GRANT COMMUNITY HIGH SCHOOL DISTRICT 124
BOARD OF EDUCATION REGULAR MEETING
THURSDAY, DECEMBER 16, 2021
7:00 PM - LIBRARY
285 E. GRAND AVENUE
FOX LAKE, ILLINOIS 60020

AGENDA

**** REVISED ****

I. Call to Order
II. Pledge of Allegiance
III. Roll Call
IV. Audience
V. Consent Agenda ** 3
VI. Superintendent's Report
  A. Student Recognition 57
  B. Student Performance Update 58
  C. Multi-Tiered System of Supports / DMG Update 79
  D. Calendar 2022/23 ** 80
  E. District E-Learning Plans ** 81
  F. School Board Policy Modifications – First Reading ** 93
  G. Joint Conference Session Debrief
  H. Overnight Travel Request ** 299
  I. Personnel ** ** **REVISED**** 300
  J. Principal's Report 302
VII. Business Affairs
  A. Food Service – Proposal for In-Depth Review from Quest Food Management Services ** 304
VIII. Other Business
  A. FOIA 313
IX. Closed Session
  A. The appointment, employment, compensation, discipline, performance or dismissal of specific employees. 5 ILCS 120/2(c)(1) **
  B. The purchase or lease of real property for the use of the public body 5 ILCS 120/2(c)(5) **
  C. Student disciplinary cases 5 ILCS 120/2 (c)(9) **
  D. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2 (c)(11).
  E. Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2 (c)(8).
X. Action Items from Closed Session Discussion
  A. Potential Board action regarding personnel **
  B. Potential Board action regarding the purchase of property **
  C. Potential Board action regarding student discipline **
XI. Adjourn

** Indicates potential action item in open session
The next regular Board of Education meeting will be held on Thursday, January 20, 2022

GRANT COMMUNITY HIGH SCHOOL DISTRICT 124
MINUTES OF BOARD OF EDUCATION MEETING
NOVEMBER 18, 2021

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, November 18, 2021 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:

Kathy Kusiak, Vice President
John Jared, Secretary
Shelly Booth, Member
Ivy Fleming, Member
Ed Lescher, Member
Bob Yanik, Member

Members absent:

Steve Hill, President

Administration present:

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

Kathy Kusiak will serve as President Pro Tem in the absence of President, Steve Hill

CONSENT AGENDA

Minutes of regular meeting held October 21, 2021
Minutes of closed meeting held October 21, 2021
November Bills Payable
October Treasurer's Report

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

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

Aye: Kusiak, Jared, Booth, Fleming, Lescher, Yanik
Nay: None
Absent: Hill

Motion – **Passed**

SUPERINTENDENT'S REPORT

Student Recognition

Dr. Sefcik introduced Aly Negovetich, in the presence of her parents, John and Meriann Negovetich, as the November Student of the Month. She read Aly'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 Aly the opportunity to speak to the Board and she thanked the Board for the honor. The Board and audience applauded Aly and Dr. Sefcik presented her with a certificate to commemorate being chosen as the November Student of the Month.

Student-Athlete Recognition

Dr. Sefcik asked Aly to remain with her and asked Athletic Director, Tom Ross, to talk about Aly's successes in Cross Country. Also, in attendance were Aly's coaches Jeff Durlak and Jeff Harvey, (coach, Nick Nenni was unable to attend) to congratulate their tremendous coaching efforts. Aly competed at State and secured a 2nd place finish at the IHSA Class 3A Cross Country State Competition. Dr. Sefcik presented Aly and her coaches with a certificate to commemorate their recognition at tonight's meeting. Dr. Sefcik added how proud she was to provide the highway sign for display in two locations at the entrance to Fox Lake. Aly said she was grateful for the support she has had at Grant, especially her coaches, Mr. Ross, and Mr. Duval. Time was allowed for Aly and her family to take photos with the sign.

