F B                    | 01/30/2024 | 04/18/2024 | R         | \$413.75       |
|             |                                    |                      |            |          |      |                             | 23-24                  |            |            |           | \$413.75       |
|             |                                    |                      |            |          |      |                             | NUMBER OF INVOICES: 1  |            |            |           | \$413.75       |
| PROTOLIG000 | PROTOLIGHT INC                     | 78597                | 0000000000 | mm0424   | AP   | Auditorium LED stage lights | B                      | 04/02/2024 | 04/18/2024 | R         | \$6,044.00     |
|             |                                    |                      |            |          |      |                             | 23-24                  |            |            |           | \$6,044.00     |

| VEN-KEY               | VENDOR NAME                        | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                                  | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-----------------------|------------------------------------|----------------------|------------|----------|------|----------------------------------------------|-------|------------|------------|-----------|----------------|
|                       | ACH VOID DOWNLOAD                  | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION                       | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                              |       |            |            |           | \$6,044.00     |
| QASABPAT000           | Qasabian, Patricia                 | 041124-041324        | 0000000000 | mm040924 | AP   | FCCLA State meal allowance                   | H     | 04/08/2024 | 04/09/2024 | R         | \$831.12       |
|                       |                                    |                      |            |          |      |                                              | 23-24 |            |            | 116429    | \$831.12       |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                              |       |            |            |           | \$831.12       |
| QUADIENT000           | Quadient Finance USA Inc           | 7900044080451309     | 0000000000 | mm040924 | AP   | Postage MAR24                                | H     | 04/01/2024 | 04/09/2024 | R         | \$3,000.00     |
|                       |                                    |                      |            |          |      |                                              | 23-24 |            |            | 116430    | \$3,000.00     |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                              |       |            |            |           | \$3,000.00     |
| QUBIT NE000           | Qubit Networks LLC                 | 13525                | 3002400072 | mm0424   | AP   | Extreme Networks Support<br>Software Renewal | F B   | 03/26/2024 | 04/18/2024 | R         | \$2,380.00     |
|                       |                                    |                      |            |          |      |                                              | 23-24 |            |            |           | \$2,380.00     |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                              |       |            |            |           | \$2,380.00     |
| QUEST F0000           | Quest Food Management Services, LL | IN122476             | 0000000000 | mm0424   | AP   | Food Service fee FEB24                       | B     | 02/29/2024 | 04/18/2024 | R         | \$23,405.09    |
|                       |                                    |                      |            |          |      |                                              | 23-24 |            |            |           | \$23,405.09    |
| QUEST F0000           | Quest Food Management Services, LL | IN122855             | 0000000000 | mm0424   | AP   | Environ Mktg printing                        | B     | 03/19/2024 | 04/18/2024 | R         | \$2,042.32     |
|                       |                                    |                      |            |          |      |                                              | 23-24 |            |            |           | \$2,042.32     |
| QUEST F0000           | Quest Food Management Services, LL | IN122959             | 0000000000 | mm0424   | AP   | Food Service fee MAR24                       | B     | 03/31/2024 | 04/18/2024 | R         | \$18,737.26    |
|                       |                                    |                      |            |          |      |                                              | 23-24 |            |            |           | \$18,737.26    |
| NUMBER OF INVOICES: 3 |                                    |                      |            |          |      |                                              |       |            |            |           | \$44,184.67    |
| RAY CHRY000           | Ray Chrysler Dodge Jeep Ram        | CHCS81028            | 0000000000 | mm0424   | AP   | 2017 Pacifica (6144) service                 | B     | 03/28/2024 | 04/18/2024 | R         | \$78.93        |
|                       |                                    |                      |            |          |      |                                              | 23-24 |            |            |           | \$78.93        |
| RAY CHRY000           | Ray Chrysler Dodge Jeep Ram        | CHCS81040            | 0000000000 | mm0424   | AP   | 2022 Pacifica (5963) service                 | B     | 03/28/2024 | 04/18/2024 | R         | \$74.93        |
|                       |                                    |                      |            |          |      |                                              | 23-24 |            |            |           | \$74.93        |

| VEN-KEY     | VENDOR NAME                        | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                  | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-------------|------------------------------------|----------------------|------------|----------|------|------------------------------|-------|------------|------------|-----------|----------------|
|             | ACH VOID DOWNLOAD                  | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION       | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| RAY CHRY000 | Ray Chrysler Dodge Jeep Ram        | CHCS81072            | 0000000000 | mm0424   | AP   | 2022 Pacifica (8853) service | B     | 03/28/2024 | 04/18/2024 | R         | \$79.84        |
|             |                                    |                      |            |          |      |                              | 23-24 |            |            |           | \$79.84        |
|             |                                    |                      |            |          |      | NUMBER OF INVOICES: 3        |       |            |            |           | \$233.70       |
| READY RE000 | READY REFRESH                      | 24C8104637510        | 0000000000 | mm040924 | AP   | Drinking Water MAR24         | H     | 04/02/2024 | 04/09/2024 | R         | \$989.67       |
|             |                                    |                      |            |          |      |                              | 23-24 |            |            | 116431    | \$989.67       |
|             |                                    |                      |            |          |      | NUMBER OF INVOICES: 1        |       |            |            |           | \$989.67       |
| REICHBET000 | Reich, Beth                        | 04102024             | 0000000000 | mm0424   | AP   | Life Ins reimbursement       | B     | 04/10/2024 | 04/18/2024 | R         | \$374.00       |
|             |                                    |                      |            |          |      |                              | 23-24 |            |            |           | \$374.00       |
| REICHBET000 | Reich, Beth                        | April 2024           | 0000000000 | mm0424   | AP   | Phone Reimbursement          | B     | 04/01/2024 | 04/18/2024 | R         | \$100.00       |
|             |                                    |                      |            |          |      |                              | 23-24 |            |            |           | \$100.00       |
|             |                                    |                      |            |          |      | NUMBER OF INVOICES: 2        |       |            |            |           | \$474.00       |
|             |                                    |                      |            |          |      |                              |       |            |            |           | 39             |
| RISK PR0000 | Risk Program Administrators        | 5080506              | 0000000000 | mm0424   | AP   | Builders Risk Ins policy     | B     | 04/02/2024 | 04/18/2024 | R         | \$5,000.00     |
|             |                                    |                      |            |          |      |                              | 23-24 |            |            |           | \$5,000.00     |
|             |                                    |                      |            |          |      | NUMBER OF INVOICES: 1        |       |            |            |           | \$5,000.00     |
| ROMERBEA000 | Romero, Beatriz                    | ID#28499             | 0000000000 | mm0424   | AP   | Credit Balance refund        | B     | 03/19/2024 | 04/18/2024 | R         | \$62.00        |
|             |                                    |                      |            |          |      |                              | 23-24 |            |            |           | \$62.00        |
|             |                                    |                      |            |          |      | NUMBER OF INVOICES: 1        |       |            |            |           | \$62.00        |
| ROMERRON000 | Romero, Ronald                     | 03212024 4:45        | 0000000000 | mm0424   | AP   | G Soccer JV                  | B     | 03/21/2024 | 04/18/2024 | R         | \$65.00        |
|             |                                    |                      |            |          |      |                              | 23-24 |            |            |           | \$65.00        |
| ROMERRON000 | Romero, Ronald                     | 03212024 6:15        | 0000000000 | mm0424   | AP   | G Soccer V                   | B     | 03/21/2024 | 04/18/2024 | R         | \$82.00        |
|             |                                    |                      |            |          |      |                              | 23-24 |            |            |           | \$82.00        |
|             |                                    |                      |            |          |      | NUMBER OF INVOICES: 2        |       |            |            |           | \$147.00       |
| SAFEWAY 000 | Safeway Transportation Services Co | 1134                 | 0000000000 | mm0424   | AP   | SpecEd Trnsprt MAR24         | B     | 03/31/2024 | 04/18/2024 | R         | \$110,350.14   |

| VEN-KEY     | VENDOR NAME                        | INVOICE #            | PO NUMBER  | BATCH               | BANK | DESCRIPTION                   | LQ S         | INV DATE   | DUE DATE  | C | NET AMOUNT     |
|-------------|------------------------------------|----------------------|------------|---------------------|------|-------------------------------|--------------|------------|-----------|---|----------------|
|             | ACH VOID DOWNLOAD                  | DISCOUNT DESCRIPTION |            | DISC AMT            |      | ADJUSTMENT DESCRIPTION        | FY           | ADJ AMT    | CHECK NBR |   | INVOICE AMOUNT |
| SAFEWAY 000 | Safeway Transportation Services Co | 1134                 |            | *****CONTINUED***** |      |                               | 23-24        |            |           |   | \$110,350.14   |
|             |                                    |                      |            |                     |      | NUMBER OF INVOICES: 1         |              |            |           |   | \$110,350.14   |
| SANCHPAU000 | Sanchez, Paul                      | 03212024             | 0000000000 | mm0424              | AP   | Baseball Frosh/Soph           | B 03/21/2024 | 04/18/2024 | R         |   | \$74.00        |
|             |                                    |                      |            |                     |      |                               | 23-24        |            |           |   | \$74.00        |
|             |                                    |                      |            |                     |      | NUMBER OF INVOICES: 1         |              |            |           |   | \$74.00        |
| SCHAAJON001 | Schaap, Jon                        | 040424-040624        | 0000000000 | mm040224            | AP   | FBLA State Meal allowance     | H 04/01/2024 | 04/02/2024 | R         |   | \$3,928.75     |
|             |                                    |                      |            |                     |      |                               | 23-24        |            | 116422    |   | \$3,928.75     |
| SCHAAJON001 | Schaap, Jon                        | 04082024             | 0000000000 | mm0424              | AP   | FBLA state fuel reimbursement | B 04/08/2024 | 04/18/2024 | R         |   | \$203.84       |
|             |                                    |                      |            |                     |      |                               | 23-24        |            |           |   | \$203.84       |
| SCHAAJON001 | Schaap, Jon                        | FINA6320             | 0000000000 | mm0424              | AP   | 23/24 Tuition Reimbursement   | B 04/10/2024 | 04/18/2024 | R         |   | \$1,081.72     |
|             |                                    |                      |            |                     |      |                               | 23-24        |            |           |   | \$1,081.72     |
| SCHAAJON001 | Schaap, Jon                        | MNGT6360             | 0000000000 | mm0424              | AP   | 23/24 Tuition Reimbursement   | B 04/10/2024 | 04/18/2024 | R         |   | \$1,081.72     |
|             |                                    |                      |            |                     |      |                               | 23-24        |            |           |   | \$1,081.72     |
|             |                                    |                      |            |                     |      | NUMBER OF INVOICES: 4         |              |            |           |   | \$6,296.03     |
| SCHEVJAM000 | Schevers, James                    | 04062024             | 0000000000 | mm0424              | AP   | Baseball V (2 games)          | B 04/06/2024 | 04/18/2024 | R         |   | \$154.00       |
|             |                                    |                      |            |                     |      |                               | 23-24        |            |           |   | \$154.00       |
|             |                                    |                      |            |                     |      | NUMBER OF INVOICES: 1         |              |            |           |   | \$154.00       |
| SCHICDAL000 | Schichner, Dale                    | 03132024             | 0000000000 | mm0424              | AP   | Baseball JV                   | B 03/13/2024 | 04/18/2024 | R         |   | \$74.00        |
|             |                                    |                      |            |                     |      |                               | 23-24        |            |           |   | \$74.00        |
| SCHICDAL000 | Schichner, Dale                    | 03212024             | 0000000000 | mm0424              | AP   | Baseball JV                   | B 03/21/2024 | 04/18/2024 | R         |   | \$74.00        |
|             |                                    |                      |            |                     |      |                               | 23-24        |            |           |   | \$74.00        |

| VEN-KEY               | VENDOR NAME               | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                   | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-----------------------|---------------------------|----------------------|------------|----------|------|-------------------------------|-------|------------|------------|-----------|----------------|
|                       | ACH VOID DOWNLOAD         | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION        | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| NUMBER OF INVOICES: 2 |                           |                      |            |          |      |                               |       |            |            |           | \$148.00       |
| SCHMAWIL000           | Schmadeke, William        | 04022024             | 0000000000 | mm0424   | AP   | Workshop travel reimbursement | B     | 04/02/2024 | 04/18/2024 | R         | \$97.97        |
|                       |                           |                      |            |          |      |                               | 23-24 |            |            |           | \$97.97        |
| NUMBER OF INVOICES: 1 |                           |                      |            |          |      |                               |       |            |            |           | \$97.97        |
| SCHMIROB003           | Schmitt, Robert           | EL5033               | 0000000000 | mm0424   | AP   | 23/24 Tuition Reimbursement   | B     | 04/10/2024 | 04/18/2024 | R         | \$705.00       |
|                       |                           |                      |            |          |      |                               | 23-24 |            |            |           | \$705.00       |
| NUMBER OF INVOICES: 1 |                           |                      |            |          |      |                               |       |            |            |           | \$705.00       |
| SCHURING000           | Schuring & Schuring, Inc. | MAR24 18192          | 0000000000 | mm0424   | AP   | Milk Delivery MAR24           | B     | 03/20/2024 | 04/18/2024 | R         | \$2,323.65     |
|                       |                           |                      |            |          |      |                               | 23-24 |            |            |           | \$2,323.65     |
| NUMBER OF INVOICES: 1 |                           |                      |            |          |      |                               |       |            |            |           | \$2,323.65     |
| SEDOL 001             | Sedol                     | 04052024             | 0000000000 | mm0424   | AP   | APR24 Billing                 | B     | 04/05/2024 | 04/18/2024 | R         | \$59,261.03    |
|                       |                           |                      |            |          |      |                               | 23-24 |            |            |           | \$59,261.03    |
| SEDOL 001             | Sedol                     | 24CONTR.4            | 0000000000 | mm0424   | AP   | 23/24 Contractual Billing     | B     | 04/10/2024 | 04/18/2024 | R         | \$11,497.00    |
|                       |                           |                      |            |          |      |                               | 23-24 |            |            |           | \$11,497.00    |
| SEDOL 001             | Sedol                     | 36127                | 0000000000 | mm0424   | AP   | Tuition MAR24                 | B     | 03/22/2024 | 04/18/2024 | R         | \$5,409.00     |
|                       |                           |                      |            |          |      |                               | 23-24 |            |            |           | \$5,409.00     |
| SEDOL 001             | Sedol                     | 36128                | 0000000000 | mm0424   | AP   | Tuition MAR24                 | B     | 03/22/2024 | 04/18/2024 | R         | \$5,409.00     |
|                       |                           |                      |            |          |      |                               | 23-24 |            |            |           | \$5,409.00     |
| NUMBER OF INVOICES: 4 |                           |                      |            |          |      |                               |       |            |            |           | \$81,576.03    |
| SEFCICHR000           | Sefcik, Christine         | April 2024           | 0000000000 | mm0424   | AP   | Phone Reimbursement           | B     | 04/01/2024 | 04/18/2024 | R         | \$100.00       |
|                       |                           |                      |            |          |      |                               | 23-24 |            |            |           | \$100.00       |

| VEN-KEY               | VENDOR NAME                        | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                      | LQ S       | INV DATE   | DUE DATE   | C | NET AMOUNT           |
|-----------------------|------------------------------------|----------------------|------------|----------|------|----------------------------------|------------|------------|------------|---|----------------------|
|                       | ACH VOID DOWNLOAD                  | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION           | FY         | ADJ AMT    | CHECK NBR  |   | INVOICE AMOUNT       |
| SEFCICHR000           | Sefcik, Christine                  | April 2024.          | 0000000000 | mm0424   | AP   | Misc Expense Reimbursement       | B<br>23-24 | 04/01/2024 | 04/18/2024 | R | \$450.00<br>\$450.00 |
| NUMBER OF INVOICES: 2 |                                    |                      |            |          |      |                                  |            |            |            |   | \$550.00             |
| SHORELIN000           | Shoreline Graphics                 | 6182                 | 0000000000 | mm0424   | AP   | NHS Induction Ceremony           | B<br>23-24 | 03/18/2024 | 04/18/2024 | R | \$569.29<br>\$569.29 |
| NUMBER OF INVOICES: 1 |                                    |                      |            |          |      |                                  |            |            |            |   | \$569.29             |
| SILVER L000           | Silver Lining Therapeutic Services | 0863                 | 0000000000 | mm0424   | AP   | Therapeutic Srvc-KR              | B<br>23-24 | 04/01/2024 | 04/18/2024 | R | \$405.00<br>\$405.00 |
| SILVER L000           | Silver Lining Therapeutic Services | 0864                 | 0000000000 | mm0424   | AP   | Therapeutic Srvc-SKH             | B<br>23-24 | 04/01/2024 | 04/18/2024 | R | \$202.50<br>\$202.50 |
| SILVER L000           | Silver Lining Therapeutic Services | 0875                 | 0000000000 | mm0424   | AP   | Therapeutic Srvc-RY              | B<br>23-24 | 04/01/2024 | 04/18/2024 | R | \$270.00<br>\$270.00 |
| SILVER L000           | Silver Lining Therapeutic Services | 0876                 | 0000000000 | mm0424   | AP   | Therapeutic<br>Srvc-Consultation | B<br>23-24 | 04/01/2024 | 04/18/2024 | R | \$135.00<br>\$135.00 |
| SILVER L000           | Silver Lining Therapeutic Services | 0880                 | 0000000000 | mm0424   | AP   | Therapeutic Srvc-VM              | B<br>23-24 | 04/01/2024 | 04/18/2024 | R | \$405.00<br>\$405.00 |
| SILVER L000           | Silver Lining Therapeutic Services | 0901                 | 0000000000 | mm0424   | AP   | Therapeutic Srvc-JS              | B<br>23-24 | 04/01/2024 | 04/18/2024 | R | \$405.00<br>\$405.00 |
| SILVER L000           | Silver Lining Therapeutic Services | 0905                 | 0000000000 | mm0424   | AP   | Therapeutic Srvc-KKK             | B<br>23-24 | 04/01/2024 | 04/18/2024 | R | \$405.00<br>\$405.00 |
| SILVER L000           | Silver Lining Therapeutic Services | 0912                 | 0000000000 | mm0424   | AP   | Therapeutic Srvc-CM              | B<br>23-24 | 04/01/2024 | 04/18/2024 | R | \$405.00<br>\$405.00 |

| VEN-KEY               | VENDOR NAME                   | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                  | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-----------------------|-------------------------------|----------------------|------------|----------|------|------------------------------|-------|------------|------------|-----------|----------------|
|                       | ACH VOID DOWNLOAD             | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION       | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| NUMBER OF INVOICES: 8 |                               |                      |            |          |      |                              |       |            |            |           | \$2,632.50     |
| SK TRANS000           | SK Transportation Company Inc | 106                  | 0000000000 | mm0424   | AP   | Trnsprt Share MAR24          | B     | 04/01/2024 | 04/18/2024 | R         | \$216.00       |
|                       |                               |                      |            |          |      |                              | 23-24 |            |            |           | \$216.00       |
| NUMBER OF INVOICES: 1 |                               |                      |            |          |      |                              |       |            |            |           | \$216.00       |
| SKEZICS 000           | Skezics Corp                  | 19209                | 0000000000 | mm032224 | AP   | Student Transport-Viator     | H     | 03/10/2024 | 03/22/2024 | R         | \$7,371.82     |
|                       |                               |                      |            |          |      |                              | 23-24 |            |            | 116413    | \$7,371.82     |
| NUMBER OF INVOICES: 1 |                               |                      |            |          |      |                              |       |            |            |           | \$7,371.82     |
| SOCCER M000           | Soccer Master                 | 0101090021-0         | 0502400049 | mm0424   | AP   | GIRLS SOCCER UNIFORMS        | F B   | 03/08/2024 | 04/18/2024 | R         | \$3,635.10     |
|                       |                               |                      |            |          |      |                              | 23-24 |            |            |           | \$3,635.10     |
| NUMBER OF INVOICES: 1 |                               |                      |            |          |      |                              |       |            |            |           | \$3,635.10     |
| SONDETIN000           | Sonders, Tina                 | April 2024           | 0000000000 | mm0424   | AP   | Phone Reimbursement          | B     | 04/01/2024 | 04/18/2024 | R         | \$100.00       |
|                       |                               |                      |            |          |      |                              | 23-24 |            |            |           | \$100.00       |
| NUMBER OF INVOICES: 1 |                               |                      |            |          |      |                              |       |            |            |           | \$100.00       |
| SPECTRUM004           | Spectrum Center Inc.          | 02292024             | 0000000000 | mm0424   | AP   | Tuition FEB24                | B     | 02/29/2024 | 04/18/2024 | R         | \$5,923.06     |
|                       |                               |                      |            |          |      |                              | 23-24 |            |            |           | \$5,923.06     |
| NUMBER OF INVOICES: 1 |                               |                      |            |          |      |                              |       |            |            |           | \$5,923.06     |
| STEINLAW000           | Steingold, Lawrence           | 04052024 6:15        | 0000000000 | mm0424   | AP   | G Soccer V                   | B     | 04/05/2024 | 04/18/2024 | R         | \$82.00        |
|                       |                               |                      |            |          |      |                              | 23-24 |            |            |           | \$82.00        |
| NUMBER OF INVOICES: 1 |                               |                      |            |          |      |                              |       |            |            |           | \$82.00        |
| SULLISHA000           | Sullivan, Sharon              | 03212024             | 0000000000 | mm0424   | AP   | Transportation reimbursement | B     | 03/21/2024 | 04/18/2024 | R         | \$17.99        |
|                       |                               |                      |            |          |      |                              | 23-24 |            |            |           | \$17.99        |

| VEN-KEY               | VENDOR NAME                      | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                   | LQ    | S          | INV DATE   | DUE DATE  | C | NET AMOUNT       |
|-----------------------|----------------------------------|----------------------|------------|----------|------|-------------------------------|-------|------------|------------|-----------|---|------------------|
|                       | ACH VOID DOWNLOAD                | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION        | FY    |            | ADJ AMT    | CHECK NBR |   | INVOICE AMOUNT   |
| SULLISHA000           | Sullivan, Sharon                 | 04052024             | 0000000000 | mm0424   | AP   | SB Trip Fuel reimbursement    | B     | 04/05/2024 | 04/18/2024 | R         |   | \$589.21         |
|                       |                                  |                      |            |          |      |                               | 23-24 |            |            |           |   | \$589.21         |
| SULLISHA000           | Sullivan, Sharon                 | 04082024             | 0000000000 | mm0424   | AP   | FBLA state fuel reimbursement | B     | 04/08/2024 | 04/18/2024 | R         |   | \$150.97         |
|                       |                                  |                      |            |          |      |                               | 23-24 |            |            |           |   | \$150.97         |
| NUMBER OF INVOICES: 3 |                                  |                      |            |          |      |                               |       |            |            |           |   | \$758.17         |
| SUNCLOUD000           | SunCloud Health S.C.             | 1125-297             | 0000000000 | mm0424   | AP   | PHP Educ Program              | B     | 11/25/2023 | 04/18/2024 | R         |   | \$120.00         |
|                       |                                  |                      |            |          |      |                               | 23-24 |            |            |           |   | \$120.00         |
| NUMBER OF INVOICES: 1 |                                  |                      |            |          |      |                               |       |            |            |           |   | \$120.00         |
| SYNERGY 001           | Synergy Education Consulting LLC | 124-011              | 0000000000 | mm0424   | AP   | Workshop 3/18/24              | B     | 03/01/2024 | 04/18/2024 | R         |   | \$2,472.25       |
|                       |                                  |                      |            |          |      |                               | 23-24 |            |            |           |   | \$2,472.25       |
| NUMBER OF INVOICES: 1 |                                  |                      |            |          |      |                               |       |            |            |           |   | 44<br>\$2,472.25 |
| TECHNOL000            | Technology Campus                | March 2024           | 0000000000 | mm0424   | AP   | Tuition MAR24                 | B     | 03/15/2024 | 04/18/2024 | R         |   | \$59,586.39      |
|                       |                                  |                      |            |          |      |                               | 23-24 |            |            |           |   | \$59,586.39      |
| NUMBER OF INVOICES: 1 |                                  |                      |            |          |      |                               |       |            |            |           |   | \$59,586.39      |
| THE HOME001           | The Home Depot Pro               | 793954066            | 0000000000 | mm0424   | AP   | BLDG & GRNDS service          | B     | 03/11/2024 | 04/18/2024 | R         |   | \$1,147.32       |
|                       |                                  |                      |            |          |      |                               | 23-24 |            |            |           |   | \$1,147.32       |
| THE HOME001           | The Home Depot Pro               | 794427526            | 0000000000 | mm0424   | AP   | BLDG & GRNDS supply           | B     | 03/13/2024 | 04/18/2024 | R         |   | \$82.49          |
|                       |                                  |                      |            |          |      |                               | 23-24 |            |            |           |   | \$82.49          |
| THE HOME001           | The Home Depot Pro               | 796944833            | 0000000000 | mm0424   | AP   | BLDG & GRNDS supply           | B     | 03/28/2024 | 04/18/2024 | R         |   | \$941.19         |
|                       |                                  |                      |            |          |      |                               | 23-24 |            |            |           |   | \$941.19         |
| NUMBER OF INVOICES: 3 |                                  |                      |            |          |      |                               |       |            |            |           |   | \$2,171.00       |
| THE HOPE000           | The Hope School                  | SINV007010           | 0000000000 | mm0424   | AP   | Tuition/Trnsprt MAR24         | B     | 03/31/2024 | 04/18/2024 | R         |   | \$10,594.40      |

| VEN-KEY               | VENDOR NAME                | INVOICE #            | PO NUMBER  | BATCH               | BANK | DESCRIPTION                      | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-----------------------|----------------------------|----------------------|------------|---------------------|------|----------------------------------|-------|------------|------------|-----------|----------------|
|                       | ACH VOID DOWNLOAD          | DISCOUNT DESCRIPTION |            | DISC AMT            |      | ADJUSTMENT DESCRIPTION           | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| THE HOPE000           | The Hope School            | SINV007010           |            | *****CONTINUED***** |      |                                  | 23-24 |            |            |           | \$10,594.40    |
| THE HOPE000           | The Hope School            | SINV007065           | 0000000000 | mm0424              | AP   | Room & Board MAR24               | B     | 03/31/2024 | 04/18/2024 | R         | \$19,127.00    |
|                       |                            |                      |            |                     |      |                                  | 23-24 |            |            |           | \$19,127.00    |
| NUMBER OF INVOICES: 2 |                            |                      |            |                     |      |                                  |       |            |            |           | \$29,721.40    |
| THE OMNI000           | The Omni Group             | 2404-7100            | 0000000000 | mm0424              | AP   | Compliance Oversight             | B     | 04/01/2024 | 04/18/2024 | R         | \$3.00         |
|                       |                            |                      |            |                     |      |                                  | 23-24 |            |            |           | \$3.00         |
| NUMBER OF INVOICES: 1 |                            |                      |            |                     |      |                                  |       |            |            |           | \$3.00         |
| TOPLINE 000           | TOPLINE TRANSPORTATION CO. | 103125               | 0000000000 | mm0424              | AP   | Reg Ed Trnsprt MAR24             | B     | 03/29/2024 | 04/18/2024 | R         | \$3,780.00     |
|                       |                            |                      |            |                     |      |                                  | 23-24 |            |            |           | \$3,780.00     |
| TOPLINE 000           | TOPLINE TRANSPORTATION CO. | 103126               | 0000000000 | mm0424              | AP   | Student Trnsprt MAR24            | B     | 03/29/2024 | 04/18/2024 | R         | \$39,290.00    |
|                       |                            |                      |            |                     |      |                                  | 23-24 |            |            |           | \$39,290.00    |
| TOPLINE 000           | TOPLINE TRANSPORTATION CO. | 103127               | 0000000000 | mm0424              | AP   | Homeless Trnsprt MAR24           | B     | 03/29/2024 | 04/18/2024 | R         | \$21,725.00    |
|                       |                            |                      |            |                     |      |                                  | 23-24 |            |            |           | \$21,725.00    |
| NUMBER OF INVOICES: 3 |                            |                      |            |                     |      |                                  |       |            |            |           | \$64,795.00    |
| TRIBE 99000           | Tribe 99 Choreography      | 1186                 | 0000000000 | mm0424              | AP   | Dance Choreography               | B     | 03/12/2024 | 04/18/2024 | R         | \$3,000.00     |
|                       |                            |                      |            |                     |      |                                  | 23-24 |            |            |           | \$3,000.00     |
| NUMBER OF INVOICES: 1 |                            |                      |            |                     |      |                                  |       |            |            |           | \$3,000.00     |
| TROPHIES000           | Trophies By George         | 5740-23              | 0000000000 | mm0424              | AP   | B VBall LakeCo invite<br>plaques | B     | 03/15/2024 | 04/18/2024 | R         | \$150.00       |
|                       |                            |                      |            |                     |      |                                  | 23-24 |            |            |           | \$150.00       |
| TROPHIES000           | Trophies By George         | 9903-135523          | 0000000000 | mm0424              | AP   | B Tennis JV Doubles medals       | B     | 04/05/2024 | 04/18/2024 | R         | \$137.40       |
|                       |                            |                      |            |                     |      |                                  | 23-24 |            |            |           | \$137.40       |