Faculty Recognition

Dr. Sefcik asked Principal Schmidt to introduce Payton Jordan, in the presence of her mother Gwen Jordan and fiancé Teddy Montemayor. Mr. Schmidt read the submission from her peers to describe why they recommended Payton for the 1st Quarter Excellence in Education Award. Payton responded that she was proud to be a Bulldog and feels supported in the District and how much it feels like a family. She introduced her mother, a retired teacher, and mentioned that her father was an administrator in education, so education is in her blood.

Board of Education Member Recognition

Dr. Sefcik said that November 15, 2021 has been designated as School Board Member Day in Illinois. This year's School Board Members Day theme is "Inspiration and Leadership." She thanked them on behalf of the students, staff, and administration for the steadfast leadership they have provided during such challenging times and they are an inspiration for their continued public service. Bulldog cupcakes were presented to enjoy during the meeting.

Illinois Association of School Boards Policy Services

Dr. Sefcik informed the Board that the District subscribes to the Policy Reference Education Subscription Service, known as PRESS Online through the Illinois Association of School Boards. This subscription provides the recommended updates to existing Board Policies, provides administrative procedures and exhibits for policies. This subscription level requires the District to make all changes to policies, procedures, and exhibits manually. She asked the Board to consider adding to our subscription with PRESS Plus and School Board Policies Online. This subscription upgrade would include a customized, full-maintenance updating service for our Board policy manual, online publishing of policies, interactive links to legal references and more, a robust search engine, and customized logins for different access levels. The cost is a one-time fee of $13,680 to customize the Policy Manual and administrative procedures to align with our current manual and administrative procedures. An annual fee of $6,000 would provide maintenance and updates to our custom policy manual.

** A motion was made by Mr. Lescher, second by Mr. Yanik to approve the additional subscription to PRESS Plus and School Board Policies Online at a one-time cost of $13,680 and annual fee of $6,000, as presented.

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

Aye: Jared, Booth, Fleming, Lescher, Yanik, Kusiak
Nay: None
Absent: Hill

Motion – **Passed**

Calendar 2022/23 - Draft

Dr. Sefcik provided a draft of the 2022/23 school calendar. The union and administration conferred on the development and this year, certified staff were asked to provide input via a district survey. This year, calendars throughout the county differed widely and misaligned calendars can cause challenges for staff and families. The proposed calendar follows the LCHS Technology Campus calendar for winter break and the ROE and Tech Campus calendars for spring break. The final calendar will be presented for review and approval in December.

Overnight Travel

Dr. Sefcik recommended two overnight travel requests: (1) the varsity baseball team to travel to Marion, Illinois, March 27-31, 2022, for two coaches chaperoning approximately 26 student-athletes, with costs paid through activity funds; (2) the varsity wrestling team to travel to Machesney Park, Illinois, December 18-19, 2021, for 3 coaches chaperoning an estimated 14 student-athletes, with costs paid through a combination of fundraising and activity funds.

** A motion was made by Mr. Jared, second by Mr. Lescher to approve the overnight travel of the varsity baseball team and the varsity wrestling team, as presented.

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

Aye: Booth, Fleming, Lescher, Yanik, Kusiak, Jared
Nay: None
Absent: Hill

Motion – **Passed**

Joint Annual Conference / IASB Resolutions Committee Report

Dr. Sefcik asked Mrs. Kusiak, who will be our Board of Education's representative at the IASB Delegate Assembly, to discuss our recommended voting positions and ask for feedback on a few of the Resolutions Committee Report items. Dr. Sefcik also indicated that they have information and their badges for the conference in an envelope. She also said that that the administrators would not be attending in order to be available in District if needed over the weekend.

Personnel

Dr. Sefcik made the following personnel recommendations:

Recommend the employment of the following individuals:

- Winter Event Coordinator, Greg Wodzien
- Drew Talbot, Full-time Substitute Teacher, beginning 11/12/2021
- Daniel Brito, Assistant Boys' Basketball Coach

Recommend accepting the letters of resignation from the following:

- Casey Duval, Asst. Director of Athletics and Activities, effective November 26, 2021
- Stephen Liddle, Science Teacher, effective October 31, 2021
- Charles Cashmore, Custodian, effective November 5, 2021
- Jody Davis, Custodian, effective November 4, 2021
- Chris Robinson, Head Football Coach, effective October 25, 2021
- Kurt Rous, Asst. Football Coach, effective October 25, 2021
- Carl Uphoff, Asst. Football Coach, effective October 27, 2021

Notification of FMLA requests from the following:

- Daniel Nitz, beginning April 6, 2022 – May 20, 2022
- Lori Milbratz, beginning November 18, 2021 – November 23, 2021
- Michelle Soenksen, beginning December 3, 2021 – December 17, 2021

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

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

Aye: Fleming, Lescher, Yanik, Kusiak, Jared, Booth
Nay: None
Absent: Hill
Motion – **Passed**

Principal's Report
Mr. Schmidt presented his monthly report which included information on Parent-Student-Teacher Conferences, Student Future Scheduling Requests, Community Engagement: Parent University, and Vaccination Booster Pod.

BUSINESS AFFAIRS

2021 Final Tax Levy
Mrs. Reich provided the 2021 Final Tax Levy along with the accompanying resolutions. There was no change from what was presented last month.

** A motion was made by Mrs. Fleming, second by Mr. Lescher to approve the 2021 Final Tax Levy and accompanying resolutions.
Votes were taken by roll call. Votes were cast as follows:
Aye: Lescher, Yanik, Kusiak, Jared, Booth, Fleming
Nay: None
Absent: Hill
Motion – **Passed**

Fiscal Year 2020 Audit
Mrs. Reich provided the 2020/21 audit that was recently completed by Evoy, Kamschulte, Jacobs & Co. LLP. She identified page 16 that provides a concise picture of the year, and pages 41-49 which shows how District funds were spent. The District is overall fiscally stable and debt free.

** A motion was made by Mrs. Booth, second by Mr. Yanik to approve the 2020/21 audit.
Votes were taken by roll call. Votes were cast as follows:
Aye: Yanik, Kusiak, Jared, Booth, Fleming, Lescher
Nay: None
Absent: Hill
Motion – **Passed**

Property Tax Relief Grant
Mrs. Reich informed the Board that part of the new evidenced-based funding from the state of Illinois beginning in 2019 is a property tax relief grant. In return for abating a portion of taxes, qualifying districts receive a state grant that is a portion of the tax relief they provide. She recommended applying for the full amount of the grant we are eligible for.

** A motion was made by member, second by member to approve applying for the property tax relief grant through the state of Illinois.
Votes were taken by roll call. Votes were cast as follows:
Aye: Kusiak, Jared, Booth, Fleming, Lescher, Yanik
Nay: None
Absent: Hill
Motion – **Passed**

Food Service – Proposal for In-Depth Review from Quest Food Management Services
Mrs. Reich reported that it has been a challenging year to find labor for our food service department. With the labor shortage and serving a free meal to all students we feel that our Food Service Department may not be the most efficient, economical, or student-driven that it can be. Quest Food Management Services has provided a proposal to come in and complete a thorough

review of our program. It would be about a 15-to 20-day study and will review menus, workforce, flow, food, and the feasibility to leave the federal food program. She will bring it to the Board for approval in December.

71-Passenger Bus Lease 2022/23 and 2023/24

Mrs. Reich reported that she reached out to both Central States, our current bus lease, and Midwest Transit Equipment to provide a municipal lease proposal for the 2022/23 and 2023/24 school years. As there was a significant price difference, she is recommending a 2-year lease with Midwest Transit Equipment to lease (23) 71-passenger gasoline school buses at a cost of $20,017 per bus. This includes $569 per bus for a maintenance program. The price remains the same each year over the lease period.