| VEN-KEY               | VENDOR NAME              | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION             | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-----------------------|--------------------------|----------------------|------------|----------|------|-------------------------|-------|------------|------------|-----------|----------------|
|                       | ACH VOID DOWNLOAD        | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION  | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| NUMBER OF INVOICES: 2 |                          |                      |            |          |      |                         |       |            |            |           | \$287.40       |
| TYLER TE000           | Tyler Technologies, Inc. | 045-460983           | 0000000000 | mm0424   | AP   | Project Mgmt            | B     | 03/26/2024 | 04/18/2024 | R         | \$205.00       |
|                       |                          |                      |            |          |      |                         | 23-24 |            |            |           | \$205.00       |
| NUMBER OF INVOICES: 1 |                          |                      |            |          |      |                         |       |            |            |           | \$205.00       |
| ULINE 001             | Uline                    | 175468130            | 0000000000 | mm0424   | AP   | Folding Tables/Dolly    | B     | 03/11/2024 | 04/18/2024 | R         | \$2,535.00     |
|                       |                          |                      |            |          |      |                         | 23-24 |            |            |           | \$2,535.00     |
| ULINE 001             | Uline                    | 175709982            | 0000000000 | mm0424   | AP   | Folding Tables/Dolly    | B     | 03/15/2024 | 04/18/2024 | R         | \$2,535.00     |
|                       |                          |                      |            |          |      |                         | 23-24 |            |            |           | \$2,535.00     |
| ULINE 001             | Uline                    | 176048543            | 0000000000 | mm0424   | AP   | Kleenex                 | B     | 03/25/2024 | 04/18/2024 | R         | \$285.72       |
|                       |                          |                      |            |          |      |                         | 23-24 |            |            |           | \$285.72       |
| NUMBER OF INVOICES: 3 |                          |                      |            |          |      |                         |       |            |            |           | \$5,356.72     |
| ULTIMATE002           | Ultimate Screen Printing | 147604               | 0000000000 | mm0424   | AP   | Lacrosse Jackets        | B     | 02/09/2024 | 04/18/2024 | R         | \$574.00       |
|                       |                          |                      |            |          |      |                         | 23-24 |            |            |           | \$574.00       |
| NUMBER OF INVOICES: 1 |                          |                      |            |          |      |                         |       |            |            |           | \$574.00       |
| VAN GALD000           | Van Galder Bus Company   | 62347                | 0000000000 | mm031824 | AP   | Dance state coach bus   | H     | 01/31/2024 | 03/18/2024 | R         | \$4,681.60     |
|                       |                          |                      |            |          |      |                         | 23-24 |            |            | 116373    | \$4,681.60     |
| NUMBER OF INVOICES: 1 |                          |                      |            |          |      |                         |       |            |            |           | \$4,681.60     |
| VARGACLA001           | Vargas, Claudio          | 03212024 6:15        | 0000000000 | mm0424   | AP   | G Soccer V              | B     | 03/21/2024 | 04/18/2024 | R         | \$82.00        |
|                       |                          |                      |            |          |      |                         | 23-24 |            |            |           | \$82.00        |
| NUMBER OF INVOICES: 1 |                          |                      |            |          |      |                         |       |            |            |           | \$82.00        |
| VERIZON 000           | VERIZON WIRELESS         | 9958410742           | 0000000000 | mm031824 | AP   | 942086720 020624-030524 | H     | 03/05/2024 | 03/18/2024 | R         | \$771.29       |
|                       |                          |                      |            |          |      |                         | 23-24 |            |            | 116374    | \$771.29       |

| VEN-KEY               | VENDOR NAME                  | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                | LQ S  | INV DATE   | DUE DATE   | C         | NET AMOUNT     |
|-----------------------|------------------------------|----------------------|------------|----------|------|----------------------------|-------|------------|------------|-----------|----------------|
|                       | ACH VOID DOWNLOAD            | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION     | FY    |            | ADJ AMT    | CHECK NBR | INVOICE AMOUNT |
| NUMBER OF INVOICES: 1 |                              |                      |            |          |      |                            |       |            |            |           | \$771.29       |
| VERSION2000           | VERSION2 HOSTING             | 12408                | 0000000000 | mm0424   | AP   | Veeam Backup               | B     | 04/01/2024 | 04/18/2024 | R         | \$677.00       |
|                       |                              |                      |            |          |      |                            | 23-24 |            |            |           | \$677.00       |
| NUMBER OF INVOICES: 1 |                              |                      |            |          |      |                            |       |            |            |           | \$677.00       |
| VIATOMEL000           | Viator, Melissa              | 04092024             | 0000000000 | mm0424   | AP   | Travel Reimbursement       | B     | 04/09/2024 | 04/18/2024 | R         | \$1,911.59     |
|                       |                              |                      |            |          |      |                            | 23-24 |            |            |           | \$1,911.59     |
| NUMBER OF INVOICES: 1 |                              |                      |            |          |      |                            |       |            |            |           | \$1,911.59     |
| VIRTUAL 001           | Virtual Connections Academy  | 5085                 | 0000000000 | mm0424   | AP   | Tuition MAR24              | B     | 03/22/2024 | 04/18/2024 | R         | \$5,208.30     |
|                       |                              |                      |            |          |      |                            | 23-24 |            |            |           | \$5,208.30     |
| NUMBER OF INVOICES: 1 |                              |                      |            |          |      |                            |       |            |            |           | \$5,208.30     |
| VISION S000           | Vision Service Plan IL (VSP) | 820066719            | 0000000000 | mm032224 | AP   | Vision Premium APR24       | H     | 03/17/2024 | 03/22/2024 | R         | \$696.40       |
|                       |                              |                      |            |          |      |                            | 23-24 |            |            | 116414    | \$696.40       |
| NUMBER OF INVOICES: 1 |                              |                      |            |          |      |                            |       |            |            |           | \$696.40       |
| WAUKEGAN007           | Waukegan Safe & Lock Ltd.    | 236535               | 0000000000 | mm0424   | AP   | Single Sided Keys          | B     | 04/01/2024 | 04/18/2024 | R         | \$40.00        |
|                       |                              |                      |            |          |      |                            | 23-24 |            |            |           | \$40.00        |
| WAUKEGAN007           | Waukegan Safe & Lock Ltd.    | 236537               | 0000000000 | mm0424   | AP   | Double Sided Keys          | B     | 04/01/2024 | 04/18/2024 | R         | \$30.00        |
|                       |                              |                      |            |          |      |                            | 23-24 |            |            |           | \$30.00        |
| NUMBER OF INVOICES: 2 |                              |                      |            |          |      |                            |       |            |            |           | \$70.00        |
| WAUKEGAN011           | Waukegan Roofing Co Inc      | 2079753              | 0000000000 | mm0424   | AP   | Leak inspection/repair     | B     | 04/05/2024 | 04/18/2024 | R         | \$2,587.46     |
|                       |                              |                      |            |          |      |                            | 23-24 |            |            |           | \$2,587.46     |
| NUMBER OF INVOICES: 1 |                              |                      |            |          |      |                            |       |            |            |           | \$2,587.46     |
| WEATHERG000           | Weatherguard Roofing Co.     | PROJ 23012           | 0000000000 | mm0424   | AP   | APP2-Weight Room Expansion | B     | 03/31/2024 | 04/18/2024 | S         | \$1,993.50     |

| VEN-KEY     | VENDOR NAME              | INVOICE #            | PO NUMBER  | BATCH    | BANK | DESCRIPTION                     | LQ    | S | INV DATE   | DUE DATE   | C | NET AMOUNT     |
|-------------|--------------------------|----------------------|------------|----------|------|---------------------------------|-------|---|------------|------------|---|----------------|
|             | ACH VOID DOWNLOAD        | DISCOUNT DESCRIPTION |            | DISC AMT |      | ADJUSTMENT DESCRIPTION          | FY    |   | ADJ AMT    | CHECK NBR  |   | INVOICE AMOUNT |
| WEATHERG000 | Weatherguard Roofing Co. | PROJ 23012           |            |          |      | *****CONTINUED*****             |       |   |            |            |   |                |
|             |                          |                      |            |          |      |                                 | 23-24 |   |            |            |   | \$1,993.50     |
|             |                          |                      |            |          |      | NUMBER OF INVOICES: 1           |       |   |            |            |   | \$1,993.50     |
| WEINMERI000 | Weinmann, Eric           | 04082024             | 0000000000 | mm0424   | AP   | Math state travel reimbursement | B     |   | 04/08/2024 | 04/18/2024 | R | \$757.18       |
|             |                          |                      |            |          |      |                                 | 23-24 |   |            |            |   | \$757.18       |
|             |                          |                      |            |          |      | NUMBER OF INVOICES: 1           |       |   |            |            |   | \$757.18       |
| WEX BANK000 | WEX BANK                 | 95751406             | 0000000000 | mm0424   | AP   | Fuel Purchases                  | B     |   | 03/15/2024 | 04/18/2024 | M | \$624.61       |
|             |                          |                      |            |          |      |                                 | 23-24 |   |            | 116375     |   | \$624.61       |
|             |                          |                      |            |          |      | NUMBER OF INVOICES: 1           |       |   |            |            |   | \$624.61       |
| WHITMMAL000 | Whitman, Mallory         | 03192024             | 0000000000 | mm0424   | AP   | GLATA Conf reimbursement        | B     |   | 03/19/2024 | 04/18/2024 | R | \$299.80       |
|             |                          |                      |            |          |      |                                 | 23-24 |   |            |            |   | \$299.80       |
|             |                          |                      |            |          |      | NUMBER OF INVOICES: 1           |       |   |            |            |   | \$299.80       |
| WIGHT & 000 | Wight & Company          | 230081-008           | 0000000000 | mm0424   | AP   | Weight Room Expansion           | B     |   | 02/29/2024 | 04/18/2024 | R | \$9,098.64     |
|             |                          |                      |            |          |      |                                 | 23-24 |   |            |            |   | \$9,098.64     |
|             |                          |                      |            |          |      | NUMBER OF INVOICES: 1           |       |   |            |            |   | \$9,098.64     |
| WILDSREB000 | Wilds, Rebecca           | 04082024             | 0000000000 | mm0424   | AP   | PlaqueMaker reimbursement       | B     |   | 04/08/2024 | 04/18/2024 | R | \$107.25       |
|             |                          |                      |            |          |      |                                 | 23-24 |   |            |            |   | \$107.25       |
|             |                          |                      |            |          |      | NUMBER OF INVOICES: 1           |       |   |            |            |   | \$107.25       |
| WINKEBEN000 | Winkelman, Benjamin      | 04052024             | 0000000000 | mm0424   | AP   | Baseball JV                     | B     |   | 04/05/2024 | 04/18/2024 | R | \$74.00        |
|             |                          |                      |            |          |      |                                 | 23-24 |   |            |            |   | \$74.00        |
|             |                          |                      |            |          |      | NUMBER OF INVOICES: 1           |       |   |            |            |   | \$74.00        |
| WODZIGRE000 | Wodzien, Gregory         | 04052024             | 0000000000 | mm0424   | AP   | Track gas reimbursement         | B     |   | 04/05/2024 | 04/18/2024 | R | \$92.26        |

| VEN-KEY     | VENDOR NAME          | INVOICE #            | PO NUMBER  | BATCH               | BANK | DESCRIPTION              | LQ S         | INV DATE   | DUE DATE | C         | NET AMOUNT     |
|-------------|----------------------|----------------------|------------|---------------------|------|--------------------------|--------------|------------|----------|-----------|----------------|
|             | ACH VOID DOWNLOAD    | DISCOUNT DESCRIPTION |            | DISC AMT            |      | ADJUSTMENT DESCRIPTION   | FY           |            | ADJ AMT  | CHECK NBR | INVOICE AMOUNT |
| WODZIGRE000 | Wodzien, Gregory     | 04052024             |            | *****CONTINUED***** |      |                          | 23-24        |            |          |           | \$92.26        |
|             |                      |                      |            |                     |      | NUMBER OF INVOICES: 1    |              |            |          |           | \$92.26        |
| WOJDAW0J000 | Wojdak, Wojciech     | 03212024 4:45        | 0000000000 | mm0424              | AP   | G Soccer JV              | B 03/21/2024 | 04/18/2024 | R        |           | \$65.00        |
|             |                      |                      |            |                     |      |                          | 23-24        |            |          |           | \$65.00        |
| WOJDAW0J000 | Wojdak, Wojciech     | 03212024 6:15        | 0000000000 | mm0424              | AP   | G Soccer V               | B 03/21/2024 | 04/18/2024 | R        |           | \$82.00        |
|             |                      |                      |            |                     |      |                          | 23-24        |            |          |           | \$82.00        |
| WOJDAW0J000 | Wojdak, Wojciech     | 04012024             | 0000000000 | mm0424              | AP   | G Soccer JV              | B 04/01/2024 | 04/18/2024 | R        |           | \$65.00        |
|             |                      |                      |            |                     |      |                          | 23-24        |            |          |           | \$65.00        |
| WOJDAW0J000 | Wojdak, Wojciech     | 04052024 4:30        | 0000000000 | mm0424              | AP   | G Soccer JV              | B 04/05/2024 | 04/18/2024 | R        |           | \$65.00        |
|             |                      |                      |            |                     |      |                          | 23-24        |            |          |           | \$65.00        |
| WOJDAW0J000 | Wojdak, Wojciech     | 04052024 6:15        | 0000000000 | mm0424              | AP   | G Soccer V               | B 04/05/2024 | 04/18/2024 | R        |           | \$82.00        |
|             |                      |                      |            |                     |      |                          | 23-24        |            |          |           | \$82.00        |
|             |                      |                      |            |                     |      | NUMBER OF INVOICES: 5    |              |            |          |           | \$359.00       |
| WOLFELAT000 | Wolfe, Latoya        | Inv#1                | 0000000000 | mm040224            | AP   | Writer Expo presentation | H 01/17/2024 | 04/02/2024 | R        |           | \$2,000.00     |
|             |                      |                      |            |                     |      |                          | 23-24        |            | 116423   |           | \$2,000.00     |
|             |                      |                      |            |                     |      | NUMBER OF INVOICES: 1    |              |            |          |           | \$2,000.00     |
| ZENGELER000 | Zengeler Cleaners    | ZG-02-533900         | 0000000000 | mm0424              | AP   | Band/Choir dry cleaning  | B 03/13/2024 | 04/18/2024 | R        |           | \$566.40       |
|             |                      |                      |            |                     |      |                          | 23-24        |            |          |           | \$566.40       |
|             |                      |                      |            |                     |      | NUMBER OF INVOICES: 1    |              |            |          |           | \$566.40       |
| ZIELIKAT000 | Zielinski, Katherine | 03222024             | 0000000000 | mm0424              | AP   | PBIS reimbursement       | B 03/22/2024 | 04/18/2024 | R        |           | \$171.36       |
|             |                      |                      |            |                     |      |                          | 23-24        |            |          |           | \$171.36       |
|             |                      |                      |            |                     |      | NUMBER OF INVOICES: 1    |              |            |          |           | \$171.36       |

| <u>VEN-KEY</u>                    | <u>VENDOR NAME</u>       | <u>INVOICE #</u>            | <u>PO NUMBER</u> | <u>BATCH</u>               | <u>BANK</u> | <u>DESCRIPTION</u>            | <u>LQ S</u>             | <u>INV DATE</u> | <u>DUE DATE</u> | <u>C</u>         | <u>NET AMOUNT</u>     |
|-----------------------------------|--------------------------|-----------------------------|------------------|----------------------------|-------------|-------------------------------|-------------------------|-----------------|-----------------|------------------|-----------------------|
|                                   | <u>ACH VOID DOWNLOAD</u> | <u>DISCOUNT DESCRIPTION</u> |                  | <u>DISC AMT</u>            |             | <u>ADJUSTMENT DESCRIPTION</u> | <u>FY</u>               |                 | <u>ADJ AMT</u>  | <u>CHECK NBR</u> | <u>INVOICE AMOUNT</u> |
| TOTAL NUMBER OF BATCH INVOICES:   |                          |                             |                  |                            |             | 284                           |                         |                 |                 |                  | \$1,144,711.70        |
| TOTAL NUMBER OF HISTORY INVOICES: |                          |                             |                  |                            |             | 35                            |                         |                 |                 |                  | \$91,839.09           |
|                                   |                          |                             |                  |                            |             | 318                           | COMPUTER CHECK INVOICES |                 |                 |                  | \$1,235,926.18        |
|                                   |                          |                             |                  |                            |             | 1                             | MANUAL CHECK INVOICES   |                 |                 |                  | \$624.61              |
| TOTAL INVOICES:                   |                          |                             |                  |                            |             | 319                           |                         |                 |                 |                  | \$1,236,550.79        |
| BANK TOTALS:                      |                          |                             | BANK             | BANK ACCOUNT #             |             |                               | INVOICE AMOUNT          |                 |                 | NET AMOUNT       |                       |
|                                   |                          |                             | AP               | **A000 1120 0000 00 000000 |             |                               | \$1,236,550.79          |                 |                 | \$1,236,550.79   |                       |
|                                   |                          |                             |                  |                            |             |                               |                         |                 |                 |                  |                       |

LIQUIDATION STATUS (LQ) CODE LEGEND:

L = LIQUIDATION PENDING C = CLOSED PO/NOT RECEIVING

P = PARTIAL LIQUIDATION F = FULL LIQUIDATION

BLANK = NO LIQUIDATION

\*\*\*\*\* End of report \*\*\*\*\*

| FD | SOURCE                        | 2023-24<br>ANNUAL BUDGET | March 2023-24<br>MONTHLY ACTIVITY | 2023-24<br>FYTD ACTIVITY | 2023-24<br>BALANCE | 2023-24<br>FYTD % |
|----|-------------------------------|--------------------------|-----------------------------------|--------------------------|--------------------|-------------------|
| 10 | EDUCATION FUND                |                          |                                   |                          |                    |                   |
| 10 | REVENUE FROM LOCAL SOURCES    | 20,233,299.00            | 143,071.72                        | 10,736,426.22            | 9,496,872.78       | 53.06             |
| 10 | FLOW THROUGH                  | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00              |
| 10 | STATE SOURCES                 | 23,250,698.00            | 649,322.83                        | 5,491,345.85             | 17,759,352.15      | 23.62             |
| 10 | FEDERAL SOURCES               | 2,031,412.00             | 46,494.48                         | 1,364,047.46             | 667,364.54         | 67.15             |
| 10 | TRANSFERS                     | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00              |
| 10 | EDUCATION FUND                | 45,515,409.00            | 838,889.03                        | 17,591,819.53            | 27,923,589.47      | 38.65             |
| 20 | OPERATIONS & MAINTENANCE FUND |                          |                                   |                          |                    |                   |
| 20 | REVENUE FROM LOCAL SOURCES    | 4,932,854.00             | 60.96                             | 2,626,865.34             | 2,305,988.66       | 53.25             |
| 20 | STATE SOURCES                 | 50,000.00                | 0.00                              | 0.00                     | 50,000.00          | 0.00              |
| 20 | FEDERAL SOURCES               | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00              |
| 20 | TRANSFERS                     | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00              |
| 20 | OPERATIONS & MAINTENANCE F    | 4,982,854.00             | 60.96                             | 2,626,865.34             | 2,355,988.66       | 52.72             |
| 30 | DEBT SERVICE FUND             |                          |                                   |                          |                    |                   |
| 30 | REVENUE FROM LOCAL SOURCES    | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00              |
| 30 | TRANSFERS                     | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00              |
| 30 | DEBT SERVICE FUND             | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00              |
| 40 | TRANSPORTATION FUND           |                          |                                   |                          |                    |                   |
| 40 | REVENUE FROM LOCAL SOURCES    | 1,524,290.00             | 111,644.48                        | 871,211.59               | 653,078.41         | 57.16             |
| 40 | STATE SOURCES                 | 1,901,049.00             | 0.00                              | 1,409,130.82             | 491,918.18         | 74.12             |
| 40 | TRANSFERS                     | 742,547.00               | 0.00                              | 0.00                     | 742,547.00         | 0.00              |
| 40 | TRANSPORTATION FUND           | 4,167,886.00             | 111,644.48                        | 2,280,342.41             | 1,887,543.59       | 54.71             |
| 50 | I.M.R.F./SOCIAL SECURITY FUND |                          |                                   |                          |                    |                   |
| 50 | REVENUE FROM LOCAL SOURCES    | 968,443.00               | 0.11                              | 479,527.64               | 488,915.36         | 49.52             |
| 50 | I.M.R.F./SOCIAL SECURITY F    | 968,443.00               | 0.11                              | 479,527.64               | 488,915.36         | 49.52             |
| 60 | CAPITAL PROJECTS FUND         |                          |                                   |                          |                    |                   |
| 60 | REVENUE FROM LOCAL SOURCES    | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00              |
| 60 | TRANSFERS                     | 4,500,000.00             | 0.00                              | 0.00                     | 4,500,000.00       | 0.00              |
| 60 | CAPITAL PROJECTS FUND         | 4,500,000.00             | 0.00                              | 0.00                     | 4,500,000.00       | 0.00              |
| 70 | WORKING CASH FUND             |                          |                                   |                          |                    |                   |
| 70 | REVENUE FROM LOCAL SOURCES    | 331,732.00               | 310.34                            | 170,810.18               | 160,921.82         | 51.49             |
| 70 | WORKING CASH FUND             | 331,732.00               | 310.34                            | 170,810.18               | 160,921.82         | 51.49             |

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|                      |               |            |               |               |       |
|----------------------|---------------|------------|---------------|---------------|-------|
| Grand Revenue Totals | 60,466,324.00 | 950,904.92 | 23,149,365.10 | 37,316,958.90 | 38.28 |
|----------------------|---------------|------------|---------------|---------------|-------|

| FD | OBJ  | OBJ                           | 2023-24<br>ANNUAL BUDGET | March 2023-24<br>MONTHLY ACTIVITY | 2023-24<br>FYTD ACTIVITY | 2023-24<br>BALANCE | 2023-24<br>FY % |
|----|------|-------------------------------|--------------------------|-----------------------------------|--------------------------|--------------------|-----------------|
| 10 |      | EDUCATION FUND                |                          |                                   |                          |                    |                 |
| 10 | 1--- | SALARIES                      | 19,245,574.00            | 1,501,917.44                      | 14,193,982.30            | 5,051,591.70       | 73.75           |
| 10 | 2--- | BENEFITS                      | 2,465,224.00             | 386,413.07                        | 1,995,201.88             | 469,271.78         | 80.93           |
| 10 | 3--- | PURCHASED SERVICES            | 3,044,929.00             | 336,401.78                        | 2,463,697.38             | 575,512.18         | 80.91           |
| 10 | 4--- | SUPPLIES                      | 2,271,720.00             | 117,963.05                        | 1,844,019.62             | 347,902.04         | 81.17           |
| 10 | 5--- | CAPITAL OUTLAY                | 516,026.00               | 2,403.87                          | 451,551.52               | 50,109.42          | 87.51           |
| 10 | 6--- | OTHER OBJECTS                 | 2,178,736.00             | 151,592.46                        | 1,594,279.85             | 585,101.15         | 73.17           |
| 10 | 7--- | NON-CAP EQUIPMENT             | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00            |
| 10 | 8--- | TUITION                       | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00            |
| 10 | ---- | EDUCATION FUND                | 29,722,209.00            | 2,496,691.67                      | 22,542,732.55            | 7,079,488.27       | 75.84           |
| 20 |      | OPERATIONS & MAINTENANCE FUND |                          |                                   |                          |                    |                 |
| 20 | 1--- | SALARIES                      | 1,127,911.00             | 89,393.78                         | 846,251.90               | 281,659.10         | 75.03           |
| 20 | 2--- | BENEFITS                      | 173,322.00               | 14,176.63                         | 127,589.67               | 45,732.33          | 73.61           |
| 20 | 3--- | PURCHASED SERVICES            | 1,121,597.00             | 83,165.77                         | 904,400.19               | 258,060.17         | 80.64           |
| 20 | 4--- | SUPPLIES                      | 960,000.00               | 87,614.11                         | 643,317.29               | 314,754.56         | 67.01           |
| 20 | 5--- | CAPITAL OUTLAY                | 400,000.00               | 57,471.34                         | 341,676.53               | 58,323.47          | 85.42           |
| 20 | 6--- | OTHER OBJECTS                 | 700.00                   | 0.00                              | 262.00                   | 438.00             | 37.43           |
| 20 | 7--- | NON-CAP EQUIPMENT             | 1,500,000.00             | 0.00                              | 0.00                     | 1,500,000.00       | 0.00            |
| 20 | ---- | OPERATIONS & MAINTENANCE FUND | 5,283,530.00             | 331,821.63                        | 2,863,497.58             | 2,458,967.63       | 54.20           |
| 30 |      | DEBT SERVICE FUND             |                          |                                   |                          |                    |                 |
| 30 | 6--- | OTHER OBJECTS                 | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00            |
| 30 | 7--- | NON-CAP EQUIPMENT             | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00            |
| 30 | ---- | DEBT SERVICE FUND             | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00            |
| 40 |      | TRANSPORTATION FUND           |                          |                                   |                          |                    |                 |
| 40 | 1--- | SALARIES                      | 797,000.00               | 64,135.74                         | 594,144.63               | 202,855.37         | 74.55           |
| 40 | 2--- | BENEFITS                      | 165,900.00               | 13,824.90                         | 121,351.90               | 44,548.10          | 73.15           |
| 40 | 3--- | PURCHASED SERVICES            | 2,916,386.00             | 385,082.00                        | 2,063,944.33             | 852,441.67         | 70.77           |
| 40 | 4--- | SUPPLIES                      | 168,500.00               | 17,791.20                         | 124,958.03               | 43,652.49          | 74.16           |
| 40 | 5--- | CAPITAL OUTLAY                | 120,000.00               | 0.00                              | 119,998.78               | 1.22               | 100.00          |
| 40 | 6--- | OTHER OBJECTS                 | 100.00                   | 0.00                              | 100.00                   | 0.00               | 100.00          |
| 40 | 7--- | NON-CAP EQUIPMENT             | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00            |
| 40 | ---- | TRANSPORTATION FUND           | 4,167,886.00             | 480,833.84                        | 3,024,497.67             | 1,143,498.85       | 72.57           |
| 50 |      | I.M.R.F./SOCIAL SECURITY FUND |                          |                                   |                          |                    |                 |
| 50 | 2--- | BENEFITS                      | 968,443.00               | 73,411.87                         | 748,535.59               | 219,907.41         | 77.29           |
| 50 | ---- | I.M.R.F./SOCIAL SECURITY FUND | 968,443.00               | 73,411.87                         | 748,535.59               | 219,907.41         | 77.29           |
| 60 |      | CAPITAL PROJECTS FUND         |                          |                                   |                          |                    |                 |
| 60 | 5--- | CAPITAL OUTLAY                | 4,500,000.00             | 85,651.59                         | 344,285.19               | 3,619,953.98       | 7.65            |
| 60 | 7--- | NON-CAP EQUIPMENT             | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00            |
| 60 | ---- | CAPITAL PROJECTS FUND         | 4,500,000.00             | 85,651.59                         | 344,285.19               | 3,619,953.98       | 7.65            |

| FD                   | OBJ  | OBJ               | 2023-24<br>ANNUAL BUDGET | March 2023-24<br>MONTHLY ACTIVITY | 2023-24<br>FYTD ACTIVITY | 2023-24<br>BALANCE | 2023-24<br>FY % |
|----------------------|------|-------------------|--------------------------|-----------------------------------|--------------------------|--------------------|-----------------|
| 70                   |      | WORKING CASH FUND |                          |                                   |                          |                    |                 |
| 70                   | 6--- | OTHER OBJECTS     | 3,742,547.00             | 0.00                              | 0.00                     | 3,742,547.00       | 0.00            |
| 70                   | 7--- | NON-CAP EQUIPMENT | 0.00                     | 0.00                              | 0.00                     | 0.00               | 0.00            |
| 70                   | ---- | WORKING CASH FUND | 3,742,547.00             | 0.00                              | 0.00                     | 3,742,547.00       | 0.00            |
| Grand Expense Totals |      |                   | 48,384,615.00            | 3,468,410.60                      | 29,523,548.58            | 18,264,363.14      | 61.02           |