** A motion was made by Mr. Lescher, second by Mrs. Booth to approve the 2-year lease with Midwest Transit Equipment for 23 71-passenger gasoline buses, as presented.

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

Aye: Jared, Booth, Fleming, Lescher, Yanik, Kusiak
Nay: None
Absent: Hill

Motion – **Passed**

14-Passenger Multi-Function School Activity Buses (MFSAB)

Mrs. Reich recommended leasing (5) 14-passenger 2022 Chevrolet Collins Activity Buses under a 3-year lease with Midwest Transit Equipment at $12,977 per bus, each year for three years. Four of the buses will replace the 4 we currently lease and one additional bus to dedicate for the full-time use of the Transitions Program.

** A motion was made by Mrs. Booth, second by Mr. Yanik to approve the 3-year lease for (5) 14-passenger activity buses with Midwest Transit Equipment, as presented.

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

Aye: Booth, Fleming, Lescher, Yanik, Kusiak, Jared
Nay: None
Absent: Hill

Motion – **Passed**

OTHER BUSINESS

Dr. Sefcik reported two Freedom of Information Act requests were received and fulfilled.
Dr. Sefcik stated she is waiting for a property closing date, some repairs were made to the furnace and roof, and she is waiting for the completed survey.

AUDIENCE

Jeff Harvey, Aly Negovetich, Meriann & John Negovetich, Jeff Durlak, Payton Jordan, Gwen Jordan, Teddy Montemayer

CLOSED SESSION

** At 8:34 p.m. a motion was made by Mr. Jared, second by Mr. Lescher 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, and the use of personnel and equipment to respond to an actual, threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8);
- Student disciplinary cases. 5 ILCS 120/2(c)(9);
- The placement of individual students in special education programs or other matters relating to individual students. 5 ILCS 120/2(c)(10); and
- Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed session meeting. 5 ILCS 120/2(c)(11).

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

Aye: Fleming, Lescher, Yanik, Kusiak, Jared, Booth
Nay: None
Absent: Hill

Motion – **Passed**

** At 9:00 p.m. a motion was made by Mr. Jared, second by Mrs. Fleming to end closed session and return to open session.

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

Aye: Lescher, Yanik, Kusiak, Jared, Booth, Fleming
Nay: None
Absent: Hill

Motion – **Passed**

ACTION CLOSED SESSION

No action was taken from closed session.

ADJOURN

** At 9:02 p.m. a motion was made by Mrs. Booth, second by Mr. Lescher to adjourn the meeting.

_____
Kathy Kusiak, President Pro Tem

_____
John Jared, Secretary

Grant Community High School District 124
AP Invoice Listing Report
December 16, 2021

Total Invoices:	318	$717,616.40

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
A TO Z E000	A To Z Engraving Co., Inc.	141529	0000000000	dk1221	AP	1 Name Badge		B	11/03/2021	12/16/2021	R	$9.10
							21-22					$9.10
						NUMBER OF INVOICES: 1						**$9.10**
ACCURATE001	ACCURATE BIOMETRICS	198662111	0000000000	dk1221	AP	Fingerprinting NOV21		B	11/30/2021	12/16/2021	R	$234.00
							21-22					$234.00
						NUMBER OF INVOICES: 1						**$234.00**
ALPHA BA000	Alpha Baking Co., Inc.	NOV 2021	0000000000	dk1221	AP	110121-113021		B	12/01/2021	12/16/2021	R	$1,383.59
							21-22					$1,383.59
						NUMBER OF INVOICES: 1						**$1,383.59**
AMAZON 000	Amazon	6045787810169488	0002200021	dk1221	AP	Amazon purchases 21-22		B	11/10/2021	12/16/2021	R	$14,709.17
							21-22					$14,709.17
						NUMBER OF INVOICES: 1						**$14,709.17**
ANDERJER000	Anderson, Jeremy J.	11/23/2021	0000000000	dk1221	AP	Reimburse PBIS Water		B	11/30/2021	12/16/2021	R	$16.76
							21-22					$16.76
ANDERJER000	Anderson, Jeremy	11232021	0000000000	dk1221	AP	Reimburse PBIS		B	11/30/2021	12/16/2021	R	$7.33
							21-22					$7.33
						NUMBER OF INVOICES: 2						**$24.09**
ANTIOCH 005	Antioch Community High School	GBWL1	0000000000	dk1221	AP	GRANT VARSITY GIRLS BOWLING ENTRY FEE ANTIOCH TOURNAMENT 11/27/21		B	11/16/2021	12/16/2021	R	$230.00
							21-22					$230.00
ANTIOCH 005	Antioch Community High School	WR JANSKY	0000000000	dk1221	AP	GRANT JV WRESTLING ENTRY FEE JANSKY 12 18 21		B	12/07/2021	12/16/2021	R	$200.00
							21-22					$200.00

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 2						**$430.00**
ARDELDAR000	Ardelean, Darius	11272021	0000000000	dk1221	AP	B-ball Boys V	B 21-22		11/27/2021	12/16/2021	R	$67.00 $67.00
						NUMBER OF INVOICES: 1						**$67.00**
ASSETWOR000	AssetWorks Risk Management Inc	47277	0000000000	dk1221	AP	Claim Gen & Processing	B 21-22		11/15/2021	12/16/2021	R	$63.65 $63.65
						NUMBER OF INVOICES: 1						**$63.65**
AT&T 001	At&t	030 488 1620 001	0000000000	dk113021	AP	847-587-2561	H 21-22		11/18/2021	11/30/2021 108333	R	$136.23 $136.23
						NUMBER OF INVOICES: 1						**$136.23**
AT&T 002	AT&T	847587259711	0000000000	dk113021	AP	84758725975566 102021-111921	H 21-22		11/19/2021	11/30/2021 108334	R	$4,760.17 $4,760.17
AT&T 002	AT&T	847R16282511	0000000000	dk113021	AP	847R1628259407 101721-111621	H 21-22		11/16/2021	11/30/2021 108334	R	$1,138.34 $1,138.34
						NUMBER OF INVOICES: 2						**$5,898.51**
ATLAS LA000	Atlas Language Services Inc.	3738921	0000000000	dk1221	AP	Translation Service	B 21-22		11/22/2021	12/16/2021	R	$1,316.52 $1,316.52
						NUMBER OF INVOICES: 1						**$1,316.52**
ATLAS SA001	Atlas Saw & Tool Inc.	INV-AT6898	0000000000	dk1221	AP	Saw Blade Sharpening	B 21-22		08/19/2021	12/16/2021	R	$269.58 $269.58
						NUMBER OF INVOICES: 1						**$269.58**
AUSTIJEF000	Austin, Jeffrey	1108221	0000000000	dk1221	AP	Reimburse Lodge/Meals/Miles	B		11/08/2021	12/16/2021	R	$348.60