Number of Accounts: 1188

\*\*\*\*\* End of report \*\*\*\*\*

**GRANT COMM. HIGH SCHOOL DISTRICT #124**  
**PROPERTY TAX DISTRIBUTION 2022**

E.A.V. 1,078,742,086  
TOTAL EXTENSION 24,413,821.25

|                                             |               |        |                |                |                |                |                |                |       |                 |
|---------------------------------------------|---------------|--------|----------------|----------------|----------------|----------------|----------------|----------------|-------|-----------------|
| RATES                                       |               |        | 1.593          | 0.409          | 0.138          | 0.036          | 0.043          | 0.028          | 0.000 | 0.005           |
| % OF TOTAL DISTRIBUTION                     |               |        | 70.73%         | 18.18%         | 6.13%          | 1.59%          | 1.91%          | 1.23%          | 0.00% | 0.22%           |
| DATE                                        | AMOUNT        |        | EDUCATION      | O & M          | TRANS.         | IMRF           | FICA           | W.C.           | B & I | SEDOL           |
| =====                                       | =====         |        | =====          | =====          | =====          | =====          | =====          | =====          | ===== | =====           |
| Current Year                                |               |        |                |                |                |                |                |                |       |                 |
| GL Account #                                |               |        | 10-1111-100000 | 20-1111-100000 | 40-1111-100000 | 50-1151-100000 | 50-1151-100000 | 70-1111-100000 |       | 50-1153-100000  |
| 05/25/23                                    | 840,751.63    | 3.46%  | 594,697.86     | 152,868.55     | 51,500.11      | 13,393.29      | 16,092.41      | 10,363.41      | 0.00  | 1,836.00        |
| PTAB/CE Recapture - 5/25                    | 4,148.56      |        | 0.00           | 4,148.56       | 0.00           | 0.00           | 0.00           | 0.00           | 0.00  | 0.00            |
| 06/08/23                                    | 2,761,089.32  | 14.83% | 1,953,030.89   | 502,031.40     | 169,130.10     | 43,984.54      | 52,848.64      | 34,034.20      | 0.00  | 6,029.55        |
| PTAB/CE Recapture - 6/8                     | 13,595.80     |        | 0.00           | 13,595.80      | 0.00           | 0.00           | 0.00           | 0.00           | 0.00  | 0.00            |
| 06/20/23                                    | 6,709,443.30  | 42.44% | 4,745,862.42   | 1,219,935.62   | 410,985.92     | 106,882.38     | 128,422.12     | 82,703.06      | 0.00  | 14,651.79       |
| PTAB/CE Recapture - 6/29                    | 33,045.19     |        | 0.00           | 33,045.19      | 0.00           | 0.00           | 0.00           | 0.00           | 0.00  | 0.00            |
| 06/29/23                                    | 1,490,171.38  | 48.58% | 1,054,058.89   | 270,948.43     | 91,280.22      | 23,738.64      | 28,522.63      | 18,368.40      | 0.00  | 3,254.17        |
| PTAB/CE Recapture - 7/13                    | 7,338.94      |        | 0.00           | 7,338.94       | 0.00           | 0.00           | 0.00           | 0.00           | 0.00  | 0.00            |
|                                             |               |        |                |                |                |                |                |                |       |                 |
| Total FY23 Distribution including Recapture | 11,859,584.12 | 48.58% | 8,347,650.07   | 2,203,912.48   | 722,896.36     | 187,998.85     | 225,885.79     | 145,469.06     | 0.00  | 54<br>25,771.50 |
|                                             |               |        |                |                |                |                |                |                |       |                 |
| Prior Year                                  | Amount        |        | EDUCATION      | O & M          | TRANS.         | IMRF           | FICA           | W.C.           | B & I | SEDOL           |
| GL Account #                                |               |        | 10-1112-100000 | 20-1112-100000 | 40-1112-100000 | 50-1152-100000 | 50-1152-100000 | 70-1112-100000 |       | 50-1153-100000  |
| 07/13/23                                    | 559,843.97    | 50.88% | 396,000.43     | 101,792.89     | 34,293.16      | 8,918.39       | 10,715.69      | 6,900.84       | 0.00  | 1,222.56        |
| PTAB/CE Recapture - 7/13                    | 2,757.18      |        | 0.00           | 2,757.18       | 0.00           | 0.00           | 0.00           | 0.00           | 0.00  | 0.00            |
| 07/27/23                                    | 292,044.52    | 52.08% | 206,574.98     | 53,100.61      | 17,889.14      | 4,652.31       | 5,589.88       | 3,599.85       | 0.00  | 637.75          |
| PTAB/CE Recapture - 7/27                    | 1,442.88      |        | 0.00           | 1,442.88       | 0.00           | 0.00           | 0.00           | 0.00           | 0.00  | 0.00            |
| 08/17/23                                    | 152,241.06    | 52.71% | 107,686.30     | 27,681.03      | 9,325.50       | 2,425.22       | 2,913.97       | 1,876.58       | 0.00  | 332.46          |
| PTAB/CE Recapture - 8/17                    | 750.77        |        | 0.00           | 750.77         | 0.00           | 0.00           | 0.00           | 0.00           | 0.00  | 0.00            |
| 09/11/23                                    | 6,106,353.50  | 77.85% | 4,319,272.45   | 1,110,279.61   | 374,043.75     | 97,275.07      | 116,878.67     | 75,269.15      | 0.00  | 13,334.79       |
| PTAB/CE Recapture - 9/11                    | 30,074.86     |        | 0.01<br>0.00   | 30,074.86      | 0.00           | 0.00           | 0.00           | 0.00           | 0.00  | 0.00            |
| 09/29/23                                    | 2,119,765.83  | 86.57% | 1,499,396.68   | 385,423.61     | 129,845.93     | 33,768.17      | 40,573.38      | 26,129.01      | 0.00  | 4,629.05        |
| PTAB/CE Recapture - 9/29                    | 10,444.02     |        | 0.00           | 10,444.02      | 0.00           | 0.00           | 0.00           | 0.00           | 0.00  | 0.00            |
| 10/20/23                                    | 1,366,399.38  | 92.20% | 966,509.91     | 248,443.75     | 83,698.59      | 21,766.93      | 26,153.57      | 16,842.74      | 0.00  | 2,983.88        |
| PTAB/CE Recapture - 10/20                   | 6,741.26      |        | 0.01<br>0.00   | 6,741.26       | 0.00           | 0.00           | 0.00           | 0.00           | 0.00  | 0.00            |

|                                              |                      |                   |                         |                       |                       |                       |                       |                       |             |                       |
|----------------------------------------------|----------------------|-------------------|-------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-------------|-----------------------|
| 11/16/23                                     | 1,369,251.44         | 97.83%            | 968,527.29<br>0.01      | 248,962.32            | 83,873.29             | 21,812.37             | 26,208.16             | 16,877.89             | 0.00        | 2,990.11              |
| PTAB/CE Recapture                            | 6,740.12             |                   |                         | 6,740.12              |                       |                       |                       |                       |             |                       |
| 11/22/23                                     | 6,619.66             | 97.86%            | 4,682.36<br>(0.01)      | 1,203.61              | 405.49                | 105.45                | 126.70                | 81.60                 | 0.00        | 14.46                 |
| PTAB/CE Recapture                            | 19.56                |                   |                         | 19.56                 |                       |                       |                       |                       |             |                       |
| 12/15/23                                     | 363,363.98           | 99.35%            | 257,022.14<br>(0.01)    | 66,068.17             | 22,257.81             | 5,788.44              | 6,954.97              | 4,478.96              | 0.00        | 793.50                |
| PTAB/CE Recapture                            | 800.28               |                   |                         | 800.28                |                       |                       |                       |                       |             |                       |
| 01/23/24                                     | 115.32               | 99.35%            | 81.57                   | 20.97                 | 7.06                  | 1.84                  | 2.21                  | 1.42                  | 0.00        | 0.25                  |
| PTAB/CE Recapture                            | 0.21                 |                   |                         | 0.21                  |                       |                       |                       |                       |             |                       |
| 01/31/24                                     | 18,704.97            | 99.43%            | 13,230.79               | 3,401.01              | 1,145.77              | 297.97                | 358.02                | 230.56                | 0.00        | 40.85                 |
| PTAB/CE Recapture                            | 92.13                |                   |                         | 92.13                 |                       |                       |                       |                       |             |                       |
| <b>FY24 Total INCLUDING Recapture</b>        | <b>12,395,769.80</b> | <b>50.77%</b>     | <b>8,725,672.55</b>     | <b>2,302,726.53</b>   | <b>755,632.65</b>     | <b>196,512.36</b>     | <b>236,115.00</b>     | <b>152,056.62</b>     | <b>0.00</b> | <b>26,938.56</b>      |
| <b>Special Distribution - Prior Yr Audit</b> | <b>43,384.72</b>     | % of Distribution | Recapture Extension: \$ | 119,654.07            |                       |                       |                       |                       |             | 55                    |
| <b>GL Account #</b>                          |                      |                   | <b>10-1112-100000</b>   | <b>20-1112-100000</b> | <b>40-1112-100000</b> | <b>50-1152-100000</b> | <b>50-1152-100000</b> | <b>70-1112-100000</b> |             | <b>50-1153-100000</b> |
| 08/02/23                                     | 92.40                | 0.21%             | 65.36                   | 16.80                 | 5.66                  | 1.47                  | 1.77                  | 1.14                  | 0.00        | 0.20                  |
| 08/07/23                                     | 4,683.53             | 11.01%            | 3,312.85                | 851.58                | 286.89                | 74.61                 | 89.65                 | 57.73                 | 0.00        | 10.23                 |
| 08/29/23                                     | 4,554.79             | 21.51%            | 3,221.79                | 828.17                | 279.00                | 72.56                 | 87.18                 | 56.14                 | 0.00        | 9.95                  |
| 08/31/23                                     | 4,156.37             | 31.09%            | 2,939.97                | 755.73                | 254.60                | 66.21                 | 79.56                 | 51.23                 | 0.00        | 9.08                  |
| 08/31/23                                     | 65.74                | 31.24%            | 46.50                   | 11.95                 | 4.03                  | 1.05                  | 1.26                  | 0.81                  | 0.00        | 0.14                  |
| 09/01/23                                     | 12,105.05            | 59.14%            | 8,562.39<br>0.01        | 2,200.98              | 741.49                | 192.84                | 231.70                | 149.21                | 0.00        | 26.43                 |
| 09/01/23                                     | 7,683.07             | 76.85%            | 5,434.55                | 1,396.96              | 470.63                | 122.39                | 147.06                | 94.70                 | 0.00        | 16.78                 |
| 09/05/23                                     | 11,945.74            | 104.38%           | 8,449.71                | 2,172.02              | 731.73                | 190.30                | 228.65                | 147.25                | 0.00        | 26.09                 |
| <b>Total Spec Distribution:</b>              | <b>45,286.69</b>     | <b>104.38%</b>    | <b>32,033.13</b>        | <b>8,234.19</b>       | <b>2,774.03</b>       | <b>721.42</b>         | <b>866.81</b>         | <b>558.22</b>         | <b>0.00</b> | <b>98.90</b>          |
| Interest - 1/31/24                           | 18,704.97            | 0.08%             | 13,230.79               | 3,401.01              | 1,145.77              | 297.97                | 358.02                | 230.56                | 0.00        | 40.85                 |
| PTAB/CE Recapture                            | 92.13                |                   |                         | 92.13                 |                       |                       |                       |                       |             |                       |
| <b>GRAND TOTAL</b>                           | <b>24,274,151.02</b> | <b>99.43%</b>     | <b>17,073,322.62</b>    | <b>4,506,639.02</b>   | <b>1,478,529.01</b>   | <b>384,511.22</b>     | <b>462,000.79</b>     | <b>297,525.68</b>     | <b>0.00</b> | <b>52,710.06</b>      |

(excluding Special Distribution)

| GRANT COMMUNITY HIGH SCHOOL DISTRICT 124 |          |        |          |       |                         |               |       |               |              |       |            |            |              |               |
|------------------------------------------|----------|--------|----------|-------|-------------------------|---------------|-------|---------------|--------------|-------|------------|------------|--------------|---------------|
| INVESTMENT SCHEDULE AS OF March 31, 2024 |          |        |          |       |                         |               |       |               |              |       |            |            |              |               |
| PMA FINANCIAL NETWORK, INC.              |          |        |          |       |                         |               |       |               |              |       |            |            |              |               |
| 10687-101                                |          |        |          |       |                         |               |       |               |              |       |            |            |              |               |
| Trans.                                   | Date     |        | Date     |       |                         |               |       |               |              |       |            |            |              |               |
| No.                                      | Placed   | Coupon | Matures  | Type  | Location                | Cost Basis    | Yield | EDUC          | BLDG         | B & I | TRANS      | IMRF/FICA  | WORK CSH     | INT. EST.     |
| 1349811                                  | 06/08/23 |        | 04/12/24 | CD    | Financial Federal Bank  | 220,950.00    | 5.110 | 220,950.00    |              |       |            |            |              | 9,558.30      |
| 1349813                                  | 06/08/23 |        | 04/12/24 | CD    | CIBM Bank               | 239,500.00    | 5.110 | 239,500.00    |              |       |            |            |              | 10,360.77     |
| 1349817                                  | 06/08/23 |        | 04/12/24 | CD    | ServisFirst Bank        | 239,550.00    | 5.116 | 239,550.00    |              |       |            |            |              | 10,346.75     |
| 1349810                                  | 06/08/23 |        | 04/19/24 | CD    | Western Alliance Bank   | 1,921,700.00  | 5.115 | 1,721,700.00  |              |       |            |            | 200,000.00   | 85,099.19     |
| 1349812                                  | 06/08/23 |        | 04/19/24 | CD    | The First National Bank | 239,200.00    | 5.150 | 239,200.00    |              |       |            |            |              | 10,665.04     |
| 1349816                                  | 06/08/23 |        | 04/19/24 | CD    | Bank 7                  | 239,100.00    | 5.197 | 239,100.00    |              |       |            |            |              | 10,757.88     |
| 60719                                    | 07/03/23 |        | 04/30/24 | TNOTE | US Treasury             | 1,992,706.52  | 5.322 | 1,992,706.52  |              |       |            |            |              | 54,293.48     |
| 296051                                   | 06/27/23 |        | 06/26/24 | TS    | Term Series             | 1,300,000.00  | 5.250 | 1,300,000.00  |              |       |            |            |              | 68,250.00     |
| 29694                                    | 12/08/23 |        | 07/08/24 | TS    | Term Series             | 2,000,000.00  | 5.150 | 1,500,000.00  | 500,000.00   |       |            |            |              | 60,106.85     |
| 63632                                    | 03/05/24 |        | 07/18/24 | TNOTE | US Treasury             | 2,199,367.57  | 5.170 | 2,199,367.57  |              |       |            |            |              | 41,632.43     |
| 296947                                   | 12/08/23 |        | 08/08/24 | TS    | Term Series             | 2,000,000.00  | 5.140 | 1,500,000.00  |              |       |            |            | 500,000.00   | 68,721.10     |
| 63633                                    | 03/05/24 |        | 08/08/24 | TNOTE | US Treasury             | 499,086.71    | 5.163 |               | 499,086.71   |       |            |            |              | 10,913.29     |
| 1359420                                  | 03/05/24 |        | 08/14/24 | CD    | Third Coast Bank        | 244,250.00    | 5.201 |               |              |       | 244,250.00 |            |              | 5,638.24      |
| 1359421                                  | 03/05/24 |        | 08/14/24 | CD    | BOM Bank                | 244,250.00    | 5.171 |               |              |       |            | 244,250.00 |              | 5,605.60      |
| 1359422                                  | 03/05/24 |        | 08/14/24 | CD    | First National Bank     | 244,250.00    | 5.201 | 244,250.00    |              |       |            |            |              | 5,568.80      |
| 1359423                                  | 03/05/24 |        | 08/14/24 | CD    | First National Bank     | 244,300.00    | 5.136 | 244,300.00    |              |       |            |            |              | 5,568.80      |
| 49435                                    | 10/28/21 |        | 10/31/24 | TNOTE | US Treasury             | 1,984,269.80  | 0.609 | 1,984,269.80  |              |       |            |            |              | 14,261.13     |
| 49428                                    | 11/03/21 |        | 11/04/24 | DTC   | Goldman Sachs Bank US   | 249,443.64    | 0.690 | 249,443.64    |              |       |            |            |              | 443.64        |
| 49429                                    | 11/03/21 |        | 11/04/24 | DTC   | UBS Bank USA            | 249,074.04    | 0.690 | 100,000.00    |              |       |            | 114,559.81 | 34,514.23    | 74.04         |
| 61861                                    | 09/29/23 |        | 11/30/24 | TNOTE | US Treasury             | 1,690,890.47  | 5.223 | 1,690,890.47  |              |       |            |            |              | 73,109.53     |
| 61863                                    | 09/29/23 |        | 12/15/24 | TNOTE | US Treasury             | 896,335.08    | 5.210 | 896,335.08    |              |       |            |            |              | 45,664.92     |
| 61864                                    | 09/29/23 |        | 12/31/24 | TNOTE | US Treasury             | 696,024.14    | 5.217 | 696,024.14    |              |       |            |            |              | 29,975.86     |
| 61865                                    | 09/29/23 |        | 01/15/25 | TNOTE | US Treasury             | 1,196,000.82  | 5.198 | 1,196,000.82  |              |       |            |            |              | 62,999.18     |
| 61878                                    | 09/29/23 |        | 01/31/25 | TNOTE | US Treasury             | 597,654.84    | 5.184 | 597,654.84    |              |       |            |            |              | 28,866.89     |
|                                          |          |        |          |       |                         |               |       |               |              |       |            |            |              |               |
|                                          |          |        |          |       | Subtotal Investments    | 21,627,903.63 |       | 19,291,242.88 | 999,086.71   | 0.00  | 244,250.00 | 358,809.81 | 734,514.23   | 21,627,903.63 |
|                                          |          |        | 03/31/24 | MMA   | ISDLAF                  | 7,018,780.87  |       | 2,527,100.01  | 546,853.81   | 0.00  | 80,625.20  | 262,018.28 | 3,602,183.57 | 7,018,780.87  |
|                                          |          |        | 03/31/24 | MMA   | ISDMAX                  | 237,322.03    |       | 166,651.89    | 495.94       | 0.00  | 247.66     | 24.66      | 69,901.88    | 237,322.03    |
|                                          |          |        |          |       | Total                   | 28,884,006.53 |       | 21,984,994.78 | 1,546,436.46 | 0.00  | 325,122.86 | 620,852.74 | 4,406,599.68 | 28,884,006.53 |

## Consent Agenda

Quarterly list of authorized depositories, investment managers, dealers and brokers\*\*

In accordance with the District Investment Policy, I am providing you with a list of authorized depositories, investment managers, dealers and brokers. The following institutions have on file with the District an audited financial statement, a registration certificate with the NASD and a published credit rating when applicable. This list must be reviewed and approved by the Board quarterly.

### GRANT COMMUNITY HIGH SCHOOL LIST OF AUTHORIZED DEPOSITORIES, INVESTMENT MANAGERS, DEALERS & BROKERS

1. Illinois School District Liquid Asset Fund Plus  
PMA Financial Network, Inc./ PMA Securities, Inc.  
495 North Commons Drive, Suite 104  
Aurora, Illinois 60504
2. PMA Financial Network, Inc. / PMA Securities, Inc.  
495 North Commons Drive, Suite 104  
Aurora, Illinois 60504
3. Harris Bank  
1310 South Route 12  
Fox Lake, Illinois 60020

# *Julia Podgorski*

**The Grant Community High School April Student of the Month is senior Julia Podgorski, daughter of Agnieszka and Marek Podgorski of Fox Lake.**

**Julia's academic achievements include induction into the National Honor Society during her sophomore year, and qualifying for Honor Roll each semester. She will have taken 10 AP courses through her senior year and scored a perfect 5 on three AP exams. She received the AP Scholar Award, Scholar Athlete Award, and named an Illinois State Scholar. She holds a remarkable 4.926 GPA.**

**She attended Girls State and was nominated to attend the World Affairs Seminar, and participated in State Senator Craig Wilcox's Youth Advisory Council. She earned the Illinois Seal of Biliteracy in the Polish language and was recognized by the General Consulate of the Republic of Poland for completing Polish secondary education in the US. She was named a Questbridge College Prep Scholar and National Match Scholarship recipient. Additionally, she was chosen for the Social Studies Golden Globe award in January, 2023.**

**Her extracurricular activities include Captain of the Debate Team where they placed 5<sup>th</sup> at a Public Forum competition and competed at multiple state tournaments, and Vice President of FBLA, where she and her group placed 5<sup>th</sup> at Nationals for Website Design. She is also Treasurer of NAHS, participated in Girls' Tennis, Academic Team, and Snow Dogs. She is the 2023/24 Student Representative to the Board of Education.**

**Julia volunteered in a variety of school events such as Parent University, Back to School Night, Wellness Fair, Eighth Grade Enrollment, Roadside Cleanups, face painter at football games, helped organize the Silent Auction, and raised money for the Grant Township Food Bank. She also assists her peers as a tutor in the English and Social Studies labs.**

**In addition to all of her activities, Julia helps out with her mother's self-owned business, works at the Wauconda Kumon Learning Center, and is the deputy intern coordinator for a local political organization in Lake County. She enjoys attending concerts, collecting vinyl records, reading, watching movies, and hanging out with friends.**

**Her plans for the future include attending Wesleyan University in Connecticut where she intends to double major in political science and English, and then on to law school.**

## Grant Community High School District #124

**Position Title:** EL Coordinator

**Department:** Student Services

**Licensure:**

State of Illinois Professional Educator License with General Administrative  
English Language Learner (ESL/EL) Endorsement

**Reports To:** Director of Curriculum, Instruction and EL at Big Hollow 38  
Divisional at Grant 124

**Job Summary:**

- Leads the development, organization, implementation, coordination and evaluation of English Learner and Transitional Bilingual Education services and programs for both Big Hollow School District 38 and Grant Community High School District 124. The EL Coordinator will work collaboratively with district administrators, school-based leadership teams, and teachers to facilitate implementation of EL and TBE best practices at the district and school levels.

**Essential Duties and Responsibilities**

- Directs all functions of the EL/TBE Program and Title III programs as mandated by the State.
- Leadership and supervision of the EL/TBE educational programs.
- Ensure appropriate English Language Proficiency assessment services are provided to determine student eligibility and placement in the program.
- Facilitate ACCESS testing and LAS Links testing district-wide.
- Analyzes data for EL students, supports schools with placement, progress monitoring, and identification of EL's.
- Research and coordinate the selection of EL/TBE instructional materials
- Collaborate with departments to ensure equitable programming and academic progress for EL students with an IEP and/or 504 Plan.
- Assist with Title III, LIEP Grant and Bilingual Service Plan.
- May be called upon to co-teach or demonstrate instructional strategies
- Conduct in-service training and professional development for EL/TBE program staff.
- Plan and conduct regularly scheduled staff and parent meetings about the English Learner programs.

## Grant Community High School District #124

- Analyzes data for EL students who have exited.
- Ensures students are appropriately placed in part-time TBE in accordance with State law and ensures documentation is properly recorded in student files.
- Assist in meeting the State requirements for the Bilingual Parent Advisory Committee (BPAC).
- Attend the State Bilingual Parent Advisory Council Summit, district BPAC meetings, and other community meetings, as necessary.
- Work with the BPAC to promote multilingualism, multiculturalism, and related events.
- Responsible for evaluation of EL/TBE teachers.
- Communicate regularly with various internal and external stakeholders to develop and maintain a positive school/community relationship.
- Monitors SIS EL/TBE data.
- Assist with after school and summer programs to support our English Language Learners.
- Meet regularly with members of the EL/TBE department.
- Other duties as assigned.
- This is a summary of typical functions of the job, not an exhaustive or comprehensive list of all responsibilities, tasks and duties. Responsibilities, tasks and duties of the jobholder might differ from those outlined here to ensure the proper functioning of operations in the districts. Other duties, as assigned, may be part of the job.

### **Qualifications:**

- English Language Learner (ESL/EL) Endorsement
- Teacher Evaluator designation
- Exemplary teaching background in core academic subjects
- Life-long learner with knowledge of current best practices that improve student learning
- Experience in working with adult learners and leading staff development
- Ability to work well with others
- Willing to work as part of a research-based model
- Strong initiative and high energy
- Experience in leadership roles
- Ability to move back and forth between vision and detail work seamlessly
- Commitment to culturally responsive teaching practices

## Grant Community High School District #124

- Ability to meet timelines and provide direction to work teams, and demonstrated ability to delegate appropriately
- Ability to provide focus and vision for group work
- Highly developed meeting facilitation skills
- Ability to plan, organize, and work collaboratively with other teams
- Ability to resolve conflicts with groups and individuals
- Highly developed communication skills (including written, interpersonal, public speaking, and presentations).
- Knowledge/experience with integration and use of technology

### **Term of Employment**

10-month position as outlined by the School Board of each District and as required by the State Board of Education. Calendars will differ and the Coordinator will be responsible for working all days that each District is in session. Summer days, as needed, will be paid at per diem.

### **Salary and Benefits**

To be established by the School Board.

### **Evaluation**

Performance of this job will be evaluated by the Curriculum Director at Big Hollow 38 and the Divisional at Grant 124.

### **Physical Demands**

Able to drive to various locations: Schools, School Districts, Etc.

Moderate ability to go from sitting, standing, walking

The usual and customary methods of performing the job's functions require the following physical demands: occasional lifting, carrying, pushing, and/or pulling; some stooping, kneeling, crouching, and/or crawling; and significant fine finger dexterity. Generally, the job requires 50% sitting, 25% walking, and 25% standing. The job is performed in a generally hazard free environment and in a clean atmosphere.

### English Language Department Historical Snapshot

| <b>School Year</b> | <b>Number of EL Students*</b> | <b>Number of Languages</b> | <b>Number of Teaching Staff</b>        |
|--------------------|-------------------------------|----------------------------|----------------------------------------|
| 2020-2021          | 53                            | 6                          | 1 Bilingual Teacher,<br>1 EL Teacher   |
| 2021-2022          | 91                            | 14                         | 1 Bilingual Teacher,<br>1 EL Teacher   |
| 2022-2023          | 113                           | 13                         | 2 Bilingual Teachers,<br>1 EL Teacher  |
| 2023-2024          | 141                           | 17                         | 3 Bilingual Teachers,<br>1 EL Teacher  |
| 2024-2025          | 189                           | 16                         | 3 Bilingual Teachers,<br>3 EL Teachers |

\*based on ACCESS Testing data

### Courses Offered Within the EL Program

| <b>School Year</b> | <b>Courses</b>                                                                                         |
|--------------------|--------------------------------------------------------------------------------------------------------|
| 2020-2021          | EL 1-2 Spanish, EL Study Hall, EL Earth Science, EL Government, EL Economics                           |
| 2021-2022          | EL 1-2 Spanish, EL Study Hall, EL Biology, EL U.S. History                                             |
| 2022-2023          | EL 1-3 Spanish, EL Study Hall, EL Earth Science, EL World History                                      |
| 2023-2024          | EL 1-3 Spanish, EL 1 Non-Spanish, EL Study Hall, EL Biology, EL Chemistry, EL Government, EL Economics |
| 2024-2025          | EL 1- 3 Spanish, EL 1-3 Non Spanish, EL Study Hall, EL Earth Science<br>EL U.S. History                |

## Student Screening and Testing Requirements

We are required to administer the required screening assessment to each student identified via the Home Language Survey within 30 days of entering the district:

- must be administered by a certified, trained staff member
- administered online covering 4 domains
  - Listening, reading, writing, speaking
  - Usually takes 1-2 hours for students to complete

The Illinois Administrative Code, [Part 228](#), Section 228.15 indicates districts shall administer an individual language proficiency assessment to each student identified via the Home Language Survey. This assessment shall take place within 30 days of the student's enrollment in the district for the purpose of determining the student's eligibility for bilingual education services.

## Grant Community High School District #124

**Position:** Assistant Director of Special Education

**Reports to:** Director of Special Education

**Contract Length:** 10-month Administrative Position, plus summer days, as needed, at per diem rate.

**Position Summary:**

Assist the Director of Special Education in supervising special education programs and staff; serve as the district 504 coordinator, assure compliance with applicable laws and regulations; provide instructional leadership

**Essential Job Functions:**

- Assist the Director of Special Education in the planning and operations of the Special Education Department
- Serve as the District LEA for 504 meetings and serve as the 504 Coordinator
- Serve as LEA for IEP meetings
- Supervise and evaluate the performance of staff
- Assist with the coordination of accommodated state testing
- Attend and participate in district meetings and serve on committees supporting district initiatives
- Lead professional development related to special education needs
- Remain current with legal mandates
- Other duties as assigned

**Qualifications:**

- LBS1
- Professional Educator License with General Administrative endorsement
- Director of Special Education endorsement preferred
- Successfully completed modules to evaluate certified staff, or willingness to complete

**Physical Demands:**

The usual and customary methods of performing the job's functions require the following physical demands: occasional exertion up to 20 pounds of force to move objects, occasional lifting, carrying, pushing, and/or pulling; some stooping, kneeling, crouching, and/or crawling; and significant fine finger dexterity. Generally, the job requires 70% sitting, 15% walking, and 15% standing. The job is performed in a generally hazard free environment and in a clean atmosphere.

| History of Special Education Program                                                                                                                                       |           |           |           |           |           |           |           |           |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
|                                                                                                                                                                            | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | 2024-2025 |
| <b>Total # of students with an IEP</b>                                                                                                                                     | 232       | 247       | 244       | 259       | 255       | 273       | 275       | 273       | 280       |
| <b>Total # of students with a 504</b>                                                                                                                                      | 62        | 74        | 83        | 89        | 102       | 112       | 118       | 120       | 120       |
| <b>Total # of students</b>                                                                                                                                                 | 294       | 321       | 327       | 348       | 357       | 385       | 393       | 393       | 400       |
| <b>Number of teachers</b>                                                                                                                                                  | 9         | 9         | 9         | 11        | 13        | 14        | 15        | 15        | 15        |
| <b>Number of support staff and related service staff</b>                                                                                                                   | 16        | 16        | 16        | 16        | 16        | 18        | 20        | 20        | 20        |
| <b>Total # of Staff</b>                                                                                                                                                    | 25        | 25        | 25        | 27        | 29        | 32        | 35        | 35        | 35        |
| From 2004-2017 there was an Assistant Director of Special Education; administrative positions were restructured at that time due to a retirement and position not replaced |           |           |           |           |           |           |           |           |           |
| SEDOL private placement team services through 2020                                                                                                                         |           |           |           |           |           |           |           |           |           |

**Position Title:** Director of Safety and Security

**Reports to:** Superintendent

**Contract Length:** 10-month position

**Position Summary:** The Director of Safety and Security is responsible for all aspects of the safety and security of the District.