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
AUSTIJEF000	Austin, Jeffrey	1108221	******CONTINUED******									
							21-22					$348.60
						NUMBER OF INVOICES: 1						**$348.60**
AVALON P000	Avalon Petroleum Co.	561624	0000000000	dk1221	AP	RFG 10% Ethanol		B	11/04/2021	12/16/2021	R	$2,724.90
							21-22					$2,724.90
AVALON P000	Avalon Petroleum Co.	561673	0000000000	dk1221	AP	RFG 10% Ethanol		B	11/11/2021	12/16/2021	R	$3,171.13
							21-22					$3,171.13
AVALON P000	Avalon Petroleum Co.	561679	0000000000	dk1221	AP	RFG 10% Ethanol		B	11/18/2021	12/16/2021	R	$2,255.03
							21-22					$2,255.03
						NUMBER OF INVOICES: 3						**$8,151.06**
BAKER & 002	Baker & Taylor	5107409734	0000000000	dk1221	AP	World Almanac		B	11/24/2021	12/16/2021	R	$24.82
							21-22					$24.82
						NUMBER OF INVOICES: 1						**$24.82**
BARRINGT002	Barrington High School	CHR121	0000000000	dk1221	AP	GRANT CHEERLEADING JV ENTRY FEE BARRINGTON JINGLEFEST 12/5/21		B	11/16/2021	12/16/2021	R	$180.00
							21-22					$180.00
BARRINGT002	Barrington High School	WR BARRINGTON	0000000000	dk1221	AP	GRANT VARSITY WRESTLING ENTRY FEE MOORE PRETTYMAN 11 26 21		B	12/07/2021	12/16/2021	R	$350.00
							21-22					$350.00
						NUMBER OF INVOICES: 2						**$530.00**
BARTEANN000	Bartels, Anna	ED5123	0000000000	dk1221	AP	21/22 Tuition Reimbursement		B	12/01/2021	12/16/2021	R	$705.00
							21-22					$705.00

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 1						**$705.00**
BATAVIA 001	BATAVIA HIGH SCHOOL	WR BATAVIA	0000000000	dk1221	AP	GRANT VARSITY WRESTLING ENTRY FEE BATAVIA INVITE 1 15 22		B	12/07/2021	12/16/2021	R	$325.00
							21-22					$325.00
						NUMBER OF INVOICES: 1						**$325.00**
BELVIDER001	Belvidere North High School	CHR2	0000000000	dk1221	AP	GRANT CHEERLEADING CO-ED ENTRY FEE BELVIDERE NORTH 12/17/21		B	11/16/2021	12/16/2021	R	$225.00
							21-22					$225.00
						NUMBER OF INVOICES: 1						**$225.00**
BENESDAN000	Benes, Dan	10202021	0000000000	dk1221	AP	Misc Science Supplies		B	10/20/2021	12/16/2021	R	$208.99
							21-22					$208.99
						NUMBER OF INVOICES: 1						**$208.99**
BERSCART000	Berschel, Art	11242021	0000000000	dk1221	AP	B-ball Boys V		B	11/24/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
BERT JEF000	Bert, Jeff	11242021	0000000000	dk1221	AP	B-ball Boys V		B	11/24/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
BLICK AR000	BLICK ART MATERIALS	7381594	0042200007	dk1221	AP	Art Painting Supply Order	P	B	11/02/2021	12/16/2021	R	$14.97
							21-22					$14.97
BLICK AR000	BLICK ART MATERIALS	7384698	0042200006	dk1221	AP	Ceramics Supplies	P	B	11/03/2021	12/16/2021	R	$41.96
							21-22					$41.96