**Essential Duties and Responsibilities**

- Provide leadership for developing, planning, implementing, communicating, and overseeing a 24-hour comprehensive personal and physical security and school safety program for the District to ensure a safe and secure educational environment for students, staff, parents, and visitors.
- Responsible for hiring and evaluating all security staff members.
- Programmatic oversight of the Security Lead and security paraprofessionals, including the planning and scheduling of security during the school day and afterschool/evening/weekend activities and events.
- Ensure staff are knowledgeable and trained in school security processes and policies in order to properly respond to incidents and limit exposure and liability in all areas of risk.
- Responsible for developing, maintaining and recommending improvements to the District Emergency Plan.
- Prepare an annual schedule of bi-monthly Safety Team meetings, establish agenda items, and facilitate meetings..
- Maintain open lines of communication with district and building administrators related to school safety.
- Cover all safety plan roles and responsibilities on a daily basis.
- Work collaboratively with the Communications Coordinator to deliver emergency communication to staff, students, and families.
- Coordinate and ensure compliance with mandatory School Safety Drills:
  - Building Evacuation (Fire/Hazardous Materials/Bomb Threat)
  - Bus Evacuation
  - Severe Weather/Shelter in Place (Tornado)
  - Law Enforcement Drill (Run, Hide, Fight) completed within first 90 days of school
- Oversee and coordinate off-site student reunification policies and procedures.
- Oversee and coordinate visitor management systems.
- Work collaboratively with the Crisis /Threat Assessment Team.
- Obtain Crisis Prevention Intervention and ALICE Train-the-Trainer Certification and lead professional development opportunities for staff.
- Prepare for and lead the required annual safety meeting with first responders.
- Serve as liaison with School Resource Officer, local first responders, and other officials.
- Serve as a liaison with various outside agencies that provide child and family services and make appropriate referrals as necessary.
- Responsible for filing required reports with local, state and federal agencies, as required.
- Attend and present, as needed, at Board of Education or community engagement meetings.

- Facilitate payroll and attendance records for Security Lead and security paraprofessionals.
- Research and make recommendations to the administration regarding security solutions.
- Perform other related duties as assigned by the Superintendent or their designee.

### **Education and Experience**

- Bachelor's degree in Law Enforcement or related field required.
- At least five years of safety/security experience required.
- Advanced training or certification in safety and security preferred.

### **Required Skills/Abilities**

- Extensive knowledge of safety and security operations.
- Excellent management and supervisory skills
- Excellent verbal and written communication skills.
- Strong analytical and problem-solving skills.

### **Physical Demands**

- The usual and customary methods of performing the job's functions require the following physical demands: occasional exertion up to 20 pounds of force to move objects, occasional lifting, carrying, pushing, and/or pulling; some stooping, kneeling, crouching, and/or crawling; and significant fine finger dexterity. Generally, the job requires 50% sitting, 25% walking, and 25% standing. The job is performed in a generally hazard-free environment and in a clean atmosphere.

# Update Memo

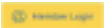
Please distribute to board members and appropriate staff.

## Contents

|                                                                                        |      |
|----------------------------------------------------------------------------------------|------|
| Instructions.....                                                                      | p. 1 |
| PRESS Terminology .....                                                                | p. 2 |
| PRESS Issue 114 Topic Bundles .....                                                    | p. 2 |
| Progress Report .....                                                                  | p. 5 |
| Revisions to Policies, Administrative Procedures, and Exhibits (numerical table) ..... | p. 6 |
| Next Issue: Summer Five-Year Reviews                                                   |      |

## Online Instructions

Please follow these four easy steps to log in to **PRESS**:

1. Go to [www.iasb.com](http://www.iasb.com) and click on the  button on the top navigation.
2. Enter your email address and password.
  - If you do not know your password, do not create a new account; reset your password using your district email address. Use the "forgot your password?" link. Make sure to check your spam folder for an email from [info@iasb.com](mailto:info@iasb.com), if you do not see it in your email inbox.
  - If you are still having difficulty logging in, please contact your District's Superintendent or Administrative Assistant to make sure you are listed as an authorized user on the District Roster.
  - If you continue to have difficulty signing on to [www.iasb.com](http://www.iasb.com), please contact Michael Ifkovits at [mifkovits@iasb.com](mailto:mifkovits@iasb.com).
3. Click the  button on the top navigator bar. This will bring you to your account page
4. Under "My Account Links," click on "PRESS Login."

# PRESS

## Policy Reference Education Subscription Service

This publication is designed to provide information only and is not a substitute for legal advice from the Board Attorney. If you have any questions, please contact Issue 114 Lead Maryam Brotine, Assistant General Counsel and Assistant **PRESS** Editor, (630) 629-3776, ext. 1219, Jeremy Duffy, IASB General Counsel and **PRESS** Editor, (630) 629-3776, ext. 1234; or Debra Jacobson, Assistant General Counsel and Assistant **PRESS** Editor, (630) 629-3776, ext. 1211.

Please share this **PRESS** Update Memo with all board members and appropriate staff.

Two other important components of **PRESS** may be viewed and downloaded from **PRESS Online**: Committee Worksheets and the updated Policy Reference Manual (PRM) pages.

The Committee Worksheets, found by selecting a **PRESS Issue** at the top of the **PRESS Online** Table of Contents, show suggested changes to **PRESS** material by striking out deleted words and underscoring new words, a.k.a "tracked changes."

Updated **PRM** pages can be found in the IASB POLICY REFERENCE MANUAL Table of Contents. For visual instruction about how to download and use **PRM** pages to update your policy manual, please go to [www.iasb.com/policy/](http://www.iasb.com/policy/) to view the **PRESS** video tutorial located under the header entitled: **PRESS – Policy Reference Education Subscription Service**.

For answers to common questions about using **PRESS**, see [Q&A: Getting the Most Out of Your PRESS Subscription](#), now available on IASB's website.

## PRESS Bundles

Each bundle summarizes the global reasons for changes to all materials that are listed.

Specific details about how each piece of material changed, e.g., legislation, administrative rules, **PRESS** Advisory Board feedback, quality assurance, five-year review items, etc., are explained in numerical order in the **Revisions to Policies, Administrative Procedures, and Exhibits** table beginning on p. 6.

Please spend time reviewing the **PRESS** online Committee Worksheets for these materials, which will provide further, more on-the-spot detailed explanations in the footnotes, along with added comment boxes by the **PRESS** Editors when necessary.

Have feedback on **PRESS** materials?

Click on the **PRESS** Feedback Button, located on the header bar of **PRESS Online**. For answers to more immediate questions about **PRESS** content, please contact a **PRESS** editor directly.

## Bullying

Public Act 103-47 amended the definition of bullying in 105 ILCS 5/27-23.7 to include bullying based on physical appearance, socioeconomic status, academic status, pregnancy, parenting status, and homelessness. In addition, district bullying policies must include provisions for notifying parents/guardians of all students involved in an alleged incident of bullying within 24 hours after school administration is made aware of students' involvement. While P.A. 103-47 became effective 6-9-23, it gave the Ill. State Board of Education (ISBE) until 1-1-24 to post a template for a model bullying prevention policy. IASB collaborated with ISBE to ensure that the update to sample **PRESS** policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment* aligns with the ISBE model bullying prevention policy and meets statutory policy requirements.

The following **PRESS** materials are updated in response to this legislation:

- 7:180, Prevention of and Response to Bullying, Intimidation, and Harassment
- 7:180-AP1, Prevention, Identification, Investigation, and Response to Bullying
- 7:180-AP1, E1, Resource Guide for Bullying Prevention
- 7:180-AP1, E5, Report Form for Bullying
- 7:180-AP1, E7, Response to Bullying

## Racism-Free Schools Law

Last spring, the General Assembly passed P.A. 103-472, the Racism-Free Schools Law (RFSL). The law requires school districts to have policies and procedures in place by 8-1-24 that specifically address discrimination, including harassment, based on race, color, and national origin. New sample policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, and new sample administrative procedure 2:270-AP, *Prevention and Response Program for Complaints of Discrimination and Harassment Based on Race, Color, and National Origin*, address the policy and procedure requirements of this new law. Like other non-discrimination and harassment policies in the **PRM**, the new policy utilizes the existing complaint process in sample policy 2:260, *Uniform Grievance Procedure*.

Sample policy 5:100, *Staff Development Program*, is updated to reflect training required by RFSL and has also been rewritten due to Public Act 103-542, which significantly streamlines school in-service training requirements into eight categories. Though P.A. 103-542 was to be effective on 1-1-24, most of its changes become operative on 7-1-24. As a result, legislative action during Veto Session amended the effective date of P.A. 103-542 to 7-1-24.

The following **PRESS** materials are updated in response to this legislation:

- 2:250-E2, Immediately Available District Public Records and Web-Posted Reports and Records
- 2:260, Uniform Grievance Procedure
- 2:260-AP1, Guidelines for Investigating Complaints Filed Under Policy 2:260, Uniform Grievance Procedure, and Allegations of Misconduct

## PRESS Terminology

What are the meanings of the “AP” and “E” after certain policy numbers?

The **PRESS Policy Reference Manual (PRM)** is an encyclopedia of sample board policies, administrative procedures, and exhibits. They are all in numerical order for easy reference. **PRESS** recommends that local school districts maintain separate board policy and administrative procedure manuals to help distinguish for the board, staff, students, parents, and community members, the distinction between board documents and staff documents, board work, and staff work.

**Policy.** The board develops policies with input from various sources like district administrators, the board attorney, and **PRESS** materials. The board then formally adopts the policies, often after more than one consideration.

**After adoption by the board, each policy should have an adoption date.**

**Administrative Procedures.** Administrative procedures are developed by the superintendent, administrators, and/or other district staff members. The staff develops the procedures that guide implementation of the policies. Administrative procedures are not adopted by the board, which allows the superintendent and staff the flexibility they need to keep the procedures current. **PRESS** sample procedures are numbered to correspond with the policies that they implement for easy reference. For example, policy 6:190's related administrative procedure is 6:190-AP.

**It is important to remember that administrative procedures do not require formal board adoption and are not included in a board policy manual.**

**Exhibits.** Both board policies and administrative procedures may have related exhibits. Exhibits provide information and forms intended to be helpful to the understanding or implementation of either a board policy or administrative procedure, and they do not require formal board adoption. **PRESS** sample exhibits are numbered to correspond to the related board policy or administrative procedure. For example, board policy 2:70 has a related exhibit numbered 2:70-E. Administrative procedure 7:340-AP1 has a related exhibit numbered 7:340-AP1, E.

**Exhibits labeled with an “E” may provide guidance for board work or staff work. Those providing guidance for board work should be dated for implementation by the board. Those providing guidance for the staff should be dated for implementation by the administrative staff.**

**Administrative procedures exhibits, always labeled with the “AP, E” format should be dated for implementation by the administrative staff.**

2:260-AP2, Nondiscrimination Coordinator and Complaint Manager  
 2:270, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited – **NEW**  
 2:270-AP, Prevention and Response Program for Complaints of Discrimination and Harassment Based on Race, Color, and National Origin – **NEW**

5:10, Equal Employment Opportunity and Minority Recruitment – **REFORMATTED**  
 5:20, Workplace Harassment Prohibited  
 5:100, Staff Development Program – **REWRITTEN**  
 7:10, Equal Educational Opportunities  
 7:20, Harassment of Students Prohibited  
 7:20-AP, Harassment of Students Prohibited  
 7:190-E2, Student Handbook Checklist

## School Violence Prevention

Sample policy 4:190, *Targeted School Violence Prevention Program*, and its suite of accompanying administrative procedures and exhibits regarding school threat assessment teams are adapted from the nationally recognized resource *Threat Assessment in Virginia Public Schools: Model Policies, Procedures, and Guidelines*, provided by the Virginia Dept. of Criminal Justice Services and Virginia Center for School and Campus Safety. The fifth edition of this resource was published in July 2023, and the 4:190 policy suite has been updated to incorporate it. Where updates and editing were extensive, the material has been labeled as **REWRITTEN**.

The following **PRESS** materials are updated:

4:190, Targeted School Violence Prevention Program

4:190-AP1, Targeted School Violence Prevention Program  
 4:190-AP1, E1, Targeted School Violence Prevention Program Resources – **REWRITTEN**  
 4:190-AP2, Threat Assessment Team (TAT) – **REWRITTEN**  
 4:190-AP2, E1, Principles of Threat Assessment – **REWRITTEN**  
 4:190-AP2, E2, Threat Assessment Documentation  
 4:190-AP2, E3, Threat Assessment Key Areas and Questions; Examples – **REWRITTEN**  
 4:190-AP2, E4, Responding to Types of Threats  
 4:190-AP2, E5, Threat Assessment Case Management Strategies – **REWRITTEN**  
 4:190-AP2, E6, Targeted School Violence Prevention and Threat Assessment Education

## Veto Session

The General Assembly passed trailer legislation in its Veto Session last fall to clarify bills passed last spring. P.A. 103-564 aligned the start of all new instruction related to Native American history and experience to the 2024-2025 school year and requires the Ill. State Board of Education to make certain instructional resources available on its website by

7-1-24. Additionally, P.A. 103-567 requires safety education to include water safety instruction.

The following **PRESS** materials are updated:

6:60, Curriculum Content  
 6:60-AP1, Comprehensive Health Education Program

## Title Changes Only in Anticipation of Title IX Rulemaking

The U.S. Department of Education is expected to release final Title IX regulations within the next few months. It is expected that the scope of the updated regulations will be expanded to apply to all sex discrimination allegations, not merely to allegations of sexual harassment (as current regulations do). In anticipation of these regulatory changes, and to make titles within the **PRM** more timeless in the face of changing federal administrations, the titles of **PRM** materials related to Title IX, in the 2:265 policy suite, are updated to delete the term *sexual harassment*, as follows:

2:265, Title IX ~~Sexual Harassment~~ Grievance Procedure – **RENAMED**  
 2:265-AP1, Title IX ~~Sexual Harassment~~ Response – **RENAMED**  
 2:265-AP2, Formal Title IX ~~Sexual Harassment~~ Complaint Grievance Process – **RENAMED**  
 2:265-E, Title IX ~~Sexual Harassment~~ Glossary of Terms – **RENAMED**

In addition, text in the following **PRESS** materials reference the 2:265 suite by name, and are included in this **PRESS** issue solely to update the titles to those materials:

2:150-AP, Superintendent Committees  
 4:165, Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors  
 5:90-AP1, Coordination with Children's Advocacy Center  
 5:120, Employee Ethics; Code of Professional Conduct; and Conflict of Interest  
 7:185, Teen Dating Violence Prohibited

Please note that because these materials only contain suite 2:265 title changes and have not undergone a substantive review for this issue, the month and year indicated in the upper left-hand corner of each document is not updated to March 2024.

## Miscellaneous

The following **PRESS** materials are updated due to legislation, administrative rule, and/or continuous improvement changes, including subscriber feedback.

The following **PRESS** materials are updated:

4:170-AP2, E6, Letter to Parents/Guardians About Safe Firearm Storage – **NEW**

5:10-AP, Workplace Accommodations for Nursing Mothers  
5:300, Schedules and Employment Year  
6:120-AP1, Special Education Procedures Assuring the Implementation of Comprehensive Programming for Children with Disabilities  
7:10-AP1, Accommodating Transgender, Nonbinary, or Gender Nonconforming Students

## PRM Five-Year Reviews

**PRESS** Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB **PRM** occurs once every five years. The **PRM** contains approximately 462 separate pieces of material, including policies, administrative procedures, and safety related exhibits.

The following **PRESS** material is updated in response to a five-year review:

2:40, Board Member Qualifications  
2:60, Board Member Removal from Office  
2:140, Communications To and From the Board  
2:140-E, Guidance for Board Member Communications, Including Email Use  
2:170-AP, Qualification Based Selection  
2:250-E1, Written Request for District Public Records  
4:20, Fund Balances  
4:45-AP1, Insufficient Fund Checks  
4:45-E1, Cover Page Documenting the Process to Seek Offset from the Illinois Office of the Comptroller (IOC)  
4:45-E2, Notice of Claim and Intent to Seek Debt Recovery; Challenge; and Response to Challenge  
4:55-AP, Controls for the Use of District Credit and Procurement Cards  
4:110-AP1, School Bus Post-Accident Checklist  
4:110-AP3, School Bus Safety Rules

4:110-E, Emergency Medical Information for Students Having Special Needs or Medical Conditions Who Ride School Buses  
4:170-AP2, E1, Letter to Parents/Guardians Regarding Student Safety  
4:170-AP2, E2, Letter to Parents/Guardians Regarding the Dangers of Underage Drinking  
4:170-AP2, E3, Letter to Parents/Guardians About Disruptive Social Media Apps; Dangers  
4:170-AP2, E4, Letter to Parents/Guardians About Preventing and Reducing Incidences of Sexting  
4:170-AP6, Plan for Responding to a Medical Emergency at a Physical Fitness Facility with an AED  
4:170-AP6, E2, Notification to Staff and Parents/Guardians of CPR and AED Video  
4:170-AP8, Movable Soccer Goal Safety  
4:175-AP1, E1, Informing Parents/Guardians About Offender Community Notification Laws  
6:185, Remote Educational Program  
7:10-E, Equal Educational Opportunities Within the School Community

Please also spend time reviewing the **PRESS** Online Committee Worksheets for these materials, which will provide further, more on-the-spot detailed explanations in the footnotes, along with added comment boxes by the **PRESS** Editors when necessary.

## PRESS Issue 114 Trivia

298 PRM pages • 118,081 words • 70 PRM materials

## Progress Report - The contents of this table frequently change.

| Topics                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Our Response                                                                                                                                                                                                    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Final Title IX Regulations Expected Soon</b></p> <p>The U.S. Department of Education is expected to release final Title IX regulations in the next few months or later. These regulations would replace 2020 Title IX regulations and would require extensive updates to existing policies and procedures governing discrimination based on sex, including sexual harassment.</p>                                                                                                                                                                                                                    | <p>Relevant <b>PRESS</b> materials, including sample policy 2:265, <i>Title IX Grievance Procedure</i>, and its accompanying materials will be substantively updated once the final regulations are issued.</p> |
| <p><b>Boards Need to Study and Decide Potential Opt-Out From College and Career Pathway Endorsement Requirement by 7-1-25</b></p> <p>105 ILCS 5/10-20.83, added by P.A. 102-917, will require boards to elect to implement College and Career Pathway Endorsements for grades 9 through 12 by 7-1-25, unless a board decides to opt out of all or part of the requirement by adopting a set of findings that considers six different factors. See <a href="https://ilga.gov/legislation/publicacts/fulltext.asp?Name=102-0917">https://ilga.gov/legislation/publicacts/fulltext.asp?Name=102-0917</a>.</p> | <p>Relevant <b>PRESS</b> materials, including sample policy 6:60, <i>Curriculum Content</i>, will be updated in the legislative <b>PRESS</b> issue released in the fall.</p>                                    |

Certain **PRM** materials in a **PRESS** Issue may be labeled in the **PRESS** Bundles, Revision Table and Committee Worksheets with one or more of the following categories:

**NEW.** This material is brand new to the **PRM**.

**RENUMBERED.** This material has been assigned a new number within the **PRM**, usually due to the addition of **NEW** material.

**RENAMED.** The title of the material has been amended.

**REWRITTEN.** The material has undergone significant revisions. To preserve the readability of the Committee Worksheets, suggested changes are not shown as tracked changes.

**REFORMATTED.** Non-substantive changes in formatting, e.g., list renumbering, have been applied for consistency throughout the **PRM**. To preserve the readability of the Committee Worksheets, such formatting changes are not reflected as tracked changes.

## Revisions to Policies, Administrative Procedures, and Exhibits

| Number and Title                                                                           | Revision Descriptions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                          |
|--------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 2:40, Board Member Qualifications                                                          | The policy is updated for continuous improvement. The Cross References and footnotes are updated in response to a five-year review.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <input type="checkbox"/> |
| 2:60, Board Member Removal from Office                                                     | The policy is unchanged. The footnotes are updated in response to a five-year review.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <input type="checkbox"/> |
| 2:140, Communications To and From the Board                                                | The policy is unchanged. The footnotes are updated in response to a five-year review.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <input type="checkbox"/> |
| 2:140-E, Guidance for Board Member Communications, Including Email Use                     | The exhibit is updated in response to a five-year review.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <input type="checkbox"/> |
| 2:150-AP, Superintendent Committees                                                        | The procedure is solely updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <input type="checkbox"/> |
| 2:170-AP, Qualification Based Selection                                                    | The procedure is updated in response to a five-year review.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <input type="checkbox"/> |
| 2:250-E1, Written Request for District Public Records                                      | The exhibit is updated in response to a five-year review.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <input type="checkbox"/> |
| 2:250-E2, Immediately Available District Public Records and Web-Posted Reports and Records | <p>The exhibit is updated in response to:</p> <ol style="list-style-type: none"> <li>105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a district to web-post its policy (or policies) that prohibit discrimination and harassment based on race, color, and national origin, as well as retaliation;</li> <li>105 ILCS 5/2-3.163(c), amended by P.A. 103-504, requiring a district to web-post the name(s) of designated Prioritization of Urgency of Need for Services (PUNS)-trained employee(s) in each school;</li> <li>Title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>, in anticipation of Title IX rulemaking; and</li> <li>Continuous improvement.</li> </ol> | <input type="checkbox"/> |

## Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

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| 2:260, Uniform Grievance Procedure                                                                                                      | The policy, Legal References, Cross References, and footnotes are updated in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a district to have an internal process for the filing of complaints regarding discrimination and harassment based on race, color, and national origin. The policy and footnotes are also updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking, and for continuous improvement. Continuous improvement changes are also made to the Legal References and footnotes. The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> , and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> . | <input type="checkbox"/> |
| 2:260-AP1, Guidelines for Investigating Complaints Filed Under Policy 2:260, Uniform Grievance Procedure, and Allegations of Misconduct | The procedure is updated in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a district to have procedures for responding to complaints of discrimination and harassment based on race, color, and national origin, and retaliation, and for continuous improvement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <input type="checkbox"/> |
| 2:260-AP2, Nondiscrimination Coordinator and Complaint Manager                                                                          | The procedure is updated in response to:<br>1. 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a board to adopt a policy (or policies) that prohibits discrimination and harassment based on race, color, and national origin, as well as retaliation;<br>2. Titles changes to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , 2:265-AP1, <i>Title IX Sexual Harassment-Response</i> , and 2:265-AP1, <i>Title IX Sexual Harassment-Response</i> , in anticipation of Title IX rulemaking; and<br>3. Continuous improvement.                                                                                                                                                                                                                                                                                                                                    | <input type="checkbox"/> |
| 2:265, Title IX <del>Sexual Harassment</del> Grievance Procedure                                                                        | <b>RENAMED.</b> The policy title only is changed to delete the term <i>sexual harassment</i> in anticipation of Title IX rulemaking.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <input type="checkbox"/> |
| 2:265-AP1, Title IX <del>Sexual Harassment</del> Response                                                                               | <b>RENAMED.</b> The procedure title only is changed for the reason stated in 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <input type="checkbox"/> |
| 2:265-AP2, Formal Title IX <del>Sexual Harassment</del> Complaint Grievance Process                                                     | <b>RENAMED.</b> The procedure title only is changed for the reason stated in 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <input type="checkbox"/> |
| 2:265-E, Title IX <del>Sexual Harassment</del> Glossary of Terms                                                                        | <b>RENAMED.</b> The exhibit title only is changed for the reason stated in 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <input type="checkbox"/> |
| 2:270, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited                                        | <b>NEW.</b> The policy is created in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a board to adopt a policy (or policies) that prohibits discrimination and harassment based on race, color, and national origin, as well as retaliation.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <input type="checkbox"/> |
| 2:270-AP, Prevention and Response Program for Complaints of Discrimination and Harassment Based on Race, Color, and National Origin     | <b>NEW.</b> The procedure is created in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a district to have procedures for responding to complaints of discrimination and harassment based on race, color, and national origin, and retaliation.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <input type="checkbox"/> |
| 4:20, Fund Balances                                                                                                                     | The policy is unchanged. The footnotes are updated in response to a five-year review.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <input type="checkbox"/> |
| 4:45-AP1, Insufficient Fund Checks                                                                                                      | The procedure is updated in response to a five-year review.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <input type="checkbox"/> |

## Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

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| 4:45-E1, Cover Page Documenting the Process to Seek Offset from the Illinois Office of the Comptroller (IOC)         | The exhibit is updated in response to a five-year review.                                                                                                                                       | <input type="checkbox"/> |
| 4:45-E2, Notice of Claim and Intent to Seek Debt Recovery; Challenge; and Response to Challenge                      | The exhibit is updated in response to a five-year review.                                                                                                                                       | <input type="checkbox"/> |
| 4:55-AP, Controls for the Use of District Credit and Procurement Cards                                               | The procedure is updated in response to a five-year review.                                                                                                                                     | <input type="checkbox"/> |
| 4:110-AP1, School Bus Post-Accident Checklist                                                                        | The procedure is updated in response to a five-year review.                                                                                                                                     | <input type="checkbox"/> |
| 4:110-AP3, School Bus Safety Rules                                                                                   | The procedure is updated in response to a five-year review.                                                                                                                                     | <input type="checkbox"/> |
| 4:110-E, Emergency Medical Information for Students Having Special Needs or Medical Conditions Who Ride School Buses | The exhibit is unchanged in response to a five-year review.                                                                                                                                     | <input type="checkbox"/> |
| 4:165, Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors                                         | The policy and Cross References are solely updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking.    | <input type="checkbox"/> |
| 4:170-AP2, E1, Letter to Parents/Guardians Regarding Student Safety                                                  | The exhibit is updated in response to a five-year review.                                                                                                                                       | <input type="checkbox"/> |
| 4:170-AP2, E2, Letter to Parents/Guardians Regarding the Dangers of Underage Drinking                                | The exhibit is updated in response to a five-year review.                                                                                                                                       | <input type="checkbox"/> |
| 4:170-AP2, E3, Letter to Parents/Guardians About Disruptive Social Media Apps; Dangers                               | The exhibit is updated in response to a five-year review.                                                                                                                                       | <input type="checkbox"/> |
| 4:170-AP2, E4, Letter to Parents/Guardians About Preventing and Reducing Incidences of Sexting                       | The exhibit is updated in response to a five-year review.                                                                                                                                       | <input type="checkbox"/> |
| 4:170-AP2, E6, Letter to Parents/Guardians About Safe Firearm Storage                                                | <b>NEW.</b> The optional exhibit is created based on a template recently developed by the U.S. Dept. of Education's Readiness and Emergency Management for Schools Technical Assistance Center. | <input type="checkbox"/> |

## Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

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| 4:170-AP6, Plan for Responding to a Medical Emergency at a Physical Fitness Facility with an AED | The procedure is updated in response to a five-year review.                                                                                                                                                                                                                                                                                                                                                                                                                                              | <input type="checkbox"/> |
| 4:170-AP6, E2, Notification to Staff and Parents/Guardians of CPR and AED Video                  | The exhibit is updated in response to a five-year review.                                                                                                                                                                                                                                                                                                                                                                                                                                                | <input type="checkbox"/> |
| 4:170-AP8, Movable Soccer Goal Safety                                                            | The procedure is updated in response to a five-year review.                                                                                                                                                                                                                                                                                                                                                                                                                                              | <input type="checkbox"/> |
| 4:175-AP1, E1, Informing Parents/Guardians About Offender Community Notification Laws            | The exhibit is updated in response to a five-year review.                                                                                                                                                                                                                                                                                                                                                                                                                                                | <input type="checkbox"/> |
| 4:190, Targeted School Violence Prevention Program                                               | The policy and footnotes are updated in response to <i>Threat Assessment in Virginia Public Schools: Model Policies, Procedures, and Guidelines</i> , Fifth Edition (July 2023), Virginia Center for School and Campus Safety, Virginia Dept. of Criminal Justice Services, at: <a href="http://www.dcs.virginia.gov/sites/dcs.virginia.gov/files/k-12_threat_assessment_management_mppg_mpd.pdf">www.dcs.virginia.gov/sites/dcs.virginia.gov/files/k-12_threat_assessment_management_mppg_mpd.pdf</a> . | <input type="checkbox"/> |
| 4:190-AP1, Targeted School Violence Prevention Program                                           | The procedure is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.                                                                                                                                                                                                                                                                                                                                                                                     | <input type="checkbox"/> |
| 4:190-AP1, E1, Targeted School Violence Prevention Program Resources                             | <b>REWRITTEN.</b> The exhibit is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.                                                                                                                                                                                                                                                                                                                                                                     | <input type="checkbox"/> |
| 4:190-AP2, Threat Assessment Team (TAT)                                                          | <b>REWRITTEN.</b> The procedure is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.                                                                                                                                                                                                                                                                                                                                                                   | <input type="checkbox"/> |
| 4:190-AP2, E1, Principles of Threat Assessment                                                   | <b>REWRITTEN.</b> The exhibit is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.                                                                                                                                                                                                                                                                                                                                                                     | <input type="checkbox"/> |
| 4:190-AP2, E2, Threat Assessment Documentation                                                   | The exhibit is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.                                                                                                                                                                                                                                                                                                                                                                                       | <input type="checkbox"/> |
| 4:190-AP2, E3, Threat Assessment Key Areas and Questions; Examples                               | <b>REWRITTEN.</b> The exhibit is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.                                                                                                                                                                                                                                                                                                                                                                     | <input type="checkbox"/> |
| 4:190-AP2, E4, Responding to Types of Threats                                                    | The exhibit is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.                                                                                                                                                                                                                                                                                                                                                                                       | <input type="checkbox"/> |
| 4:190-AP2, E5, Threat Assessment Case Management Strategies                                      | <b>REWRITTEN.</b> The exhibit is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.                                                                                                                                                                                                                                                                                                                                                                     | <input type="checkbox"/> |
| 4:190-AP2, E6, Targeted School Violence Prevention and Threat Assessment Education               | The exhibit is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.                                                                                                                                                                                                                                                                                                                                                                                       | <input type="checkbox"/> |

## Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

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| 5:10, Equal Employment Opportunity and Minority Recruitment | <p><b>REFORMATTED.</b> The policy, Legal References, Cross References, and footnotes are updated. The policy is updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, above. The Legal References and footnotes are also updated in response to:</p> <ol style="list-style-type: none"> <li>1. Pregnant Worker Fairness Act, 42 U.S.C. §2000gg <u>et seq.</u>, added by Pub.L. 117-328, the Fair Labor Standards Act;</li> <li>2. Fair Labor Standards Act (FLSA), 29 U.S.C. §218d, added by Pub.L. 117-328, requiring employers to provide reasonable break time for nursing employees to express breast milk; and</li> <li>3. Continuous improvement.</li> </ol> <p>The footnotes are further updated in response to the Gender Violence Act, 740 ILCS 82/11, added by P.A. 103-202, imposing liability on employers for gender-related violence in the workplace under limited circumstances, and <i>Groff v. DeJoy</i>, 600 U.S. 447 (2023), a U.S. Supreme Court case addressing an employer’s obligation to reasonably accommodate an employee’s religious practices.</p> <p>The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>, in anticipation of Title IX rulemaking.</p> | <input type="checkbox"/> |
| 5:10-AP, Workplace Accommodations for Nursing Mothers       | The procedure is updated in response to FLSA, 29 U.S.C. §218d, added by Pub. L. 117-328, requiring employers to provide reasonable break time for nursing employees to express breast milk.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <input type="checkbox"/> |
| 5:20, Workplace Harassment Prohibited                       | <p>The policy, Cross References, and footnotes are updated. The policy is updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, above, and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>, in anticipation of Title IX rulemaking.</p> <p>The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>, in anticipation of Title IX rulemaking. The footnotes are updated for continuous improvement.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <input type="checkbox"/> |
| 5:90-AP1, Coordination with Children’s Advocacy Center      | The procedure is solely updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <input type="checkbox"/> |

## Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

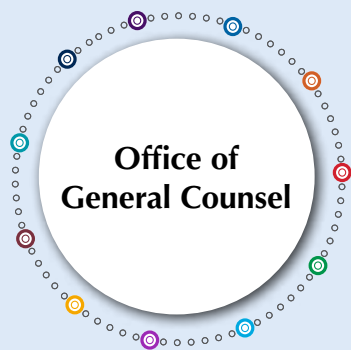
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| 5:100, Staff Development Program                                                                                                | <p><b>REWRITTEN.</b> The policy, Legal References, Cross References, Administrative Procedure references, and footnotes are updated. The policy and footnotes are updated in response to:</p> <ol style="list-style-type: none"> <li>105 ILCS 5/10-22.39, amended by P.A. 103-542, eff. 7-1-24, streamlining school staff training requirements into eight distinct categories;</li> <li>775 ILCS 5/5A-103, added by P.A. 103-472, eff. 8-1-24, requiring all employees be trained on the prevention of discrimination and harassment based on race, color, and national origin; and</li> <li>Subscriber feedback, to include a new default subheading, <b>Additional Training Requirements</b>, listing training required by State and/or federal law that is not required to be specified in policy. Boards that choose not to list these additional trainings may delete this subheading.</li> </ol> <p>The Legal References are updated to include 105 ILCS/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, for the reason stated above.</p> <p>The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, and to incorporate the title change to 2:265, <i>Title IX <del>Sexual Harassment</del> Grievance Procedure</i>.</p> <p>The Administrative Procedure references are updated to include new administrative procedure 2:270-AP, <i>Prevention and Response Program for Complaints of Discrimination and Harassment Based on Race, Color, and National Origin</i>, and to incorporate title changes to 2:265-AP1, <i>Title IX <del>Sexual Harassment</del> Response</i>, and 2:265-AP2, <i>Formal Title IX <del>Sexual Harassment</del> Complaint Grievance Process</i>, in anticipation of Title IX rulemaking.</p> | <input type="checkbox"/> |
| 5:120, Employee Ethics; Code of Professional Conduct; and Conflict of Interest                                                  | The policy, footnotes, and Cross References are solely updated to incorporate the title change to 2:265, <i>Title IX <del>Sexual Harassment</del> Grievance Procedure</i> , in anticipation of Title IX rulemaking.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <input type="checkbox"/> |
| 5:300, Schedules and Employment Year                                                                                            | The Legal References, Cross References, and footnotes are updated. The Legal References and footnotes are updated for the reason stated in 5:10-AP, <i>Workplace Accommodations for Nursing Mothers</i> , above. Other continuous improvement updates are made to the footnotes. 5:10, <i>Equal Employment Opportunity and Minority Recruitment</i> , is added to the Cross References.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <input type="checkbox"/> |
| 6:60, Curriculum Content                                                                                                        | The policy is unchanged. The footnotes are updated in response to 105 ILCS 5/27-21 and 105 ILCS 5/27-20.3, amended by P.A. 103-564, requiring ISBE to make certain instructional materials available on its website regarding Native American history and experience by 7-1-24, and for continuous improvement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <input type="checkbox"/> |
| 6:60-AP1, Comprehensive Health Education Program                                                                                | The procedure is updated in response to 105 ILCS 5/27-17, amended by P.A. 103-457, mandating water safety instruction for students in pre-K through grade 6 as part of safety education, and for continuous improvement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <input type="checkbox"/> |
| 6:120-AP1, Special Education Procedures Assuring the Implementation of Comprehensive Programming for Children with Disabilities | This procedure is updated to solely consist of the location of the district's special education procedures and to move the description of available resources to footnote 1.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <input type="checkbox"/> |
| 6:185, Remote Educational Program                                                                                               | The policy is unchanged. The footnotes are updated in response to a five-year review.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <input type="checkbox"/> |

## Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

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| 7:10, Equal Educational Opportunities                                            | The policy, Legal References, Cross References, and footnotes are updated. The policy and footnotes are updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> . The Legal References and footnotes are also updated for continuous improvement, and the footnotes are further updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> . The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> , and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking.                                                                                                                                                                                                                                                                                                                                                                                       | <input type="checkbox"/> |
| 7:10-AP1, Accommodating Transgender, Nonbinary, or Gender Nonconforming Students | The procedure is updated in response to: <ol style="list-style-type: none"> <li>1. <i>A.C. v. Metropolitan Sch. Dist. of Martinsville</i>, 45 F.4th 760 (7th Cir. 2023), holding that a school's refusal to allow a transgender student access to the bathroom that aligns with his gender identity violates Title IX;</li> <li>2. Title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>, in anticipation of Title IX rulemaking; and</li> <li>3. Continuous improvement.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <input type="checkbox"/> |
| 7:10-E, Equal Educational Opportunities Within the School Community              | The exhibit is updated in response to a five-year review.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <input type="checkbox"/> |
| 7:20, Harassment of Students Prohibited                                          | The policy, Legal References, Cross References, and footnotes are updated. The policy is updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> , above, and in response to: <ol style="list-style-type: none"> <li>1. 105 ILCS 5/27-23.7, amended by P.A. 103-47, adding protected categories to the prohibition on bullying; and</li> <li>2. Title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>, in anticipation of Title IX rulemaking.</li> </ol> <p>The Legal References are updated for continuous improvement. The footnotes are updated for the same reasons as the policy, to incorporate the title changes to 2:265-E, <i>Title IX Sexual Harassment Glossary of Terms</i>, 2:265-AP1, <i>Title IX Sexual Harassment Response</i>, and 2:265-AP2, <i>Formal Title IX Sexual Harassment Complaint Grievance Process</i>, in anticipation of Title IX rulemaking, and for continuous improvement. New policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, is added to the Cross References.</p> | <input type="checkbox"/> |
| 7:20-AP, Harassment of Students Prohibited                                       | The procedure is updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> , above, and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <input type="checkbox"/> |
| 7:180, Prevention of and Response to Bullying, Intimidation, and Harassment      | The policy and footnotes are updated in response to: <ol style="list-style-type: none"> <li>1. 105 ILCS 5/27-23.7, amended by P.A. 103-47, to include additional bases for bullying, require data collection by districts, and require notification within 24 hours to the parents/guardians of students involved in bullying incidents; and</li> <li>2. New policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>.</li> </ol> <p>The Cross References are updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>, in anticipation of Title IX rulemaking, and new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>.</p>                                                                                                                                                                                                                                                                                                                                                                                | <input type="checkbox"/> |
| 7:180-AP1, Prevention, Identification, Investigation, and Response to Bullying   | The procedure is updated in response to 105 ILCS 5/27-23.7, amended by P.A. 103-47, to require notification within 24 hours to the parents/guardians of students involved in bullying incidents, and for continuous improvement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <input type="checkbox"/> |

## Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

|                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                          |
|-------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 7:180-AP1, E1, Resource Guide for Bullying Prevention | The exhibit is updated to include a link to ISBE's model policy for bullying prevention and for continuous improvement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <input type="checkbox"/> |
| 7:180-AP1, E5, Report Form for Bullying               | The exhibit is updated in response to 105 ILCS 5/27-23.7, amended by P.A. 103-47, to include additional bases for bullying.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <input type="checkbox"/> |
| 7:180-AP1, E7, Response to Bullying                   | The exhibit is updated in response to 105 ILCS 5/27-23.7, amended by P.A. 103-47, to require notification within 24 hours to the parents/guardians of students involved in bullying incidents.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <input type="checkbox"/> |
| 7:185, Teen Dating Violence Prohibited                | The policy and Cross References are solely updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <input type="checkbox"/> |
| 7:190-E2, Student Handbook Checklist                  | <p>The exhibit is updated in response to:</p> <ol style="list-style-type: none"> <li>1. 105 ILCS 5/2-3.163(c), amended by P.A. 103-504, requiring districts to list in student handbook(s) the names of employees trained on the Prioritization of Urgency of Need for Services (PUNS) database in each school;</li> <li>2. 105 ILCS 5/22-95(b)(3) (final citation pending), requiring a board's policy prohibiting discrimination and harassment based on race, color, and national origin, and retaliation be included in student handbook(s), along with an accessible and age-appropriate summary of the policy;</li> <li>3. 105 ILCS 5/2-3.188, added by P.A. 102-676, requiring districts to notify parents/guardians at the beginning of the school year of the availability of ISBE's resource guide on sexual abuse response and prevention; and</li> <li>4. Continuous improvement.</li> </ol> | <input type="checkbox"/> |



The IASB Office of General Counsel's mission is to honestly, professionally, and credibly protect and preserve IASB through legal risk management and compliance services for the IASB Board of Directors and staff; promote best practices to IASB members; create educational products and services; and maintain strong, collaborative relationships with the public education community.

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### Special Acknowledgement to IASB Legal Assistants

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## *Document Status: Draft Update*

### BOARD OF EDUCATION

#### **2:40 Board Member Qualifications**

A Board of Education member must be, on the date of election or appointment, a United States citizen, at least 18 years of age, a resident of Illinois and the District for at least one year immediately preceding the election, and a registered voter.

Reasons making an individual ineligible for Board membership include holding an incompatible office, and certain types of State or federal employment, and conviction of an infamous crime. PRESSPlus1 A child sex offender, as defined in State law, is ineligible for Board of Education membership.

LEGAL REF.:

[Ill. Constitution, Art. II](#), §1; [Art. IV](#), §2(e); [Art. VI](#), §13(b).

[105 ILCS 5/10-3](#) and [5/10-10](#).

CROSS REF.: 2:30 (Board of Education School District Elections), 2:70 (Vacancies on the Board of Education - Filling Vacancies)

ADOPTED: October 20, 2022

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#### **PRESSPlus Comments**

PRESSPlus 1. Updated for continuous improvement. Individuals who have been or are convicted of an infamous crime are ineligible for board membership. 105 ILCS 5/10-11. Examples of an infamous crime include, not are not limited to, any felony, bribery, and perjury. Consult with the board attorney regarding other possible infamous crimes. **Issue 114, March 2024**

## Document Status: Draft Update

### BOARD OF EDUCATION

#### 2:260 Uniform Grievance Procedure

A student, parent/guardian, employee, or community member should notify any District Complaint Manager if he or she believes that the Board of Education, its employees, or its agents have violated his or her rights or have a complaint regarding any one of the following:

1. Title II of the Americans with Disabilities Act, [42 U.S.C. §12101](#) et seq.
2. Title IX of the Education Amendments of 1972, [20 U.S.C. §1681](#) et seq., excluding Title IX sexual harassment complaints governed by [Board](#) policy 2:265, *Title IX ~~Sexual Harassment~~ [PRESSPlus1](#) Grievance Procedure*
3. Section 504 of the Rehabilitation Act of 1973, [29 U.S.C. §791](#) et seq.
4. [Discrimination and/or harassment on the basis of race, color, or national origin prohibited by the Illinois Human Rights Act, 775 ILCS 5/; Title VI of the Civil Rights Act of 1964, 42 U.S.C. §2000d et seq.; and/or Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq. \(see Board policy 2:270, \*Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited\*\) \[PRESSPlus2\]\(#\)](#)
5. ~~Equal Employment Opportunities Act~~ (Title VII of the Civil Rights Act of 1964), 42 U.S.C. §2000e et seq. (see also number 4, above, for discrimination and/or harassment on the basis of race, color, or national origin)
6. Sexual harassment prohibited by the State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a); Illinois Human Rights Act, 775 ILCS 5/; and Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq. (Title IX sexual harassment complaints are addressed under [Board](#) policy 2:265, *Title IX ~~Sexual Harassment~~ Grievance Procedure*)
7. Breastfeeding accommodations for students, [105 ILCS 5/10-20.60](#)
8. Bullying, [105 ILCS 5/27-23.7](#)
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, [820 ILCS 180/](#)
12. Illinois Equal Pay Act of 2003, [820 ILCS 112/](#)
13. Provision of services to homeless students
14. Illinois Whistleblower Act, [740 ILCS 174/](#)
15. Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act, [410 ILCS 513/](#); and Titles I and II of the Genetic Information Nondiscrimination Act, [42 U.S.C. §2000ff](#) et seq.
16. Employee Credit Privacy Act, [820 ILCS 70/](#)

The Complaint Manager will first attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy

may forego any informal suggestions and/or attempts to resolve it and may proceed directly to this grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parents/guardians); this includes mediation.

#### Right to Pursue Other Remedies Not Impaired

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

#### Deadlines

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

#### Filing a Complaint

A person (hereinafter Complainant) who wishes to avail him or herself of this grievance procedure may do so by filing a complaint with any District Complaint Manager. The Complainant shall not be required to file a complaint with a particular Complaint Manager and may request a Complaint Manager of the same gender. The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with a student's parent(s)/guardian(s). The Complaint Manager shall assist the Complainant as needed.

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

#### Investigation Process

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

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

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

Superintendent. The Complaint Manager may request an extension of time.

The Superintendent will keep the Board informed of all complaints.

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

#### Decision and Appeal

Within five school business days after receiving the Complaint Manager's report, the Superintendent shall mail his or her written decision to the Complainant and the accused by registered mail, return receipt requested, and/or personal delivery as well as to the Complaint Manager. All decisions shall be based upon the *preponderance of evidence* standard.

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

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

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall mail its written decision to the Complainant and the accused by registered mail, return receipt requested, and/or personal delivery as well as to the Complaint Manager.

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

#### Appointing a Nondiscrimination Coordinator and Complaint Managers

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

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

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

#### **Nondiscrimination Coordinator:**

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### LEGAL REF.:

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

[20 U.S.C. §1232g](#), Family Education Rights Privacy Act.

[20 U.S.C. §1400](#), The Individuals with Disabilities Education Act.

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

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

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

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

[29 U.S.C. §2612](#), Family and Medical Leave Act.

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

42 U.S.C. §2000e *et seq.*, Equal Employment Opportunities Act (Title VII of the Civil Rights Act of 1964).

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

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

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

105 ILCS 5/2-3.8, 5/3-10, 5/10-20, 5/10-20.5, 5/10-20.7a, 5/10-20.60, 5/10-20.69 5/10-20.75 (final citation pending), 5/10-22.5, 5/22-19, [5/22-95 \(final citation pending\)](#), 5/24-4, 5/27-1, 5/27-23.7, and 45/1-15.

[5 ILCS 415/10](#)(a)(2), Government Severance Pay Act.

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

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

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

[740 ILCS 175/](#), Ill. False Claims Act.

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

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

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

[820 ILCS 70/](#), Employee Credit Privacy Act, [70/10\(b\)](#), and [70/25](#).

[23 Ill.Admin.Code §§1.240](#), [200.40](#), [226.50](#), and [226.570](#).

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX [Sexual Harassment](#) Grievance Procedure), [2:270 \(Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited\)](#), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

[ADOPTED: October 20, 2022](#)

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## PRESSPlus Comments

PRESSPlus 1. Updated to incorporate the title change to 2:265, *Title IX Sexual Harassment Grievance Procedure*, in anticipation of Title IX rulemaking. **Issue 114, March 2024**

PRESSPlus 2. Updated in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a district to have an internal process for the filing of complaints regarding discrimination and harassment based on race, color, and national origin. Policy 2:270, *Discrimination*

*and Harassment on the Basis of Race, Color, and National Origin Prohibited*, utilizes this policy as an internal complaint process. See also sample administrative procedure 2:270-AP, *Prevention and Response Program for Complaints of Discrimination and Harassment Based on Race, Color, and National Origin*, available at PRESS Online by logging in at [www.iasb.com](http://www.iasb.com), which includes additional procedures to be followed when responding to complaints of discrimination and harassment on the basis of race, color, and national origin. **Issue 114, March 2024**

## Document Status: Draft Update

### BOARD OF EDUCATION

## 2:265 Title IX Grievance Procedure

*Title has been updated. Original Title: Title IX Sexual Harassment Grievance Procedure*

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

### Title IX Sexual Harassment Prohibited

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

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's educational program or activity; or
3. *Sexual assault* as defined in [20 U.S.C. §1092\(f\)\(6\)\(A\)\(v\)](#), *dating violence* as defined in [34 U.S.C. §12291\(a\)\(11\)](#), *domestic violence* as defined in [34 U.S.C. §12291\(a\)\(12\)](#), or *stalking* as defined in [34 U.S.C. §12291\(a\)\(36\)](#).

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

### Definitions from [34 C.F.R. §106.30](#)

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

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

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

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

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

### Title IX Sexual Harassment Prevention and Response

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

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

### Making a Report

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

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

The Superintendent shall insert into this policy and keep current the name, office address, email address, and telephone number of the Title IX Coordinator.

### **Title IX Coordinator:**

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### Processing and Reviewing a Report or Complaint

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

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

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

### Formal Title IX Sexual Harassment Complaint Grievance Process

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

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

1. Treat *Complainants* and *Respondents* equitably by providing remedies to a *Complainant* where the *Respondent* is determined to be responsible for sexual harassment, and by following a grievance process that complies with [34 C.F.R. §106.45](#) before the imposition of any disciplinary sanctions or other actions against a *Respondent*.
2. Require an objective evaluation of all relevant evidence - including both inculpatory and exculpatory evidence - and provide that credibility determinations may not be based on a person's status as a *Complainant*, *Respondent*, or witness.
3. Require that any individual designated by the District as a Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate an informal resolution process:

- a. Not have a conflict of interest or bias for or against complainants or respondents generally or an individual *Complainant* or *Respondent*.
  - b. Receive training on the definition of sexual harassment, the scope of the District's *education program or activity*, how to conduct an investigation and grievance process (including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially.
4. Require that any individual designated by the District as an investigator receiving training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
  5. Require that any individual designated by the District as a decision-maker receive training on issues of relevance of questions and evidence, including when questions and evidence about the *Complainant's* sexual predisposition or prior sexual behavior are not relevant.
  6. Include a presumption that the *Respondent* is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
  7. Include reasonably prompt timeframes for conclusion of the grievance process.
  8. Describe the range of possible disciplinary sanctions and remedies the District may implement following any determination of responsibility.
  9. Base all decisions upon the *preponderance of evidence* standard.
  10. Include the procedures and permissible bases for the *Complainant* and *Respondent* to appeal.
  11. Describe the range of *supportive measures* available to *Complainants* and *Respondents*.
  12. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

### Enforcement

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

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

### Retaliation Prohibited

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

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

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

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

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

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

Adopted: January 19, 2023

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## **PRESSPlus Comments**

PRESSPlus 1. The policy title only is changed to delete the term *sexual harassment* in anticipation of Title IX rulemaking. The U.S. Department of Education is expected to release final Title IX regulations within the next few months. It is expected that the scope of the updated regulations will be expanded to apply to all sex discrimination allegations, not merely to allegations of sexual harassment (as current regulations do). **Issue 114, March 2024**

# Document Status: Draft Update - New

## 2:270 Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited

*New/Unpublished Section*

**NEW**

Discrimination and harassment on the basis of race, color, or national origin [PRESSPlus1](#) negatively affect a student's ability to learn and an employee's ability to work. Providing an educational and workplace environment free from such discrimination and harassment is an important District goal. The District does not discriminate on the basis of actual or perceived race, color, or national origin in any of its education programs or activities, and it complies with federal and State non-discrimination laws.

### Examples of Prohibited Conduct [PRESSPlus2](#)

Examples of conduct that may constitute discrimination on the basis of race, color, or national origin include: disciplining students more harshly and frequently because of their race, color, or national origin; denying students access to high-rigor academic courses, extracurricular activities, or other educational opportunities based on their race, color, or national origin; denying language services or other educational opportunities to English learners; and assigning students special education services based on a student's race, color, or national origin.

Harassment is a form of prohibited discrimination. Examples of conduct that may constitute harassment on the basis of race, color, or national origin include: the use of racial, ethnic or ancestral slurs or stereotypes; taunts; name-calling; offensive or derogatory remarks about a person's actual or perceived race, color, or national origin; the display of racially-offensive symbols; racially-motivated physical threats and attacks; or other hateful conduct.

### Making a Report or Complaint; Investigation Process [PRESSPlus3](#)

Individuals are encouraged to promptly report claims or incidences of discrimination or harassment based on race, color, or national origin to the Nondiscrimination Coordinator, a Complaint Manager, or any employee with whom the student is comfortable speaking. Reports under this policy will be processed under Board policy 2:260, *Uniform Grievance Procedure*.

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

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

This policy does not impair or otherwise diminish the existing rights of unionized employees to request an exclusive bargaining representative to be present during any investigatory interviews, nor does this policy diminish any rights available under an applicable collective bargaining agreement, including, but not limited to, a grievance procedure.

If the District fails to take necessary corrective action to stop harassment based on race, color, or national origin, further relief may be available through the Ill. Dept. of Human Rights (IDHR) or the U.S. Dept. of Education's Office for Civil Rights. [PRESSPlus4](#) To contact IDHR, go to: <https://dhr.illinois.gov/about-us/contact-idhr.html> or call (312) 814-6200 (Chicago) or (217) 785-5100 (Springfield).

### Prevention and Response Program

The Superintendent or designee shall establish a prevention and response program to respond to complaints of discrimination based on race, color, and national origin, including harassment, and retaliation. The program shall include procedures for responding to complaints which: [PRESSPlus5](#)

1. Reduce or remove, to the extent practicable, barriers to reporting discrimination, harassment, and retaliation;
2. Permit any person who reports or is the victim of an incident of alleged discrimination, harassment, or retaliation to be accompanied when making a report by a support individual of the person's choice who complies with the District's policies and rules;
3. Permit anonymous reporting, except that an anonymous report may not be the sole basis of any disciplinary action;
4. Offer remedial interventions or take such disciplinary action as may be appropriate on a case-by-case basis;
5. Offer, but do not require or unduly influence, a person who reports or is the victim of an incident of harassment or retaliation the option to resolve allegations directly with the accused; and
6. Protects a person who reports or is the victim of an incident of harassment or retaliation from suffering adverse consequences as a result of a report of, investigation of, or a response to the incident.

### Policy Posting and Distribution

This policy shall be posted on the District's website. [PRESSPlus6](#) The Superintendent shall annually inform staff members of this policy by posting it in a prominent and accessible location such as the District website, employee handbook, staff intranet site, [PRESSPlus7](#) and/or in other areas where policies and rules of conduct are made available to staff. The Superintendent shall annually inform students and their parents/guardians of this policy by posting it on the District's website [PRESSPlus8](#) and including an age-appropriate summary of the policy in the student handbook(s). [PRESSPlus9](#)

### Enforcement

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to remedial action and/or disciplinary action, up to and including discharge.

Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to remedial action and/or disciplinary action, including but not limited to, suspension and expulsion consistent with Board policy 7:190, *Student Behavior*.

Any third party who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to remedial and/or disciplinary action.

## Retaliation Prohibited

Retaliation against any person for bringing complaints, participating in the complaint process, or otherwise providing information about discrimination or harassment based on race, color, or national origin is prohibited (see Board policy 2:260, *Uniform Grievance Procedure*).

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

### LEGAL REF.:

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

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

105 ILCS 5/22-95 (final citation pending).

775 ILCS 5/1-101 et seq., Illinois Human Rights Act.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities)

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## **PRESSPlus Comments**

PRESSPlus 1. This policy is created in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, the Racism-Free Schools Law (RFSL). The law requires school districts to have a written policy (or policies) in place by 8-1-24 that prohibit discrimination and harassment based on race, color, and national origin, as well as retaliation. Like other non-discrimination and harassment policies in the PRM, this new policy utilizes the existing complaint process in sample policy 2:260, *Uniform Grievance Procedure*.

The policy must contain the following: (1) descriptions of various forms of discrimination and harassment based on race, color, and national origin, including examples; (2) the district's internal process for filing a complaint regarding a violation of the policy; (3) an overview of the district's prevention and response program that includes procedures for responding to complaints of discrimination and harassment based on race, color, and national origin and retaliation; (4) potential remedies for a violation of the policy; (5) a prohibition on retaliation for making a complaint or participating in the complaint process; (6) the legal recourse available to the Ill. Dept. of Human Rights (IDHR) and federal agencies if a district fails to take corrective action; and (7) directions on how to contact IDHR.