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
BLICK AR000	BLICK ART MATERIALS	7412200	0042200010	dk1221	AP	Art Painting Supplies	F 21-22	B	11/08/2021	12/16/2021	R	$827.17 $827.17
BLICK AR000	BLICK ART MATERIALS	7467947	0042200007	dk1221	AP	Art Painting Supply Order	P 21-22	B	11/16/2021	12/16/2021	R	$34.80 $34.80
BLICK AR000	BLICK ART MATERIALS	7512552	0042200007	dk1221	AP	Art Painting Supply Order	P 21-22	B	11/24/2021	12/16/2021	R	$65.55 $65.55
						NUMBER OF INVOICES: 5						**$984.45**
BMO 000	Bmo	5550080001721955	0000000000	dk111621	AP	GEIST NOV 21 STMT	H 21-22		11/05/2021	11/16/2021 108294	R	$1,235.34 $1,235.34
BMO 000	Bmo	5550080001785679	0000000000	dk111621	AP	SEFCIK NOV 21 STMT	H 21-22		11/05/2021	11/16/2021 108294	R	$22.14 $22.14
BMO 000	Bmo	5550080001801856	0000000000	dk111621	AP	SCHMIDT NOV 21 STMT	H 21-22		11/05/2021	11/16/2021 108294	R	$4,140.89 $4,140.89
BMO 000	Bmo	5550080001950034	0000000000	dk111621	AP	MILLER NOV 21 STMT	H 21-22		11/05/2021	11/16/2021 108294	R	$737.05 $737.05
BMO 000	Bmo	5569350000572769	0000000000	dk111621	AP	SOENKSEN NOV 21 STMT	H 21-22		11/05/2021	11/16/2021 108294	R	$246.15 $246.15
BMO 000	Bmo	5569350000607425	0000000000	dk111621	AP	DUVAL NOV 21 STMT	H 21-22		11/05/2021	11/16/2021 108294	R	$139.99 $139.99
BMO 000	Bmo	5569350000664095	0000000000	dk111621	AP	ROSS NOV 21 STMT	H 21-22		11/05/2021	11/16/2021 108294	R	$1,428.47 $1,428.47
BMO 000	Bmo	5569350143083476	0000000000	dk111621	AP	Staples NOV 21 Stmt	H 21-22		11/05/2021	11/16/2021 108294	R	$2,363.45 $2,363.45

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
BMO 000	Bmo	5569350192989003	0000000000	dk111621	AP	REICH NOV 21 STMT	21-22	H	11/05/2021	11/16/2021 108294	R	$22,763.01 $22,763.01
						NUMBER OF INVOICES: 9						**$33,076.49**
BONKOJAM000	Bonkoski, James	11242021	0000000000	dk1221	AP	B-ball Boys Fresh A	21-22	B	11/24/2021	12/16/2021	R	$106.00 $106.00
						NUMBER OF INVOICES: 1						**$106.00**
BOOMBAH 000	BOOMBAH	156643	0502200037	dk1221	AP	SOFTBALL UNIFORMS 2022	F 21-22	B	10/14/2021	12/16/2021	R	$3,703.22 $3,703.22
						NUMBER OF INVOICES: 1						**$3,703.22**
BOYKEJOH000	Boyke, John	12072021	0000000000	dk1221	AP	B-ball Girls V	21-22	B	12/07/2021	12/16/2021	R	$67.00 $67.00
						NUMBER OF INVOICES: 1						**$67.00**
BROOKSTO000	Brookstone Printing Company	103340	0000000000	dk1221	AP	"The Bark" magazine	21-22	B	11/23/2021	12/16/2021	R	$2,900.00 $2,900.00
						NUMBER OF INVOICES: 1						**$2,900.00**
BUCKLTIM000	Buckley, Timothy	12072021	0000000000	dk1221	AP	B-ball Girls V	21-22	B	12/07/2021	12/16/2021	R	$67.00 $67.00
						NUMBER OF INVOICES: 1						**$67.00**
BUFFALO 002	Buffalo Grove High School	CHR421	0000000000	dk1221	AP	GRANT CHEERLEADING CO-ED/JV ENTRY FEE BISON CHEER INVITE 1/9/22	21-22	B	11/16/2021	12/16/2021	R	$450.00 $450.00