For more information, see the PRESS Issue 114 Update Memo and the footnotes of sample policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, available at PRESS Online by logging in at [www.iasb.com](http://www.iasb.com). **Issue 114, March 2024**

PRESSPlus 2. Required by 105 ILCS 5/22-95(b)(1)(A) (final citation pending), added by P.A. 103-472, eff. 8-1-24. The examples of discrimination and harassment under this subhead are based on definitions provided by the U.S. Dept. of Education's Office for Civil Rights, see

[www2.ed.gov/about/offices/list/ocr/frontpage/faq/race-origin.html#racehar1](http://www2.ed.gov/about/offices/list/ocr/frontpage/faq/race-origin.html#racehar1) and [www2.ed.gov/about/offices/list/ocr/docs/ocr-factsheet-shared-ancestry-202301.pdf](http://www2.ed.gov/about/offices/list/ocr/docs/ocr-factsheet-shared-ancestry-202301.pdf), and the U.S. Equal Opportunity Employment Commission, see [www.eeoc.gov/racecolor-discrimination](http://www.eeoc.gov/racecolor-discrimination). **Issue 114, March 2024**

PRESSPlus 3. Required by 105 ILCS 5/22-95(b)(1)(B) (final citation pending), added by P.A. 103-472, eff. 8-1-24. **Issue 114, March 2024**

PRESSPlus 4. Required by 105 ILCS 5/22-95(b)(1)(F). **Issue 114, March 2024**

PRESSPlus 5. Items 1-6 must be addressed in a district's procedures for responding to complaints of discrimination and harassment based on race, color, and national origin. See sample administrative procedure 2:270-AP, *Prevention and Response Program for Complaints of Discrimination and Harassment Based on Race, Color, and National Origin*, available at PRESS Online by logging in at [www.iasb.com](http://www.iasb.com). **Issue 114, March 2024**

PRESSPlus 6. 105 ILCS 5/22-95(b)(3) (final citation pending), added by P.A. 103-472, eff. 8-1-24, requires districts to post this policy in their website if one exists. If the district does not maintain a website, strike this sentence, and use the Save Status "Adopted with Additional District Edits." **Issue 114, March 2024**

PRESSPlus 7. 105 ILCS 5/22-95(b)(2) (final citation pending), added by P.A. 103-472, eff. 8-1-24, requires this policy to be "posted in a prominent and accessible location and distributed in such a manner as to ensure notice of the policy to all employees." A district website or staff intranet site qualifies as a prominent and accessible location. If a district does not maintain a website and/or staff intranet, delete ~~District website~~ and/or ~~staff intranet site~~ from this sentence, as applicable, and use the Save Status "Adopted with Additional District Edits." **Issue 114, March 2024**

PRESSPlus 8. If the district does not maintain a website, delete ~~posting it on the District's website~~ and from the sentence, and use the Save Status "Adopted with Additional District Edits." **Issue 114, March 2024**

PRESSPlus 9. 105 ILCS 5/22-95(b)(3) (final citation pending), added by P.A. 103-472, eff. 8-1-24, requires districts to publish the policy in student handbook(s). The law also requires a district to annually distribute a "summary of the policy in accessible, age-appropriate language" to students and parents/guardians. The summary may, but does not have to be, included in a student handbook to satisfy the annual distribution requirement. For ease of administration, this sample policy refers to inclusion in the student handbook(s). Districts may find it cumbersome to include both the policy and an age-appropriate summary of the same policy in a handbook. Consult the board attorney for guidance if the district would like to include a hyperlink to the policy, rather than the full text of the policy in the handbook. The Ill. Principals Association maintains a handbook service that coordinates with PRESS material, Online Model Student Handbook (MSH), at: [www.ilprincipals.org/msh](http://www.ilprincipals.org/msh). **Issue 114, March 2024**

## Operational Services

### Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors <sup>1</sup>

Child sexual abuse and grooming behaviors harm students, their parents/guardians, the District's environment, its school communities, and the community at large, while diminishing a student's ability to learn. The Board has a responsibility and obligation to increase awareness and knowledge of:<sup>2</sup> (1) issues regarding child sexual abuse, (2) likely warning signs that a child may be a victim of sexual abuse, (3) grooming behaviors related to child sexual abuse and grooming, (4) how to report child sexual abuse, (5) appropriate relationships between District employees and students based upon State law, and (6) how to prevent child sexual abuse.

To address the Board's obligation to increase awareness and knowledge of these issues, prevent sexual abuse of children,<sup>3</sup> and define prohibited grooming behaviors,<sup>4</sup> the Superintendent or designee shall implement an Awareness and Prevention of Sexual Abuse and Grooming Behaviors Program. The Program will:

1. Educate students with:

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

<sup>1</sup> Required by *Erin's Law*, 105 ILCS 5/10-23.13, amended by P.A. 102-610. Also infused into this policy are concepts from *Faith's Law*, 105 ILCS 5/22-85.5, added by P.A. 102-676, which provides helpful guidance for districts to implement *Erin's Law* due to its vagueness. See f/n's 1 and 15 in sample policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, for further information regarding *Faith's Law*.

Three additional statutes address a district's responsibility to provide age-appropriate sexual abuse and assault awareness and prevention education programs:

1. 105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act (requires districts to establish a Comprehensive Health Education Program that includes age-appropriate sexual abuse and assault awareness and prevention education in grades pre-K through 12) (see sample policy 6:60, *Curriculum Content*, and administrative procedure 6:60-AP1, *Comprehensive Health Education Program*);
2. 105 ILCS 5/27-9.1a(b), added by P.A. 102-552 (requires comprehensive personal health and safety and comprehensive sexual health education a/k/a National Sex Education Standards (NSES) to: (a) be age and developmentally appropriate, medically accurate, complete, culturally appropriate, inclusive, and trauma informed, (b) replicate evidence-based or evidence-informed programs or substantially incorporate elements of evidence-based programs or evidence-informed programs or characteristics of effective programs, (c) provide information about local resources where students can obtain additional information and confidential services related to sexual violence (including sexual abuse and assault), and (d) provide information about State laws related to mandated reporting of child abuse and neglect, and school policies addressing the prevention of and response to sexual violence) (see sample policy 6:60, *Curriculum Content*, and administrative procedure 6:60-AP2, *Comprehensive Personal Health and Safety and Sexual Health Education Program (National Sex Education Standards (NSES))*); and
3. 105 ILCS 5/27-13.2 (addresses (a) written objections to sexual abuse prevention instruction and notice provisions (minimum five days) for students in grades K through 8, and (b) distribution by the Ill. State Board of Education (ISBE) and Ill. Dept. of Children and Family Services (DCFS) of information for districts to provide to their communities about this instruction) (see sample policy 6:60, *Curriculum Content*, and administrative procedure exhibit 6:60-AP1, E1, *Notice to Parents/Guardians of Sexual Abuse and Assault Awareness and Prevention Education; Requests to Examine Materials; Written Objection(s) and/or Opt-outs*).

<sup>2</sup> 105 ILCS 5/10-23.13, amended by P.A. 102-610, at (b)(1).

<sup>3</sup> *Id.* at (b).

<sup>4</sup> *Id.* at (b).

- a. An age-appropriate and evidence-informed health and safety education<sup>5</sup> curriculum that includes methods for how to report child sexual abuse and grooming behaviors to authorities,<sup>6</sup> through policy 6:60, *Curriculum Content*; <sup>7</sup>
  - b. Information in policy 7:250, *Student Support Services*, about: (i) District counseling options, assistance, and intervention for students who are victims of or affected by sexual abuse,<sup>8</sup> and (ii) community-based Children’s Advocacy Centers and sexual assault crisis centers and how to access those serving the District. <sup>9</sup>
2. Train District employees about child sexual abuse and grooming behaviors by January 31 of each school year with materials that include: <sup>10</sup>
  - a. A definition of prohibited grooming behaviors and employee-student boundary violations pursuant to policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*;
  - b. Evidence-informed<sup>11</sup> content on preventing, recognizing, reporting, and responding to child sexual abuse, grooming behaviors, and employee-student boundary violations pursuant to policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX ~~Sexual Harassment~~–Grievance Procedure*; 5:90, *Abused and Neglected Child Reporting*; 5:100, *Staff Development Program*; and 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*; and
  - c. How to report child sexual abuse, grooming behaviors, and/or employee-student boundary violations pursuant to policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX ~~Sexual Harassment~~–Grievance Procedure*; and 5:90, *Abused and Neglected Child Reporting*.
3. Provide information to parents/guardians in student handbooks about the warning signs<sup>12</sup> of child sexual abuse, grooming behaviors, and employee-student boundary violations with evidence-informed educational information that also includes: <sup>13</sup>

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

<sup>5</sup> *Id.* at (b)(1).

<sup>6</sup> *Id.* at (b)(4).

<sup>7</sup> 105 ILCS 5/10-23.13(b). See policy 6:60, *Curriculum Content*, and administrative procedure 6:60-AP1, *Comprehensive Health Education Program*, for information on school board choices related to health and safety education, including sex education.

<sup>8</sup> *Id.* at (b)(2) and (3).

<sup>9</sup> *Id.* at (b)(5). See policy 5:90, *Abused and Neglected Child Reporting*, and administrative procedure 5:90-AP1, *Coordination with Children’s Advocacy Center*, for more information on Children’s Advocacy Centers.

<sup>10</sup> Citations for each letter:

- a. 105 ILCS 5/10-23.13(b).
- b. *Id.* at (b), (b)(1.5), and (c).
- c. *Id.* at (b) and (b)(1.5).

<sup>11</sup> Two Illinois laws address “evidence-informed.” *Evidence-informed* per *Erin’s Law* means modalities that were created utilizing components of evidence-based treatments or curriculums. 105 ILCS 5/10-23.13(a), added by P.A. 102-610. Contrast with NSES at 105 ILCS 5/27-9.1a(a), added by P.A. 102-552, which defines an *evidence-informed program* as “a program that uses the best available research and practice knowledge to guide program design and implementation.”

<sup>12</sup> 105 ILCS 5/10-23.13(b) and (b)(1); warning signs and *likely* warning signs are mentioned twice in the law. This policy uses *likely* in the purpose introduction. The Ill. Principals Association (IPA) maintains a handbook service that coordinates with **PRESS** material, Online Model Student Handbook (MSH), at: [www.ilprincipals.org/resources/model-student-handbook](http://www.ilprincipals.org/resources/model-student-handbook).

<sup>13</sup> This information is listed in 7:190-E2, *Student Handbook Checklist*. Citations for each letter:

105 ILCS 5/10-23.13(b) and (b)(1).

*Id.* at (b)(4) and (5).

- a. Assistance, referral, or resource information, including how to recognize grooming behaviors,<sup>14</sup> appropriate relationships between District employees and students based upon policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*,<sup>15</sup> and how to prevent child sexual abuse from happening;
  - b. Methods for how to report child sexual abuse, grooming behaviors, and/or employee-student boundary violations to authorities; and
  - c. Available counseling and resources for children who are affected by sexual abuse, including both emotional and educational support for students affected by sexual abuse, so that the student can continue to succeed in school pursuant to policy 7:250, *Student Support Services*.
4. Provide parents/guardians of students in any of grades K through 8 with not less than five days' written notice before commencing any class or course providing instruction in recognizing and avoiding sexual abuse, as well as the opportunity to object in writing. <sup>16</sup>

LEGAL REF.: 105 ILCS 5/10-23.13, 5/22-85.5, 5/27-9.1a, and 5/27-13.2.  
 105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.  
 325 ILCS 5/, Abused and Neglected Child Reporting Act.  
 720 ILCS 5/11-25, Criminal Code of 2012.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX ~~Sexual Harassment~~ Grievance Procedure), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 6:60 (Curriculum Content), 7:20 (Harassment of Students Prohibited), 7:250 (Student Support Services)

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

Id. at (b).

<sup>14</sup> Providing information to parents/guardians about how to recognize grooming behaviors is not in *Erin's Law*; it only addresses informing parents/guardians about the methods for increasing their awareness and knowledge of grooming behaviors. 105 ILCS 5/10-23.13(b)(1). This policy requires the district to provide information to parents/guardians about how to recognize grooming behaviors to: (1) effect the purpose of *Erin's Law*, (2) align with the intent of the statutes cited in f/n 1, above (educating all students to recognize and avoid sexual abuse and assault), and (3) align with the notification requirements in 105 ILCS 5/27-13.2 (parents/guardians of K-8 students prior to commencing instruction in recognizing and avoiding sexual abuse (see f/n 15, below)).

<sup>15</sup> 105 ILCS 5/22-85.5(e), added by P.A. 102-676, requires the employee code of professional conduct policy be included in any staff, student or parent/guardian handbook provided by the district. See sample policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, and 7:190-E2, *Student Handbook Checklist*.

<sup>16</sup> Required by 105 ILCS 5/27-13.2. See 6:60-AP1, E1, *Notice to Parents/Guardians of Sexual Abuse and Assault Awareness and Prevention Education; Requests to Examine Materials; Written Objection(s) and/or Opt-outs*. Delete for high school districts.

## Document Status: Draft Update

### General Personnel

#### 5:10 Equal Employment Opportunity and Minority Recruitment

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

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager ~~for the~~ under Board policy 2:260, Uniform Grievance Procedure, or in the case of denial of equal employment opportunities on the basis of race, color, or national origin, Board policy 2:270, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited. [PRESSPlus1](#) These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she: (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or (2) initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

#### Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager ~~for the~~ under Board policy 2:260, Uniform Grievance Procedure. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

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

#### **Nondiscrimination Coordinator:**

Christy Sefcik

Name

101

25700 Old Grand Ave.,

Ingleside, IL 60041

Address

[csefcik@grantbulldogs.org](mailto:csefcik@grantbulldogs.org)

Email

847-587-2561

Telephone

### **Complaint Managers:**

Jeremy Schmidt

Name

285 E. Grand Ave.,

Fox Lake, IL 60020

Address

[jschmidt@grantbulldogs.org](mailto:jschmidt@grantbulldogs.org)

Email

847-587-2561

Telephone

Beth Reich

Name

25700 Old Grand Ave.,

Ingleside, IL 60041

Address

[breich@grantbulldogs.org](mailto:breich@grantbulldogs.org)

Email

847-587-2561

Telephone

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

### **Minority Recruitment**

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

### **LEGAL REF.:**

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

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

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

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

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

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

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

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

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

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

42 U.S.C. §2000ff *et seq.*, Genetic Information Nondiscrimination Act of 2008.

~~42 U.S.C. §2000d *et seq.*, Title VI of the Civil Rights Act of 1964.~~

[42 U.S.C. §2000gg](#) *et seq.*, Pregnant Workers Fairness Act.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX ~~Sexual Harassment~~ Grievance Procedure), [2:270 \(Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited\)](#), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:50 (Drug- and Alcohol-Free Workplace; E-

Cigarette, Tobacco, and Cannabis Prohibition), 5:70 (Religious Holidays), 5:180 (Temporary Illness or Temporary Incapacity), 5:200 (Terms and Conditions of Employment and Dismissal), 5:250 (Leaves of Absence), 5:270 (Employment At-Will, Compensation, and Assignment), 5:300 (Schedules and Employment Year), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 8:70 (Accommodating Individuals with Disabilities)

~~ADOPTED: October 20, 2022~~

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a board to adopt a policy (or policies) that prohibits discrimination and harassment based on race, color, and national origin, as well as retaliation. **Issue 114, March 2024**

## *Document Status: Draft Update*

### General Personnel

#### **5:20 Workplace Harassment Prohibited**

The School District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's actual or perceived race, color, religion, national origin, ancestry, sex, sexual orientation, age, citizenship status, work authorization status, disability, pregnancy, marital status, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's other protected status identified in Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Sexual Harassment Grievance Procedure*; 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*; [PRESSPlus1](#) 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; and 7:185, *Teen Dating Violence Prohibited*.

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

#### Sexual Harassment Prohibited

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

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

#### Making a Report or Complaint

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

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

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

An employee may also report claims using Board policy 2:260, *Uniform Grievance Procedure*. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the claim according to that policy, in addition to any response required by this policy.

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

**Nondiscrimination Coordinator:**

Christy Sefcik

Name

25700 Old Grand Ave.,

Ingleside, IL 60041

Address

[csefcik@grantbulldogs.org](mailto:csefcik@grantbulldogs.org)

Email

847-587-2561

Telephone

**Complaint Managers:**

Jeremy Schmidt

Name

285 E. Grand Ave.,

Fox Lake, IL 60020

Address

[jschmidt@grantbulldogs.org](mailto:jschmidt@grantbulldogs.org)

Email

Beth Reich

Name

25700 Old Grand Ave.,

Ingleside, IL 60041

Address

[breich@grantbulldogs.org](mailto:breich@grantbulldogs.org)

Email

Telephone

Telephone

### Investigation Process

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

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

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

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

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

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

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

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

### Enforcement

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

### Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing complaints or providing information about harassment is prohibited (see Board policies [2:260](#), [Uniform Grievance Procedure, 2:265](#), [Title IX Grievance Procedure, and 2:270](#), [Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited](#)), and depending upon the law governing the complaint, whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and/or the Ill. Human Rights Act ([775 ILCS 5/](#)).

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

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

#### Recourse to State and Federal Fair Employment Practice Agencies

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

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

#### LEGAL REF.:

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

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

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

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

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

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

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

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

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

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

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

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

108

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

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

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

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

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

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

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

Adopted: January 19, 2023

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a board to adopt a policy (or policies) that prohibits discrimination and harassment based on race, color, and national origin, as well as retaliation. The policy is also updated to incorporate the title change to 2:265, *Title IX ~~Sexual Harassment~~ Grievance Procedure*, in anticipation of Title IX rulemaking. **Issue 114, March 2024**

## *Document Status: Draft Update - Rewritten*

### General Personnel

#### **5:100 Staff Development Program**

The Superintendent or designee shall implement a staff development program.<sup>[PRESSPlus1](#)</sup> The goal of the program shall be to update and improve the skills and knowledge of staff members in order to achieve and maintain a high level of job performance and satisfaction. Additionally, the development program for licensed staff members shall be designed to effectuate any School Improvement Plans so that student learning objectives meet or exceed goals established by the District and State.

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

The staff development program shall include the Abused and Neglected Child Reporting Act (ANCRA) mandated reporter training and training on the awareness and prevention of child sexual abuse and grooming behaviors (*Erin's Law*) as follows (see Board policies 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*, and 5:90, *Abused and Neglected Child Reporting*):

1. Within three months of employment, each staff member must complete mandated reporter training from a provider or agency with expertise in recognizing and reporting child abuse. Mandated reporter training must be completed again at least every three years.
2. By January 31 of every year, all school personnel must complete evidence-informed training on preventing, reporting, and responding to child sexual abuse, grooming behaviors (including *sexual misconduct* as defined in *Faith's Law*),<sup>[PRESSPlus2](#)</sup> and boundary violations.

#### In-Service Training Requirements

The staff development program shall provide, at a minimum, within six months of employment and renewed at least once every five years thereafter (unless required more frequently by other State or federal law), the in-service training of all District staff who work with pupils on:<sup>[PRESSPlus3](#)</sup>

1. Health conditions of students, including but not limited to training on:
  - a. Chronic health conditions of students;
  - b. Anaphylactic reactions and management, conducted by a person with expertise on anaphylactic reactions and management;
  - c. Management of asthma, prevention of asthma symptoms, and emergency response in the school setting;<sup>[PRESSPlus4](#)</sup>
  - d. The basics of seizure recognition and first aid and emergency protocols, consistent with best practice guidelines issued by the Centers for Disease Control and Prevention;
  - e. The basics of diabetes care, how to identify when a diabetic student needs immediate or emergency medical attention, and whom to contact in case of emergency;
  - f. Current best practices regarding identification and treatment of attention deficit hyperactivity disorder; and
  - g. How to respond to an incident involving life-threatening bleeding, including use of a school's trauma bleeding control kit, if applicable.<sup>110</sup><sup>[PRESSPlus5](#)</sup>

2. Social-emotional learning. Training may include providing education to all school personnel about the content of the Illinois Social and Emotional Learning Standards, how they apply to everyday school interactions, and examples of how social emotional learning can be integrated into instructional practices across all grades and subjects.
3. Developing cultural competency, including but not limited to understanding and reducing implicit bias, including *implicit racial bias* as defined in 105 ILCS 5/10-20.61 (implicit bias training).
4. Identifying warning signs of mental illness, trauma, and suicidal behavior in youth, along with appropriate intervention and referral techniques, including resources and guidelines as outlined in 105 ILCS 5/2-3.166 (*Ann Marie's Law*).
5. Domestic and sexual violence and the needs of expectant and parenting youth, conducted by persons with expertise in domestic and sexual violence and the needs of expectant and parenting youth. Training shall include, but is not limited to:
  - a. Communicating with and listening to youth victims of domestic or sexual violence and expectant and parenting youth;
  - b. Connecting youth victims of domestic or sexual violence and expectant and parenting youth to appropriate in-school services and other agencies, programs, and services as needed;
  - c. Implementing the District's policies and procedures regarding such youth, including confidentiality; and
  - d. Procedures for responding to incidents of teen dating violence that take place at school, on school grounds, at school-sponsored activities, or in vehicles used for school-provided transportation as outlined in 105 ILCS 110/3.10 (see Board policy 7:185, *Teen Dating Violence Prohibited*).
6. Protections and accommodations for students, including but not limited to training on:
  - a. The federal Americans with Disabilities Act as it pertains to the school environment; and
  - b. Homelessness.
7. Educator ethics and responding to child sexual abuse and grooming behavior (see Board policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*); including but not limited to training on:
  - a. Teacher-student conduct;
  - b. School employee-student conduct; and
  - c. Evidence-informed training on preventing, recognizing, reporting, and responding to child sexual abuse and grooming as outlined in 105 ILCS 5/10-23.13 (*Erin's Law*).
8. Effective instruction in violence prevention and conflict resolution, conducted in accordance with the requirements of 105 ILCS 5/27-23.4 (violence prevention and conflict resolution education).

### Additional Training Requirements

In addition, the staff development program shall include each of the following: [PRESSPlus6](#)

1. Ongoing professional development for teachers, administrators, school resource officers, and staff regarding the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, the appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.
2. Annual continuing education and/or training opportunities (professional standards) for school nutrition program directors, managers, and ~~staff~~. Each school food authority's director shall document compliance with this requirement by the end of each school year and maintain

documentation for a three-year period.

3. All high school coaching personnel, including the head and assistant coaches, and athletic directors must obtain online concussion certification by completing online concussion awareness training in accordance with 105 ILCS 25/1.15. Coaching personnel and athletic directors hired on or after 8-19-14 must be certified before their position's start date.
4. The following individuals must complete concussion training as specified in the Youth Sports Concussion Safety Act: coaches and assistant coaches (whether volunteer or employee) of an interscholastic athletic activity; nurses, licensed and/or non-licensed healthcare professionals serving on the Concussion Oversight Team; athletic trainers; game officials of an interscholastic athletic activity; and physicians serving on the Concussion Oversight Team.
5. For school personnel who work with hazardous or toxic materials on a regular basis, training on the safe handling and use of such materials.
6. For delegated care aides performing services in connection with a student's seizure action plan, training in accordance with 105 ILCS 150/, the Seizure Smart School Act.
7. For delegated care aides performing services in connection with a student's diabetes care plan, training in accordance with 105 ILCS 145/, the Care of Students with Diabetes Act.
8. For all District staff, annual sexual harassment prevention training.
9. Title IX requirements for training as follows (see Board policy 2:265, *Title IX Grievance Procedure*):
  - a. For all District staff, training on the definition of sexual harassment, the scope of the District's education program or activity, all relevant District policies and procedures, and the necessity to promptly forward all reports of sexual harassment to the Title IX Coordinator.
  - b. For school personnel designated as Title IX coordinators, investigators, decision-makers, or informal resolution facilitators, training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and grievance process (including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially.
  - c. For school personnel designated as Title IX investigators, training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
  - d. For school personnel designated as Title IX decision-makers, training on issues of relevance of questions and evidence, including when questions and evidence about a complainant's sexual predisposition or prior sexual behavior are not relevant.
10. Training for all District employees on the prevention of discrimination and harassment based on race, color, and national origin in school as part of new employee training and at least once every two years. [PRESSPlus7](#)
11. Training for at least one designated employee at each school about the Prioritization of Urgency of Need for Services (PUNS) database and steps required to register students for it. [PRESSPlus8](#)

The Superintendent shall develop protocols for administering youth suicide awareness and prevention education to staff consistent with Board policy 7:290, *Suicide and Depression Awareness and Prevention*. [Q1](#)

#### LEGAL REF.:

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

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

235.

105 ILCS 5/2-3.62, 5/2-3.166, 5/3-11, 5/10-20.17a, 5/10-20.61, 5/10-22.6(c-5), 5/10-22.39, 5/10-23.12, 5/10-23.13, 5/22-80(h), 5/22-95, and 5/24-5.

105 ILCS 25/1.15, Interscholastic Athletic Organization Act.

105 ILCS 145/25, Care of Students with Diabetes Act

105 ILCS 150/25, Seizure Smart School Act.

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

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

745 ILCS 49/, Good Samaritan Act.

775 ILCS 5/2-109 and 5/5A-103, Ill. Human Rights Act.

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

77 Ill.Admin.Code §527.800.

CROSS REF.: 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 4:160 (Environmental Quality of Buildings and Grounds), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:250 (Leaves of Absence), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:50 (School Wellness), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:270 (Administering Medicines to Students), 7:285 (Anaphylaxis Prevention, Response, and Management Program), 7:290 (Suicide and Depression Awareness and Prevention), 7:305 (Student Athlete Concussions and Head Injuries)

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## Questions and Answers:

\*\*\*Required Question 1. For districts that have a practice of providing instruction in life-saving techniques and first-aid in their staff development programs, insert the following optional paragraph that restates 105 ILCS 5/3-11, 105 ILCS 110/3, and 77 Ill.Admin.Code §527.800:

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

Persons performing CPR are generally exempt from civil liability if they are trained in CPR (745 ILCS 49/10); persons performing automated external defibrillation are generally exempt from civil liability if they were trained and acted according to the standards of the American Heart Association (745 ILCS

49/12).

Would the board like to add the optional paragraph shown above, restating 105 ILCS 5/3-11, 105 ILCS 110/3, and 77 Ill.Admin.Code §527.800?

☐ No. (Default)

☐ Yes. (IASB will add the optional paragraph shown above, restating 105 ILCS 5/3-11, 105 ILCS 110/3, and 77 Ill.Admin.Code §527.800.)

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## PRESSPlus Comments

PRESSPlus 1. This policy is rewritten due to Public Act 103-542, which significantly streamlines school in-service training requirements into eight categories. Though P.A. 103-542 was to be effective on 1-1-24, most of its changes become operative on 7-1-24. As a result, legislative action during Veto Session amended the effective date of P.A. 103-542 to 7-1-24. For more information, see the footnotes of sample policy 5:100, *Staff Development Program*, available at PRESS Online by logging in at [www.iasb.com](http://www.iasb.com).

This policy contains items on which collective bargaining may be required. Any policy that impacts upon wages, hours, and terms and conditions of employment, is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. **Issue 114, March 2024**

PRESSPlus 2. Sexual misconduct under Faith's Law is defined in 105 ILCS 5/22-85.5(c), added by P.A. 102-676. **Issue 114, March 2024**

PRESSPlus 3. This list of in-service trainings is required by State law but only numbers 4, 5(d), and 7 are required to be specified in board policy. **Issue 114, March 2024**

PRESSPlus 4. Consult the board attorney about whether:

1. All asthma action plans should require immediate 911 calls based upon In re Estate of Stewart, 406 Ill.Dec. 345 (2nd Dist. 2016); In re Estate of Stewart, 412 Ill.Dec. 914 (Ill. 2017) (school district's appeal denied). The court held that a teacher's failure to dial 911 immediately upon a student's asthma attack was willful and wanton conduct, subjecting the school district to liability under the Local Governmental and Governmental Employees Tort Immunity Act.
2. The duties and responsibilities of the district when it asks for but does not receive an asthma action plan from a parent/guardian and the logistics of distributing any received plans to those employees who need to know based upon Stewart, above.

## Issue 114, March 2024

PRESSPlus 5. From 6-30-23 through 7-1-24, 105 ILCS 5/10-22.39(g), added by P.A. 103-128, requires that at least once every two years, all District personnel be trained on methods to respond to trauma, including instruction on how to respond to an incident involving life-threatening bleeding and, if applicable, how to use a school's trauma kit. See 105 ILCS 5/10-20.85, added by P.A. 103-128, for a definition of *trauma kit*. To avoid confusion between trauma related to life-threatening bleeding and trauma as defined in 105 ILCS 5/3-11(b), added by P.A. 103-413, this policy uses the phrase *trauma*

*bleeding control kit* instead of *trauma kit*.

Beginning with the 2024-25 school year, training on life-threatening bleeding must be completed within six months of employment and renewed within two years. Beginning with the 2027-28 school year, training on life-threatening bleeding must be completed within six months of employment and renewed at least once every five years thereafter. 105 ILCS 5/10-22.39(b-5)(7), added by P.A. 103-542, eff. 7-1-24. **Issue 114, March 2024**

PRESSPlus 6. Optional. These in-services and/or trainings are required by State and/or federal law but are not required to be specified in board policy. Putting this optional list into the policy will help the board monitor that the required in-service and training topics are being covered. While it is possible to *pick and choose*, this practice is likely to add more confusion to an already confusing responsibility. Unless noted, the School Code does not mandate the frequency with which the training must occur. Several other trainings that are mentioned in laws other than the School Code are addressed in other sample policies and procedures. **Issue 114, March 2024**

PRESSPlus 7. Updated in response to 775 ILCS 5/5A-103(c), added by P.A. 103-472, eff. 8-1-24. For training requirement details, see sample administrative procedure 2:270-AP, *Prevention and Response Program for Complaints of Discrimination and Harassment Based on Race, Color, and National Origin*, available at PRESS Online by logging in at [www.iasb.com](http://www.iasb.com). **Issue 114, March 2024**

PRESSPlus 8. 105 ILCS 5/2-3.163(c), amended by P.A. 103-504. **Issue 114, March 2024**

## General Personnel

### Employee Ethics; Code of Professional Conduct; and Conflict of Interest <sup>1</sup>

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

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

#### Professional and Appropriate Conduct

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

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

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

This policy contains items on which collective bargaining may be required. Any policy that impacts upon wages, hours, and terms and conditions of employment, is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right.

This policy largely cites 105 ILCS 5/22-85.5, a small portion of the *Faith's Law* package. *Faith's Law* is the entirety of Public Act 102-676, which closed significant legal loopholes related to combating grooming by: (1) broadening the definition of grooming prohibited by the Criminal Code of 2012 (720 ILCS 5/11-25); (2) authorizing the Ill. Dept. of Children and Family Services to investigate grooming allegations under the Abused and Neglected Child Reporting Act (325 ILCS 5/3); and (3) requiring the Ill. State Board of Education (ISBE) to develop and maintain a resource guide for students, parents/guardians, and teachers about sexual abuse response and prevention resources available in their community (105 ILCS 5/2-3.188). ISBE's *Sexual Abuse Response and Prevention Resource Guide* (June 2023) is at: [www.isbe.net/Documents/Faiths-Law-Resource-Guide.pdf](http://www.isbe.net/Documents/Faiths-Law-Resource-Guide.pdf). A *Faith's Law* trailer bill, P.A. 102-702, further combats grooming by amending School Code provisions related to district and third-party contractor hiring practices, suspension and revocation of employee licenses, and criminal history records checks for prospective and current employees.

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

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

The Superintendent or designee shall identify employee conduct standards<sup>4</sup> that define appropriate employee-student boundaries, provide training about them, and monitor the District's employees for violations of employee-student boundaries. The employee conduct standards will require that, at a minimum:

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

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

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

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

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

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

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

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

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

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

4. Employees report prohibited behaviors and/or boundary violations pursuant to Board policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX ~~Sexual Harassment~~ Grievance Procedure*; and 5:90, *Abused and Neglected Child Reporting*.<sup>8</sup>
5. Discipline up to and including dismissal will occur for any employee who violates an employee conduct standard or engages in any of the following:<sup>9</sup>
  - a. Violates expectations and guidelines for employee-student boundaries.<sup>10</sup>
  - b. Sexually harasses a student.<sup>11</sup>
  - c. Willfully or negligently fails to follow reporting requirements of the Abused and Neglected Child Reporting Act (325 ILCS 5/),<sup>12</sup> Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), or the Elementary and Secondary Education Act (20 U.S.C. § 7926).<sup>13</sup>
  - d. Engages in grooming as defined in 720 ILCS 5/11-25.<sup>14</sup>
  - e. Engages in grooming behaviors. Prohibited grooming behaviors<sup>15</sup> include, at a minimum, *sexual misconduct*. *Sexual misconduct*<sup>16</sup> is any act, including but not limited to, any verbal, nonverbal, written, or electronic communication or physical activity, by an employee with direct contact with a student, that is directed toward or with a student to establish a romantic or sexual relationship with the student. Examples include, but are not limited to:
    - i. A sexual or romantic invitation.

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

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

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

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

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

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

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

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

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

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

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

#### Statement of Economic Interests

The following employees must file a *Statement of Economic Interests* as required by the Ill. Governmental Ethics Act: <sup>17</sup>

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

#### Ethics and Gift Ban

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

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

In accordance with 105 ILCS 5/22-5, "no school officer or teacher shall be interested in the sale, proceeds, or profits of any book, apparatus, or furniture used or to be used in any school with which such officer or teacher may be connected," except when the employee is the author or developer of instructional materials listed with ISBE and adopted for use by the Board.<sup>19</sup> An employee having an interest in instructional materials must file an annual statement with the Board Secretary.<sup>20</sup>

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

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

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

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

<sup>20</sup> *Id.*

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

1. A member of the employee's immediate family;  
An employee's partner<sup>22</sup>; or
2. An entity that employs or is about to employ the employee or one of the individuals listed in one or two above.<sup>23</sup>

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

#### Guidance Counselor Gift Ban <sup>26</sup>

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

1. Opportunities, benefits, and services available on the same conditions as for the general public.
2. Anything for which the guidance counselor pays market value.
3. A gift from a relative.
4. Anything provided by an individual on the basis of a personal friendship, unless the guidance counselor believes that it was provided due to the official position or employment of the guidance counselor and not due to the personal friendship. In determining whether a gift is

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

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

<sup>23</sup> 2 C.F.R. §200.318(c)(1).

<sup>24</sup> *Id.*

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

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

provided on the basis of personal friendship, the guidance counselor must consider the circumstances in which the gift was offered, including any of the following:

- a. The history of the relationship between the individual giving the gift and the guidance counselor, including any previous exchange of gifts between those individuals.
  - b. Whether, to the actual knowledge of the guidance counselor, the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift.
  - c. Whether, to the actual knowledge of the guidance counselor, the individual who gave the gift also, at the same time, gave the same or a similar gift to other school district employees.
5. Bequests, inheritances, or other transfers at death.
  6. Any item(s) during any calendar year having a cumulative total value of less than \$100.
  7. Promotional materials, including, but not limited to, pens, pencils, banners, posters, and pennants.

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

#### Outside Employment

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

#### Incorporated

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

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

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

## Document Status: Draft Update

### STUDENTS

#### 7:10 Equal Educational Opportunities

Equal educational and extracurricular opportunities shall be available for all students without regard to color, race, nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, actual or potential marital or parental status, including pregnancy. Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under Board of Education policy 8:20, *Community Use of School Facilities*. Any student may file a discrimination grievance by using Board policy 2:260, *Uniform Grievance Procedure*, or in the case of discrimination on the basis of race, color, or national origin, Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.[PRESSPlus1](#)

#### Sex Equity

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

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

#### Administrative Implementation

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

#### LEGAL REF.:

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

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

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

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

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

[Ill. Constitution, Art. I](#), §18.

[105 ILCS 5/3.25b](#), [5/3.25d\(b\)](#), [5/10-20.12](#), [5/10-20.60](#), [5/10-20.63](#), [5/10-22.5](#), and [5/27-1](#).

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

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

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

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX ~~Sexual Harassment~~ Grievance Procedure), [2:270 \(Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited\)](#), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:130 (Student Rights and Responsibilities), 7:160 (Student Appearance), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:250 (Student Support Services), 7:330 (Student Use of Buildings - Equal Access), 7:340 (Student Records), 8:20 (Community Use of School Facilities)

~~ADOPTED: October 20, 2022~~

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a board to adopt a policy (or policies) that prohibits discrimination and harassment based on race, color, and national origin, as well as retaliation. **Issue 114, March 2024**

## Document Status: Draft Update

### STUDENTS

#### 7:20 Harassment of Students Prohibited

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

#### Sexual Harassment Prohibited

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

#### Making a Report or Complaint

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

Reports under this policy will be considered a report under Board policy 2:260, *Uniform Grievance Procedure*, and/or Board policy 2:265, Title IX Sexual Harassment *Grievance Procedure*. The Nondiscrimination Coordinator and/or Complaint Manager shall process and review the report according to the appropriate grievance procedure. The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

#### **Nondiscrimination Coordinator:**

Christy Sefcik

Name

25700 Old Grand Ave.,

Ingleside, IL 60041

Address

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

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

### **Investigation Process**

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

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

and free of unlawful discrimination, including harassment.

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

For any report or complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall investigate under [Board](#) policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. [PRESSPlus3](#)

For any other alleged student harassment that does not require action under [Board](#) policies 2:265, *Title IX Sexual Harassment Grievance Procedure*, or 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under [Board](#) policies 2:260, *Uniform Grievance Procedure*, and/or 7:190, *Student Behavior*, should be initiated, regardless of whether a written report or complaint is filed.

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

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

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

#### Enforcement

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

#### Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited (see [Board](#) policies 2:260, *Uniform Grievance Procedure*, and 2:265, *Title IX Sexual Harassment Grievance Procedure*, and 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*).

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

## LEGAL REF.:

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

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

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

[105 ILCS 5/10-20.12](#), [5/10-22.5](#), [5/10-23.13](#), [5/27-1](#), and [5/27-23.7](#).

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

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

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

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

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

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

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX [Sexual Harassment](#) Grievance Procedure), [2:270 \(Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited\)](#), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities)

[ADOPTED: October 20, 2022](#)

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## PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/27-23.7, amended by P.A. 103-47, adding protected categories to the prohibition on bullying. **Issue 114, March 2024**

PRESSPlus 2. Updated in response to the title change to 2:265, *Title IX Sexual Harassment Grievance Procedure*, in anticipation of Title IX rulemaking. **Issue 114, March 2024**

PRESSPlus 3. Updated in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a board to adopt a policy (or policies) that prohibits discrimination and harassment based on race, color, and national origin, as well as retaliation. **Issue 114, March 2024**

## Document Status: Draft Update

### STUDENTS

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

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

Bullying on the basis of actual or perceived race, color, religion, sex, national origin, ancestry, physical appearance, socioeconomic status, academic status, PRESSPlus1 pregnancy, parenting status, homelessness, age, marital status, physical or mental disability, military status, sexual orientation, gender-related identity or expression, unfavorable discharge status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic is prohibited in each of the following situations:

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

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

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

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

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

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

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

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

### Bullying Prevention and Response Plan

The Superintendent or designee shall develop and maintain a bullying prevention and response plan that advances the District's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the requirements listed below, each numbered requirement, 1-12, corresponds with the same number in the list of required policy components in 105 ILCS 5/27-23.7(b) 1-12.

1. The District uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the [First Amendment to the U.S. Constitution](#) or under [Section 3 of Article I of the Illinois Constitution](#).
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted;

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

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4. Consistent with federal and State laws and rules governing student privacy rights, ~~the Superintendent or designee shall promptly inform~~ the parent(s)/guardian(s) of every all students involved in an alleged incident of bullying will be notified of such, along with threats, suggestions, or instances of self-harm determined to be the result of bullying, within 24 hours after the school's administration is made aware of the student's involvement in the incident. ~~and discuss, as~~ appropriate, the school's administration shall also discuss the availability of social work services, counseling, school psychological services, other interventions, and restorative measures. The school shall make diligent efforts to notify a parent or legal guardian, utilizing all contact information the school has available or that can be reasonably obtained within the 24-hour period. [PRESSPlus2](#)

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

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

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

- a. The frequency of victimization;

- b. Student, staff, and family observations of safety at a school;
- c. Identification of areas of a school where bullying occurs;
- d. The types of bullying utilized; and
- e. Bystander intervention or participation.

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

- 1) An updated version of the policy with the amendment/modification date included in the reference portion of the policy;
- 2) If no revisions are deemed necessary, a copy of board minutes indicating that the policy was re-evaluated and no changes were deemed to be necessary; or
- 3) A signed statement from the Board President indicating that the Board re-evaluated the policy and no changes to it were necessary.

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

12. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:
  - a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
  - b. 2:265, *Title IX Sexual Harassment Grievance Procedure*. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972. [PRESSPlus3](#)
  - c. 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. Any person may use this policy to complain about discrimination or harassment on the basis of race, color, or national origin in violation of Title VI of the Civil Rights Act of 1964 and/or the Illinois Human Rights Act. [PRESSPlus4](#)
  - d. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
  - e. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.
  - f. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
  - g. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
  - h. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.

- i. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
- j. 7:315, *Restrictions on Publications; High Schools*. This policy prohibits students from and provides consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

#### LEGAL REF.:

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

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

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

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

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

Adopted: January 19, 2023

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#### PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/27-23.7, amended by P.A. 103-47, adding protected categories to the prohibition on bullying. The bases are also re-ordered to align with the order they are listed within the Ill. State Board of Education (ISBE) Model Bullying Prevention Policy (available at [www.isbe.net/Documents/Model-Bullying-Prevention-Policy.pdf](http://www.isbe.net/Documents/Model-Bullying-Prevention-Policy.pdf)).

Additionally, 105 ILCS 5/27-23.7(f), added by P.A. 103-47, requires districts to collect non-identifiable data regarding verified allegations of bullying within the District and submit it in an annual report to ISBE by no later than August 15 of each year, beginning with the 2024-25 school year through the 2030-31 school year. ISBE must adopt rules for data submission that include but are not limited to: (1) a record of each verified allegation of bullying and action taken; and (2) whether the instance of bullying was based on actual or perceived characteristics identified in 105 ILCS 5/27-23.7(a) and, if so, lists the relevant characteristics. **Issue 114, March 2024**

PRESSPlus 2. Updated in response to 105 ILCS 5/27-23.7, amended by P.A. 103-47, requiring notification within 24 hours to the parents/guardians of students involved in bullying incidents. **Issue 114, March 2024**

PRESSPlus 3. Updated to incorporate the title change to 2:265, *Title IX Sexual Harassment Grievance Procedure*, in anticipation of Title IX rulemaking. **Issue 114, March 2024**

PRESSPlus 4. Updated in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a board to adopt a policy (or policies) that prohibits discrimination and harassment based on race, color, and national origin, as well as retaliation. **Issue 114, March 2024**

## Students

### Teen Dating Violence Prohibited <sup>1</sup>

Engaging in teen dating violence that takes place at school, on school property, at school-sponsored activities, or in vehicles used for school-provided transportation is prohibited.<sup>2</sup> For purposes of this policy, the term *teen dating violence* occurs whenever a student who is 13 to 19 years of age uses or threatens to use physical, mental, or emotional abuse to control an individual in the dating relationship; or uses or threatens to use sexual violence in the dating relationship.<sup>3</sup>

The Superintendent or designee shall develop and maintain a program to respond to incidents of teen dating violence that:<sup>4</sup>

1. Fully implements and enforces each of the following Board policies:<sup>5</sup>
  - a. 2:260, *Uniform Grievance Procedure*. This policy provides a method for any student, parent/guardian, employee, or community member to file a complaint if he or she believes that the School Board, its employees, or its agents have violated his or her rights under the State or federal Constitution, State or federal statute, Board policy, or various enumerated bases.
  - b. 2:265, *Title IX ~~Sexual Harassment~~ Grievance Procedure*. This policy prohibits any person from engaging in sexual harassment in violation of Title IX of the Education Amendments of 1972. Prohibited conduct includes but is not limited to sexual assault, dating violence, domestic violence, and stalking.
  - c. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on the student's actual or perceived characteristics

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

<sup>1</sup> All school boards must have a policy on teen dating violence. 105 ILCS 110/3.10. This sample policy is designed to align with a district's already-existing procedures for reporting bullying and school violence. See f/n 7. The curriculum components for teen dating violence education, which apply to districts with students enrolled in grades 7 through 12, are listed in 6:60-AP, *Comprehensive Health Education Program*.

<sup>2</sup> 105 ILCS 110/3.10(b)(1). School officials must proceed carefully before disciplining a student for out-of-school conduct. A school's authority over off-campus conduct is much more limited than incidents that occur on school grounds. However, school officials may generally: (1) remove a student from extracurricular activities when the conduct code for participation requires students to conduct themselves at all times as good citizens and exemplars of the school (see sample policy 7:240, *Conduct Code for Participants in Extracurricular Activities*); and (2) suspend or expel a student from school attendance when the student's expression causes substantial disruption to school operations.

<sup>3</sup> 105 ILCS 110/3.10(a). For districts that wish to broaden the ages (e.g., perhaps include 11-12 year olds in a middle school setting), delete the following phrase from the first sentence: "~~who is 13 to 19 years of age~~". The law defines *dating* or *dating relationship* as an "ongoing social relationship of a romantic or intimate nature between two persons." The terms do not include "a casual relationship or ordinary fraternization between two persons in a business or social context."

<sup>4</sup> Required by 105 ILCS 110/3.10(b)(3).

<sup>5</sup> Be sure the referenced board policies, as adopted locally, contain the language paraphrased in this policy. If not, either substitute similar language from the locally adopted board policies on the same topics, or just insert the titles from relevant locally adopted policies.

The statutory content requirements for a teen dating policy include "establish[ing] procedures for the manner in which employees of a school are to respond to incidents of teen dating violence." This policy fulfills this requirement by incorporating by reference the following administrative procedure: 7:180-AP1, *Prevention, Identification, Investigation, and Response to Bullying*. This means that 7:180-AP1 should be considered to be part of this policy.

- of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).
- d. 7:180, *Prevention of and Response to Bullying*, Intimidation, and Harassment. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.
  2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals: <sup>6</sup>
    - a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence. <sup>7</sup>
  3. The Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*. <sup>8</sup>
  4. Incorporates age-appropriate instruction in grades 7 through 12, in accordance with the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*. <sup>9</sup>
  5. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager. <sup>10</sup>
  6. Notifies students and parents/guardians of this policy. <sup>11</sup>

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

<sup>6</sup> 105 ILCS 110/3.10(b)(4), requires the policy to identify by job title which school officials are responsible for receiving reports related to teen dating violence.

<sup>7</sup> *Id.* at f/ns 5 and 6. Sexual violence is one listed component of teen dating violence. 105 ILCS 110/3.10(a). Sexual violence has also been found by the Ill. Gen. Assembly to be a component of bullying and school violence. 105 ILCS 5/27-23.7. Thus, identifying *any school staff member* is consistent with 7:180-AP1, *Prevention, Identification, Investigation, and Response to Bullying*, which uses the student-friendly reporting system outlined in 7:180-AP1, E2, *Be a Hero by Reporting Bullying*.

<sup>8</sup> *Id.* Under any reporting system, a report involving bullying and school violence that is based upon a protected status (often teen dating violence will involve conduct based upon the target's sex) must be referred to the district's Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager (7:20, *Harassment of Students Prohibited*). Customize this list to reflect local conditions. These individuals may also take reports directly from students.

<sup>9</sup> Required by 105 ILCS 110/3.10(b)(2). The curriculum-specific components for teen dating violence education are listed in 6:60-AP, *Comprehensive Health Education Program*.

<sup>10</sup> *Id.* For boards that add the optional paragraphs in policy 5:100, *Staff Development Program*, add the phrase "and policy 5:100, *Staff Development Program*."

<sup>11</sup> Required by 105 ILCS 110/3.10(b)(5). Boards must communicate this policy to students and their parents/guardians. This may be accomplished, in part, by (1) sending 7:185-E, *Memo to Parents/Guardians Regarding Teen Dating Violence*, and (2) amending the district's anti-bullying campaign statement(s), such as the following, in the student handbook and school website:

Bullying, teen dating violence, intimidation, and harassment are not acceptable in any form and will not be tolerated at school or any school-related activity. The School District will take disciplinary action against any student who participates in such conduct or who retaliates against someone for reporting incidents of bullying, teen dating violence, intimidation, or harassment.

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

LEGAL REF.: 105 ILCS 110/3.10.

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

DRAFT

### **End of Semester Information**

The conclusion of the second semester is quickly approaching, and teachers and students are again preparing for end of semester assessments. Final exams run from May 14 through May 21. This year's calendar warranted running senior finals on May 14 and 15. Concluding senior exams on May 15 allows appropriate time for teachers to grade exams, calculate final scores, as well as allowing the registrar, counselors, senior class sponsors, and administrators to accurately account for all graduating seniors. Freshman, sophomore, and junior exams will run May 17 through May 21.

Final graduation preparations are concluding as well. Informational letters to seniors have been mailed home, student graduation informational meetings will be held during lunch periods on April 23, and students competing to speak at graduation are performing for a teacher panel on April 19.

### **Assessment Updates**

This year's testing season has been busy assessing a wide range of students for a variety of reasons.

Again this year, the state-mandated Illinois Science Assessment to juniors was completed by science teachers over multiple days in science classes.

The largest and most complicated administration was the SAT, PSAT 10, and PSAT 8/9 which were administered to all freshmen, sophomores, and juniors on April 10. The SAT for juniors is a state-mandated graduation requirement. We are pleased with our administration of the exam, as our processes for test distribution, administration, test collection, and accommodations were executed smoothly.

After all of this testing, there is a quick turnaround, as we are now actively preparing to administer the Advanced Placement suite of assessments to students who have opted in beginning May 6.

### **Spring Events and Activities**

- **Career Fair:** Led by Blythe Masura, the Student Services Team coordinated with individuals from a multitude of career paths to meet with our students on March 20. In total, the event hosted 71 tables of representatives from a wide range of career sectors. Twenty-two of those representatives requested "Now Hiring" signs to advertise for our students. Moreover, ten colleges, three different military branches, and sixteen different trades attended the event. In lieu of attending physical education during a Flex Schedule, students had the opportunity to interact with professionals, ask questions, sign up for additional information, and learn more about career areas of interest.
- **Writers Week:** A new event to Grant this year, Writers Week was held on April 3 and April 4. This two-day event that celebrated established and aspiring writers. Teachers signed up to bring their classes to "in school field trips" to the auditorium to participate in talks, performances, and presentations celebrating all forms of writing.

Two Illinois authors visited Grant on April 3 to share their stories: Peter Dankelson, author of *How I Learned to Rock My Life: The Peter Dankelson Story* and Toya Wolfe, author of *Last Summer on State Street*, spoke with students throughout the day about writing, publishing, and sharing their work.

On April 4, the event shifted from professional writers to Grant's writing community. Students and staff performed original works in a variety of creative ways including: Write Club, Two Truths and a Lie, personal stories, short fiction, satire, and poetry.

- **Activity Fair:** This year's 8th Grade Activity Fair was held the evening of April 10. In coordination with feeder schools, administrators, coaches, and sponsors, a stand-alone activity fair was held in Grant's East Gym to promote, encourage, and solicit next year's freshmen to get involved in extracurricular activities from day one, or before, of their high school experience. The evening included current coaches, sponsors, athletes, and participants connecting with our newest Bulldogs.
- **Junior Week:** Our school counselors launched a revitalized program this year, Junior Week. Junior Week is dedicated to supporting our junior students with their post-high school plans. During the week of April 15 - April 19, students will be able to attend various events throughout the week to explore college, career, and military options. Activities include college representative presentations, military visits, career presentations, workshops, and field trips.

### **Student Recognition**

- **National Honor Society:** Grant's chapter of the National Honor Society inducted 61 new members into its ranks on April 3. As a school, we are proud of these new inductees who are committing to improving our school community through scholarship, leadership, service, and character. These students must maintain a 3.5 gpa, pass all classes, grow in leadership, provide community service, and serve as role models to maintain their membership.

## Student Representative to the Board of Education April Report

### Activities

#### **Future Business Leaders of America**

- On April 5-6, FBLA attended the State Leadership Conference in Springfield, Illinois, where we had 39 individuals compete in a variety of events, ranging from Business Administration, to Graphic Design, and even Public Speaking. The Business Bulldogs attended workshops as well as sessions in addition to competing.
- FBLA left Springfield with 23 top ten placements, 7 national qualifiers, and 3 state champions. Congratulations to Bella Little in the event of Human Resource Management, and Melanie Ruiz and Braden Cornell in the event of Public Service Announcement for placing first in the state!

#### **Math Team**

- The Math Team sent 13 individuals to state this year, hosted by Illinois State University, after a season with many successful placements for members.

#### **Theater**

- Tickets for *Annie* began selling last week, as the actors and backstage crew are busy at work during tech week. They will be putting on a student show, as well as performing the weekend of April 19-21.

#### **Family, Career, and Community Leaders of America**

- FCCLA attended State over the weekend of April 12-13, with five students competing in events such as Apparel Construction, Fashion Construction, Preschool Lesson, and Pastry Arts Cookie Decorating.

#### **National Honor Society**

- NHS had their induction ceremony in the field house on April 3, where 61 new members were inducted into the society. New members were selected based on their character, leadership, and willingness to serve others, the pillars of NHS. Additionally, seniors were recognized for their dedication to the society and received gifts from the Board of Education.
- NHS is selling spaghetti dinner tickets to community members to raise money for a local charity. The spaghetti dinner will take place on April 19, the opening day of the musical, *Annie*.

#### **Student Council**

- As they kick off their Bulldog Buzzfeed, a program to bring recognition to extracurricular activities as well as issues important to students. Student Council held multiple trivia contents during lunch periods on April 2.

### **Gender-Sexuality Alliance**

- On April 12, the GSA organized their annual Day of Silence, a nationwide event where students go the day without speaking to bring awareness to the bullying and harassment of LGBTQ+ individuals.

### Sports

#### **Color Guard**

- On April 6, Color Guard performed in the Midwest Color Guard Circuit Championships at Victor J. Andrew High School in Tinley Park, Illinois. They had a strong season, with three top-five placements, and left it all on the floor for their performance.

#### **National Wheelchair Basketball Association Junior Nationals**

- Grant's very own Makary Sekulich competed in this year's National competition on April 5th, with his team, the Wisconsin Marquette Junior Golden Eagles. After a busy season with a top-three placement in the IHSA Wheelchair Basketball State Finals, Makary and his team, who are ranked 13th in the nation, gave a great performance on the court.

### Events

#### **Spain and France Trips**

- Over Spring Break, around 40 students from French and Spanish classes traveled abroad to France and Spain, respectively. It was an enriching and educational experience, as students visited historical monuments, tasted local delicacies, and observed life abroad after putting in the work studying the languages over the past couple of years.

#### **Writer's Expo - Writer's Week**

- On April 3rd, to celebrate Writer's Week, Grant hosted the very first Writer's Expo in school history featured two Illinois authors, Peter Dankelson, author of *How I Learned to Rock My Life: The Peter Dankelson Story*, and Toya Wolfe, author of *Last Summer on State Street*. Both authors were able to present and talk about their work along with their writing styles and processes, inspiring students to write their own work. The following day, April 4th, students and staff presented their original work to audiences across the day. Students were also able to sit in during their English classes, study halls, or Red Zone to watch the performances as well.

**Activity Fair**

- GCHS hosted the annual Activity Fair on April 10. The fair serves as a place for extracurricular activities and sports to showcase their activities and accomplishments to incoming freshman students, encouraging them to sign up and get involved the following year. There were many future GCHS students in attendance, speaking with many current students, advisers, and coaches in preparation for getting involved in the following school year.

**ABC Countdown**

- Students are showing their school spirit through various activities and themed days to celebrate the year coming to a close.

To: Dr. Sefcik and members of the GCHS Board of Education  
From: Kevin Geist, Assistant Director of Athletics and Activities.  
Date: April 9, 2024  
Re: FBLA Overnight Trip Request for June 28-July 3, 2024

Dear Esteemed Members of the Board of Education,

This year, seven GCHS members of our chapter of the FBLA have qualified for the National FBLA Competition and National Leadership Conference in Orland, Florida. This competition features the top 3-placed finishers from the FBLA State Competition held in April 2024. This year, our qualifiers are: Braden Cornell, Melanie Ruiz, Isabella Little, Milla Laskosky, Maria Olivares, Angelina Sosa, and Casey McCleery.

We would like to register all seven competitors for this year's competition. Our district's competitive events begin on the morning of Saturday, June 29th and culminate with the awards ceremony on the evening of Tuesday, July 2nd. We will utilize Friday, June 28<sup>th</sup> and Wednesday, July 3<sup>rd</sup> as travel days to and from Orlando. Preliminary conference information is included with this proposal.

Adviser Jon Schaap, Nate Miller, and I have met to discuss logistics for the trip. In order to participate, the group will need to fly to Orlando, Florida and then utilize an airport shuttle to and from the airport. Due to the unique needs of overnight hotel accommodations and Jon's requirement to facilitate a competition room during competitive events, we are proposing to send a second, female chaperone to assist Jon throughout this wonderful experience for our students. The chaperone will be compensated at the hourly chaperone rate for times when she is actively supervising students during competitive and social events. We are attaching a detailed budget for the event, including registration fees, hotel accommodation rates, and projected meal allocations for the adviser, chaperone, and student competitors.

You have been so supportive of our student groups and we'd love the opportunity to bring home FBLA national champions this year to Grant Community High School. Thank you for your time and your consideration.

Sincerely,

Kevin Geist

Assistant Director of Athletics and Activities

| STUDENT COSTS                                  |              |            |                    | TEACHER COSTS                                  |              |           |                    |
|------------------------------------------------|--------------|------------|--------------------|------------------------------------------------|--------------|-----------|--------------------|
| Description                                    | Quant.       | Ind. Costs | Total Cost         | Description                                    | Quant.       | Costs     | Total Cost         |
| <u>Registration - 7 students</u>               |              |            |                    | <u>Registration- 2 sponsors</u>                |              |           |                    |
| Competition Fees                               | 7            | \$ 195.00  | <u>\$ 1,365.00</u> | Conference Fees                                | 2            | \$ 100.00 | <u>\$ 200.00</u>   |
| <u>Hotel Accommodations - 3 Rooms</u>          |              |            |                    | <u>Hotel Accomodations- 2 Rooms</u>            |              |           |                    |
| 1 Double Room (Boy)- 5 Nights                  | 5            | \$ 275.00  | \$ 1,375.00        | 2 Single Rooms - 5 Nights                      | 10           | \$ 275.00 | <u>\$ 2,750.00</u> |
| 2 Double Rooms (Girls)- 5 Nights               | 10           | \$ 275.00  | <u>\$ 2,750.00</u> |                                                |              |           |                    |
|                                                |              |            | <u>\$ 4,125.00</u> |                                                |              |           |                    |
| <u>Student Food Expenses- 7 students</u>       |              |            |                    | <u>Teacher Food Expenses- 2 sponsors</u>       |              |           |                    |
| 5 Full Days & 1 Partial Day (Friday-Wednesday) |              |            | <u>\$ 1,260.70</u> | 5 Full Days & 1 Partial Day (Friday-Wednesday) |              |           | <u>\$ 720.40</u>   |
| <u>Shuttle</u>                                 |              |            |                    | <u>Shuttle</u>                                 |              |           |                    |
| Airport to Hotel and back                      | 14           | \$ 20.00   | <u>\$ 280.00</u>   | Airport to Hotel and back                      | 4            | \$ 20.00  | <u>\$ 80.00</u>    |
|                                                |              |            |                    |                                                |              |           |                    |
| <u>Airfare- 7 students</u>                     |              |            |                    | <u>Airfare- 2 Adults</u>                       |              |           |                    |
| Southwest (ORD-MCO)                            | 7            | \$ 510.00  | <u>\$ 3,570.00</u> | Southwest (ORD-MCO)                            | 2            | \$ 510.00 | <u>\$ 1,020.00</u> |
|                                                |              |            |                    |                                                |              |           |                    |
|                                                |              |            |                    | DISTRICT COSTS \$ 4,770.40                     |              |           |                    |
|                                                |              |            |                    |                                                |              |           |                    |
|                                                |              |            |                    |                                                |              |           |                    |
|                                                |              |            |                    | BOE                                            |              |           |                    |
| TOTAL STUDENT COSTS                            | \$ 10,600.70 |            |                    | TOTAL SPONSOR EXPENSES                         | \$ 4,770.40  |           |                    |
| DISTRICT COSTS (50%)                           | \$ 5,300.35  |            |                    | TOTAL STUDENT EXPENSES                         | \$ 5,300.35  |           |                    |
| FBLA CONTRIBUTION                              | \$ 1,000.00  |            |                    |                                                |              |           |                    |
| STUDENT COSTS                                  | \$ 4,300.35  |            |                    | TOTAL DISTRICT EXPENSES                        | \$ 10,070.75 |           |                    |
| PER STUDENT COST                               | \$ 614.34    |            |                    | TOTAL FBLA EXPENSES                            | \$ 1,000.00  |           |                    |
|                                                |              |            |                    | TOTAL STUDENT EXPENSES                         | \$ 4,300.35  |           |                    |

## Out of State or Overnight Athletics Trip Request

|                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Name of Event</b>                          | Overnight Team Camp at Purdue University                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Coach in Charge</b>                        | Andrea Weaver                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Sport</b>                                  | Girls Varsity Basketball                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Destination (City and State)</b>           | Purdue University Lafayette, IN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Destination (Location of Event)</b>        | Mackey Arena, Cardinal Court, Holloway Gymnasium and the France A. Cordova Recreational Sports Center                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Dates of Event</b>                         | June 21st-June 23rd                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Description of the Event</b>               | The Team Camp is geared towards high school teams coming together to compete against each other over three days, while also offering campers an opportunity to for skill development (both individual and as a team), team bonding, competition and fun. Teams will be divided into various levels of competition (Upper Varsity, Varsity and Junior Varsity) and be guaranteed to play six total games over three days (two games on Friday, three games on Saturday and one game on Sunday). Purdue University women's basketball players and coaches will be on-site during the three-day Team Camp. |
| <b>Number of student-athletes attending</b>   | 8-10 athletes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Total cost of the trip</b>                 | \$1,600-\$2,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>How will You Fund the Event</b>            | Boosters granted us \$1,600 for our wish list to cover the cost of the overnight camp. Any leftover cost will be covered through our girls basketball fund.                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Value to the Athletes</b>                  | Through this camp, our team gains necessary team bonding as well as the ability to strengthen their basketball skills as individuals and as a team. We hope the continuance of an overnight camp fosters a positive culture, a love for the game, and a bond between our Varsity athletes.                                                                                                                                                                                                                                                                                                              |
| <b>Names of Chaperones</b>                    | Andrea Weaver (Head Coach) Roger Lass (Assistant Varsity) Chris Callahan (Assistant JV)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Date and Time Leaving for the Event</b>    | 7am Friday, June 21st                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Date and Time Returning from the Event</b> | Dependent on last game time Sunday, roughly 6pm Sunday, June 23rd                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Approval from Athletic Director</b>        | <i>Thomas Weaver</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Approval from Principal</b>                | <i>Tim Keller</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

## Out of State or Overnight Athletics Trip Request

|                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Name of Event</b>                          | University of Illinois Wrestling Camp                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Coach in Charge</b>                        | Mark Jolcover                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Sport</b>                                  | Wrestling                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Destination (City and State)</b>           | Champaign Illinois                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Destination (Location of Event)</b>        | University of Illinois                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Dates of Event</b>                         | 6/23-6/26                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Description of the Event</b>               | <p>Illinois Team Camp is designed to benefit wrestlers and coaches in both competition and technique. This is a great opportunity to get personalized daily instruction to help improve your team as well as compete in dual meets against teams from across the country—many states are represented at the camp. Each team will be assigned a staff member from the Illinois wrestling team to help instruct technique daily and provide personal attention to the individuals on your team.</p> |
| <b>Number of student-athletes attending</b>   | 35-45                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Total cost of the trip</b>                 | \$375                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>How will You Fund the Event</b>            | Individual Families will pay for the event.                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Value to the Athletes</b>                  | <p>The camp will serve as an incredible team bonding experience, while giving athletes the opportunity to gain valuable wrestling experience and the ability to compete in 15-20 live wrestling matches.</p>                                                                                                                                                                                                                                                                                      |
| <b>Names of Chaperones</b>                    | Mark Jolcover, Michael Gaughan, Anthony Johnson, John Deneen                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Date and Time Leaving for the Event</b>    | 6/23/2024 12:00 PM                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Date and Time Returning from the Event</b> | 6/26/2024 2:00 PM                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Approval from Athletic Director</b>        |                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Approval from Principal</b>                |                                                                                                                                                                                                                                                                                                                                                                                                                |

| Out of State or Overnight Athletics Trip Request June 2024 |                                                                                                                                                                                                                                                                                                                                         |
|------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Name of Event                                              | DTU Unity Camp (Dance Team Union)                                                                                                                                                                                                                                                                                                       |
| Coach in Charge                                            | Vicki Shifley                                                                                                                                                                                                                                                                                                                           |
| Sport                                                      | Dance                                                                                                                                                                                                                                                                                                                                   |
| Destination (City and State)                               | Bloomington, IL                                                                                                                                                                                                                                                                                                                         |
| Destination (Location of Event)                            | Illinois State University, Bloomington/Normal, IL                                                                                                                                                                                                                                                                                       |
| Dates of Event                                             | June 25-27                                                                                                                                                                                                                                                                                                                              |
| Description of the Event                                   | Overnight camp where several teams across the state come together to learn routines, polish technique, receive feedback on performances, bond through team activities and showcase their school spirit.<br><br>Sample Schedule: <a href="https://www.danceteamunion.com/camp-schedule">https://www.danceteamunion.com/camp-schedule</a> |
| Number of student-athletes attending                       | Approximately 30 (tryouts are April 26)                                                                                                                                                                                                                                                                                                 |
| Total cost of the trip                                     | \$389 per dancer, \$369 per coach                                                                                                                                                                                                                                                                                                       |
| How will You Fund the Event                                | Families Pay                                                                                                                                                                                                                                                                                                                            |
| Value to the Athletes                                      | Athletes will learn halftime routines for games, community branding, school representation, athlete health and safety, leadership development, team bonding, and get expertise feedback on performances and technique.                                                                                                                  |
| Names of Chaperones                                        | 4 Coaches: Vicki Shifley, Paige Gruber, Julia Beard, Lauren Becmer (anticipated pending Board Approval)                                                                                                                                                                                                                                 |
| Date and Time Leaving for the Event                        | June 25th, approximately 6:00 am                                                                                                                                                                                                                                                                                                        |
| Date and Time Returning from the Event                     | June 27th, approximately 5:30 pm                                                                                                                                                                                                                                                                                                        |
| Approval from Athletic Director                            | <i>[Signature]</i>                                                                                                                                                                                                                                                                                                                      |
| Approval from Principal                                    | <i>[Signature]</i>                                                                                                                                                                                                                                                                                                                      |

**From:** Becmer, Lauren <[lbecmer@grantbulldogs.org](mailto:lbecmer@grantbulldogs.org)>  
**Sent:** Friday, April 5, 2024 2:08 PM  
**To:** Miller, Nate <[nmiller@grantbulldogs.org](mailto:nmiller@grantbulldogs.org)>; Geist, Kevin <[KGeist@grantbulldogs.org](mailto:KGeist@grantbulldogs.org)>  
**Subject:** Chess Team Resignation

Hi Nate and Kevin,

I am reaching out to let you know that I am resigning from my chess team sponsorship.

Have a great weekend!



**Lauren Becmer**

*Social Studies Teacher*

**Grant Community High School**  
285 East Grand Avenue, Fox Lake, IL, 60020

847.973.3732

[www.grantbulldogs.org](http://www.grantbulldogs.org)

**From:** Schmadeke, Will <[WSchmadeke@grantbulldogs.org](mailto:WSchmadeke@grantbulldogs.org)>

**Sent:** Thursday, April 11, 2024 1:53 PM

**To:** Geist, Kevin <[KGeist@grantbulldogs.org](mailto:KGeist@grantbulldogs.org)>; Miller, Nate <[nmiller@grantbulldogs.org](mailto:nmiller@grantbulldogs.org)>

**Subject:** BSU and Chess Sponsor Roles 24/25

Good afternoon, Kevin and Nate,

I have made the decision to step down from my adviser roles for BSU and Chess at the end of this year. Hopefully the programs can rebuild and thrive under new leadership. I would be happy to assist in any way or play a revised role moving forward but I will leave those decisions to you and the next advisers.

Thank you for the support and opportunity to work with students in this way.

Best,



**Will Schmadeke**  
*Social Studies*  
*Yearbook & BSU Advisor*

**Grant Community High School**  
285 East Grand Avenue, Fox Lake, IL, 60020  
847.587.2561 ext. 3772  
[www.grantbulldogs.org](http://www.grantbulldogs.org)

## FAMILY AND MEDICAL LEAVE REQUEST FORM

**Name:** Cheryl Trevithick  
**Title:** Administrative Assistant  
**Seniority Date:** 7/25/2016  
**Date of Request:** March 21, 2024

### PURPOSE OF LEAVE (check one):

- ☐ Birth of Child
- ☐ Expected placement of child for adoption
- ☐ Expected placement of child for foster care
- ☒ Serious illness of family member  
Name of family member: Tony Trevithick  
Relationship to employee: Spouse
- ☐ Employee's serious illness

**LEAVE DATES** Beginning: **March 26, 2024** Ending: **April 12, 2024**

### TYPE OF LEAVE (check one):

- ☒ Continuous
- ☐ Intermittent basis  
Schedule requested: \_\_\_\_\_
- ☐ Reduced schedule  
Schedule requested: \_\_\_\_\_

This form is to be completed either by the employee requesting leave or the employer's designated representative to whom the request is made. Attach any written leave requests from the employee to this form.



# Grant Community High School District 124

285 East Grand Avenue, Fox Lake, Illinois 60020

847-587-2561 • fax 847-587-2991

Christine A. Sefcik, Ed.D.  
Superintendent

Jeremy N. Schmidt  
Principal

Beth A. Reich  
Business Manager

## FAMILY AND MEDICAL LEAVE REQUEST APPROVAL FORM

TO: Cheryl Trevithick

The Board of Education is in receipt of your request for a leave pursuant to the federal Family and Medical Leave Act (the "Act") of 1993. This is to notify you that your leave request has been granted. Your leave is scheduled to **begin on March 26, 2024** and is scheduled to **end on April 12, 2024**. The stated purpose for your leave is **serious illness of family member** and it will be taken on the following basis:

☒

Continuous basis

☐

Intermittent basis

Schedule of leave: \_\_\_\_\_

☐

Reduced schedule

Schedule of leave: \_\_\_\_\_

This is also to notify you that the Board will require you to substitute N/A (days) (weeks) of your accrued paid N/A time for N/A (days) (weeks) of your unpaid FMLA leave.

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Date

## FAMILY AND MEDICAL LEAVE REQUEST FORM

**Name:** Shane Rivette

**Title:** Teacher

**Seniority Date:** 5/16/2002

**Date of Request:** 4/11/2024

**PURPOSE OF LEAVE** (check one):

☐

Birth of Child

☐

Expected placement of child for adoption

☐

Expected placement of child for foster care

☒

Serious illness of family member

Name of family member: Leah Rivette

Relationship to employee: Spouse

☐

Employee's serious illness

**LEAVE DATES** Beginning: April 19, 2024 Ending: After use of 60 days

**TYPE OF LEAVE** (check one):

☐

Continuous

☒

Intermittent basis

Schedule requested: Upon completion of 60 days

☐

Reduced schedule

Schedule requested:

This form is to be completed either by the employee requesting leave or the employer's designated representative to whom the request is made. Attach any written leave requests from the employee to this form.



# Grant Community High School District 124

285 East Grand Avenue, Fox Lake, Illinois 60020

847-587-2561 • fax 847-587-2991

Christine A. Sefcik, Ed.D.  
Superintendent

Jeremy N. Schmidt  
Principal

Beth A. Reich  
Business Manager

## FAMILY AND MEDICAL LEAVE REQUEST APPROVAL FORM

TO: Shane Rivette

The Board of Education is in receipt of your request for a leave pursuant to the federal Family and Medical Leave Act (the "Act") of 1993. This is to notify you that your leave request has been granted. Your leave is scheduled to **begin on April 19, 2024** and is scheduled to **end after use of 60 days**. The stated purpose for your leave is **serious illness of family member** and it will be taken on the following basis:

- ☐ Continuous basis
- ☒ Intermittent basis  
Schedule of leave: Upon completion of 60 days
- ☐ Reduced schedule  
Schedule of leave: \_\_\_\_\_

This is also to notify you that the Board will require you to substitute N/A (days) (weeks) of your accrued paid N/A time for N/A (days) (weeks) of your unpaid FMLA leave.

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Date

Valuations, Tax Levies, Rates and Extensions for Tax Year 2023

| SCHOOL DISTRICT | LEVY LIMITS, ABATEMENTS, AND FUND EAVS | FUND NAME          | LEVY          | FUND LIMIT | LEVY RATE            | INITIAL RATE AFTER FUND LIMIT | PROPOSED PTELL ADJUST-MENTS | DISTRICT PTELL ADJUST-MENTS | FINAL RATE | INITIAL EXTENSION AFTER FUND LIMIT | FINAL EXTENSION |
|-----------------|----------------------------------------|--------------------|---------------|------------|----------------------|-------------------------------|-----------------------------|-----------------------------|------------|------------------------------------|-----------------|
| HSD 124 GRANT   | V-3-21-00                              | Education          | 18,275,000.00 |            | 1.550102             | 1.550102                      | (0.011477)                  |                             | 1.538625   | 18,275,008.40                      | 18,139,699.71   |
|                 | V-4-3-76                               | Op Bldg & Maint    | 4,700,000.00  | 0.550000   | 0.398659             | 0.398659                      | (0.002952)                  |                             | 0.395707   | 4,700,011.08                       | 4,665,208.33    |
|                 |                                        | Transportation     | 1,650,000.00  |            | 0.138955             | 0.138955                      | (0.001036)                  |                             | 0.138919   | 1,650,006.78                       | 1,637,792.80    |
|                 |                                        | Fire Prev & Safety |               | 0.100000   |                      | -                             | -                           |                             | -          | -                                  | -               |
|                 |                                        | Working Cash       | 320,000.00    | 0.050000   | 0.027143             | 0.027143                      | (0.000201)                  |                             | 0.026942   | 320,003.82                         | 317,634.12      |
|                 |                                        | IMRF               | 410,000.00    |            | 0.034777             | 0.034777                      | (0.000257)                  |                             | 0.034520   | 410,005.26                         | 406,975.35      |
|                 |                                        | Tort Immunity      |               |            | -                    | -                             | -                           |                             | -          | -                                  | -               |
|                 |                                        | Social Security    | 500,000.00    |            | 0.042411             | 0.042411                      | (0.000314)                  |                             | 0.042097   | 500,006.70                         | 496,304.78      |
|                 |                                        |                    |               |            |                      |                               |                             |                             |            |                                    |                 |
|                 |                                        |                    |               |            | Total Rate:          | 2.193047                      |                             |                             |            |                                    |                 |
|                 |                                        |                    |               |            | PTELL Limiting Rate: | 2.176810                      |                             |                             |            |                                    |                 |
|                 |                                        |                    |               |            | PTELL Adj. Needed:   | 0.016237                      |                             |                             |            |                                    |                 |
|                 |                                        |                    |               |            |                      |                               |                             |                             |            |                                    |                 |
|                 |                                        |                    |               |            |                      |                               |                             |                             |            |                                    |                 |
|                 |                                        | SEDOL IMRF         | 20,584.56     |            | 0.001746             | 0.001746                      |                             |                             | 0.001746   | 20,584.56                          | 20,584.56       |
|                 |                                        | Bonds Pre 7/1/15   |               |            | -                    | -                             |                             |                             | -          | -                                  | -               |
|                 |                                        | Bonds Post 7/1/15  |               |            | -                    | -                             |                             |                             | -          | -                                  | -               |
|                 |                                        | Bonds              |               |            | -                    | -                             |                             |                             | -          | -                                  | -               |
|                 |                                        | Recapture 102-0519 | 146,424.41    |            | 0.012420             | 0.012420                      |                             |                             | 0.012420   | 146,426.24                         | 146,426.24      |
|                 |                                        |                    |               |            |                      |                               |                             |                             |            |                                    |                 |
|                 |                                        |                    |               |            |                      |                               |                             |                             |            |                                    |                 |
|                 |                                        |                    |               |            |                      |                               |                             |                             |            |                                    |                 |
|                 |                                        |                    |               |            |                      |                               |                             |                             |            |                                    |                 |
|                 |                                        |                    |               |            |                      |                               |                             |                             |            |                                    |                 |
|                 |                                        | CAPPED             | 25,855,000.00 |            | 2.193047             | 2.193047                      | (0.016237)                  | -                           | 2.176810   | 25,855,042.04                      | 25,663,615.09   |
|                 |                                        | UNCAPPED           | 166,999.41    |            | 0.014166             | 0.014166                      |                             |                             | 0.014166   | 167,010.80                         | 167,010.80      |
|                 |                                        | TOTAL              | 26,021,999.41 |            | 2.207213             | 2.207213                      |                             |                             | 2.190976   | 26,022,052.84                      | 25,830,625.89   |

I agree with the numbers as shown, with no changes. (sign and date please)

| High School Tax Rates in Lake County Tax Year<br>2023 |          |
|-------------------------------------------------------|----------|
| High School District                                  | Tax Rate |
| Grayslake HSD #127                                    | 3.612165 |
| Zion-Benton HSD #126                                  | 3.519444 |
| Stevenson HSD #125                                    | 3.202650 |
| CHSD #117                                             | 2.959591 |
| Warren Township HSD #121                              | 2.945373 |
| Libertyville/Vernon Hills HSD #128                    | 2.781900 |
| Mundelein HSD #120                                    | 2.486005 |
| Highland Park/Deerfield #113                          | 2.477277 |
| Grant CHSD #124                                       | 2.190976 |
| Lake Forest HSD #115                                  | 1.790408 |

**Grant Community High School District #124****Paid Lunch Equity Report for SY 2024-2025**

This report provides a summary of what calculations were conducted for SY 2024-25. It details the weighted average paid price requirement, the method SFAs chose to meet the requirement and any shortfall or credit that will need to be carried forward to the next school year. When changes are made in the tool itself, the contents of this report will change accordingly. This report will be helpful to have when completing next year's PLE tool so it is recommended that SFAs print and keep this report in their records.

**Section 1: SY 2024-25 Weighted Average Paid Price Requirements**

|                                                                                                                                                                             |               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| <b>A. Requirement to the nearest cent:</b><br>This unrounded price will be entered into the SY 2025-26 tool to determine the SY 2025-26 weighted average price requirements | <b>\$3.62</b> |
| <b>B. Requirement ROUNDED DOWN to the nearest 5 cents:</b>                                                                                                                  | <b>\$3.60</b> |

**Section 2: Amounts Carried Forward to SY 2025-26**

|                                                                                     |
|-------------------------------------------------------------------------------------|
| Select the method used to meet the requirement for SY 2024-25                       |
| Method 1: Raise the Weighted Average Price of Paid Lunches <input type="checkbox"/> |

**Average Weighted Price Adjustments**

|                                                              |               |
|--------------------------------------------------------------|---------------|
| <b>A. Remaining Shortfall Carried Forward to SY 2025-26:</b> | <b>\$0.00</b> |
| <b>B. Remaining Credit Carried Forward to SY 2025-26:</b>    | <b>\$0.00</b> |
| <b>C. Weighted Average Price for SY 2024-25:</b>             | <b>\$3.60</b> |

**Non-Federal Source Contributions**

|                                                                      |            |
|----------------------------------------------------------------------|------------|
| <b>D. Remaining Shortfall Carried Forward to SY 2025-26:</b>         | <b>N/A</b> |
| <b>E. Remaining Credit Carried Forward to SY 2025-26:</b>            | <b>N/A</b> |
| <b>F. Amount of Revenue from non-Federal Sources for SY 2024-25:</b> |            |
| <b>G. Non-Federal Revenue Sources:</b>                               |            |
|                                                                      |            |
| <b>H. General Fund Transfer:</b>                                     |            |
|                                                                      |            |

**Split Calculations**

|                                                                      |            |
|----------------------------------------------------------------------|------------|
| <b>I. Remaining Shortfall Carried Forward to SY 2025-26:</b>         | <b>N/A</b> |
| <b>J. Remaining Credit Carried Forward to SY 2025-26:</b>            | <b>N/A</b> |
| <b>K. Weighted Average Price for SY 2024-25:</b>                     |            |
| <b>L. Amount of Revenue from non-Federal Sources for SY 2024-25:</b> |            |

March 2024

**Grant Community High School District #124**

The prices are based on adjusting SY 2023-24 price requirement by the 2% rate increase plus the Consumer Price Index (8.27%).

| SY 2024-25 Weighted Average Price Requirement |                                                 |
|-----------------------------------------------|-------------------------------------------------|
| Requirement to the nearest cent               | Requirement ROUNDED DOWN to the nearest 5 cents |
| \$ 3.62                                       | \$ 3.60                                         |

**SY 2024-25 Price Raise Calculator****Step 1**

If the SY 2023-24 Weighted Average Price is equal to or above the target price of \$3.85 then the SFA is compliant for SY 2024-25.

| SY 2023-24 Weighted Average Price Calculator                                          |                        |                   |                 |                                       |
|---------------------------------------------------------------------------------------|------------------------|-------------------|-----------------|---------------------------------------|
| Enter the paid prices and number of paid lunches sold at each price for October 2023. |                        |                   |                 |                                       |
|                                                                                       | Number of Paid Lunches | Paid Lunch Prices | Monthly Revenue | Weighted Average Price for SY 2023-24 |
| 1                                                                                     | 7,594                  | \$ 3.55           | \$ 26,958.70    |                                       |
| 2                                                                                     |                        |                   | \$ -            |                                       |
| 3                                                                                     |                        |                   | \$ -            |                                       |
| 4                                                                                     |                        |                   | \$ -            |                                       |
| 5                                                                                     |                        |                   | \$ -            |                                       |
| 6                                                                                     |                        |                   | \$ -            |                                       |
| 7                                                                                     |                        |                   | \$ -            |                                       |
| 8                                                                                     |                        |                   | \$ -            |                                       |
| 9                                                                                     |                        |                   | \$ -            |                                       |
| 10                                                                                    |                        |                   | \$ -            |                                       |
| Total                                                                                 | 7,594                  |                   | \$ 26,958.70    | \$ 3.55                               |

**Step 2**

| Shortfall or Credit                                           |
|---------------------------------------------------------------|
| Enter any shortfall or credit carried forward from SY 2023-24 |
| \$ -                                                          |

**Overview of the Calculations**

| Total Price Increase for SY 2024-25                                                |      |
|------------------------------------------------------------------------------------|------|
| \$                                                                                 | 0.05 |
| Required Weighted Average Price for SY 2024-25<br>(Increase with the 10 cents cap) |      |
| \$                                                                                 | 3.60 |
| Remaining Shortfall Carried Forward to SY 2025-26                                  |      |
| \$                                                                                 | -    |
| Remaining Credit Carried Forward to SY 2025-26                                     |      |
| \$                                                                                 | -    |

**(Optional Step)**

| Pricing Estimation Calculator                                                                                      |                        |                   |                 |                                       |
|--------------------------------------------------------------------------------------------------------------------|------------------------|-------------------|-----------------|---------------------------------------|
| Below is a tool allowing users to manipulate prices to achieve the required weighted average price for SY 2024-25. |                        |                   |                 |                                       |
|                                                                                                                    | Number of Paid Lunches | Paid Lunch Prices | Monthly Revenue | Weighted Average Price for SY 2024-25 |
| 1                                                                                                                  |                        |                   | \$ -            |                                       |
| 2                                                                                                                  |                        |                   | \$ -            |                                       |
| 3                                                                                                                  |                        |                   | \$ -            |                                       |
| 4                                                                                                                  |                        |                   | \$ -            |                                       |
| 5                                                                                                                  |                        |                   | \$ -            |                                       |
| 6                                                                                                                  |                        |                   | \$ -            |                                       |
| 7                                                                                                                  |                        |                   | \$ -            |                                       |
| 8                                                                                                                  |                        |                   | \$ -            |                                       |
| 9                                                                                                                  |                        |                   | \$ -            |                                       |
| 10                                                                                                                 |                        |                   | \$ -            |                                       |
| Total                                                                                                              | -                      |                   | \$ -            | \$ -                                  |

**Step 3**

[SY 24-25 Report](#)

To review the instructions for the SY 24-25 Price Raise Calculator:

[Instructions](#)

Attention: Users should only enter information in the cells highlighted in green. Modifications should not be made to the tool as changes can cause an incorrect new average price to be calculated which will impact future calculations.

March 2024

|                            | <u>Meal</u><br><u>Prices</u> | <u>Meal</u><br><u>Prices</u> | <u>Meal</u><br><u>Prices</u> | <u>Meal</u><br><u>Prices</u> | <u>Meal</u><br><u>Prices</u> | <u>Recommended</u><br><u>Meal Prices</u> | <u>All lunches</u><br><u>free during</u> |                            | <u>Recommended</u><br><u>Meal Prices</u> | <u>Recommended</u><br><u>Meal Prices</u> | <u>Recommended</u><br><u>Meal Prices</u> |
|----------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------------------|------------------------------------------|----------------------------|------------------------------------------|------------------------------------------|------------------------------------------|
| <u>Meal</u>                | <u>2015-16</u>               | <u>2016-17</u>               | <u>2017-18</u>               | <u>2018-19</u>               | <u>2019-20</u>               | <u>2020-21</u>                           | <u>2021-22</u>                           | <u>MEAL</u>                | <u>2022-23</u>                           | <u>2023-2024</u>                         | <u>2024-2025</u>                         |
| Main Meal                  | \$ 2.50                      | \$ 2.60                      | \$ 2.75                      | \$ 2.85                      | \$ 2.95                      | \$ 3.00                                  | \$ -                                     | Main Meal                  | \$ 3.50                                  | \$ 3.55                                  | \$ 3.60                                  |
| Hot Dog Meal               | \$ 2.60                      | \$ 2.60                      | \$ 2.75                      | \$ 2.75                      | \$ 3.00                      | \$ 3.00                                  | \$ -                                     | Hot Sandwiches             | \$ 3.50                                  | \$ 3.55                                  | \$ 3.60                                  |
| Hamburger Meal             | \$ 2.60                      | \$ 2.60                      | \$ 2.75                      | \$ 2.75                      | \$ 3.00                      | \$ 3.00                                  | \$ -                                     | Pizza                      | \$ 3.50                                  | \$ 3.55                                  | \$ 3.60                                  |
| Peanut Butter & Jelly Meal | \$ 2.75                      | \$ 2.75                      | \$ 3.00                      | \$ 3.00                      | \$ 3.00                      | \$ 3.00                                  | \$ -                                     | Picante Station            | \$ 3.50                                  | \$ 3.55                                  | \$ 3.60                                  |
| Pizza Meal                 | \$ 3.00                      | \$ 3.00                      | \$ 3.00                      | \$ 3.00                      | \$ 3.00                      | \$ 3.15                                  | \$ -                                     | Salads, Wraps & Sandwiches | \$ 3.50                                  | \$ 3.55                                  | \$ 3.60                                  |
| Veggie Wrap Meal           | \$ 3.00                      | \$ 3.00                      | \$ 3.00                      | \$ 3.00                      | \$ 3.00                      | \$ 3.00                                  | \$ -                                     |                            |                                          |                                          |                                          |
| Deli Sandwich Meal         | \$ 3.50                      | \$ 3.50                      | \$ 3.50                      | \$ 3.50                      | \$ 3.50                      | \$ 3.50                                  | \$ -                                     |                            |                                          |                                          |                                          |
| Cobb Salad Meal            | \$ 3.50                      | \$ 3.50                      | \$ 3.50                      | \$ 3.50                      | \$ 3.50                      | \$ 3.50                                  | \$ -                                     |                            |                                          |                                          |                                          |
| Garden Salad Meal          | \$ 3.50                      | \$ 3.50                      | \$ 3.50                      | \$ 3.50                      | \$ 3.50                      | \$ 3.50                                  | \$ -                                     |                            |                                          |                                          |                                          |
| Breakfast                  |                              |                              |                              |                              |                              | \$ 1.25                                  | \$ -                                     | Breakfast                  | \$ 1.50                                  | \$ 1.50                                  | \$ 1.50                                  |