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 1						**$450.00**
BUILDING000	Building Blocks For Kids Success	446	0000000000	dk1221	AP	Occp Therapy DEC 21	B 21-22		12/02/2021	12/16/2021	R	$3,120.00 $3,120.00
						NUMBER OF INVOICES: 1						**$3,120.00**
BURRIS E001	Burris Equipment	RC2002619-1	0000000000	dk1221	AP	Boom Lift Rental	B 21-22		11/09/2021	12/16/2021	R	$1,170.00 $1,170.00
BURRIS E001	Burris Equipment	RC2002652-1	0000000000	dk1221	AP	Compressor Rental	B 21-22		11/19/2021	12/16/2021	R	$480.00 $480.00
						NUMBER OF INVOICES: 2						**$1,650.00**
CALL ONE000	Call One	468996	0000000000	dk1221	AP	111521-121421	B 21-22		11/15/2021	12/16/2021	R	$218.88 $218.88
						NUMBER OF INVOICES: 1						**$218.88**
CANNOSHA000	Cannon, Shane	11272021	0000000000	dk1221	AP	B-ball Boys V	B 21-22		11/27/2021	12/16/2021	R	$67.00 $67.00
						NUMBER OF INVOICES: 1						**$67.00**
CANON FI000	CANON FINANCIAL SERVICES	27750509	0000000000	dk1221	AP	Copier Lease Pymt	B 21-22		11/30/2021	12/16/2021	R	$6,488.00 $6,488.00
						NUMBER OF INVOICES: 1						**$6,488.00**
CASEBJAS001	Casebolt, Jason	11222021	0000000000	dk1221	AP	B-ball Boys Fresh A	B 21-22		11/22/2021	12/16/2021	R	$106.00 $106.00
CASEBJAS001	Casebolt, Jason	11242021	0000000000	dk1221	AP	B-ball Boys Fresh A	B 21-22		11/24/2021	12/16/2021	R	$106.00 $106.00

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 2						**$212.00**
CDW GOVE000	CDW Government, Inc.	P399127	0042200012	dk1221	AP	Art CDW Paper Order	F 21-22	B	12/06/2021	12/16/2021	R	$240.34 $240.34
						NUMBER OF INVOICES: 1						**$240.34**
CENTRAL 014	Central High School	GBKB 2	0000000000	dk1221	AP	GRANT GIRLS BASKETBALL JV2 ENTRY FEE CENTRAL TOURNAMENT 11/20	 21-22	B	11/16/2021	12/16/2021	R	$330.00 $330.00
						NUMBER OF INVOICES: 1						**$330.00**
CFRB LLC000	Cfrb Llc Dba Dominos Pizza #2832	NOV 2021 G112021	0000000000	dk1221	AP	11012021-11302021	 21-22	B	11/30/2021	12/16/2021	R	$8,310.00 $8,310.00
						NUMBER OF INVOICES: 1						**$8,310.00**
CHAIN O'001	Chain O' Lakes Transportation	5069	0000000000	dk1221	AP	Stdnt Trnsprt 110121-111221	 21-22	B	11/12/2021	12/16/2021	R	$1,500.00 $1,500.00
CHAIN O'001	Chain O' Lakes Transportation	5070	0000000000	dk1221	AP	HMLS Trnsprt 110121-111221	 21-22	B	11/12/2021	12/16/2021	R	$3,000.00 $3,000.00
CHAIN O'001	Chain O' Lakes Transportation	5088	0000000000	dk1221	AP	Stdnt Trnsprt 111521-112621	 21-22	B	11/26/2021	12/16/2021	R	$1,050.00 $1,050.00
CHAIN O'001	Chain O' Lakes Transportation	5089	0000000000	dk1221	AP	HMLS Trnsprt 111521-112621	 21-22	B	11/26/2021	12/16/2021	R	$1,500.00 $1,500.00
						NUMBER OF INVOICES: 4						**$7,050.00**
CHAIN O'003	Chain O'Lakes Area Chamber of Comm	15882	0000000000	dk1221	AP	Membership Dues	 21-22	B	12/02/2021	12/16/2021	R	$80.00 $80.00

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 1						**$80.00**
CHICAGO 004	Chicago Tribune	146308153	0000000000	dk1221	AP	Pays thru 02/02/2022	B		11/12/2021	12/16/2021	R	$108.00
							21-22					$108.00
						NUMBER OF INVOICES: 1						**$108.00**
CINTAS 4000	Cintas 47P	NOV 2021	0000000000	dk1221	AP	Towel Service	B		12/01/2021	12/16/2021	R	$397.14
							21-22					$397.14
						NUMBER OF INVOICES: 1						**$397.14**
CITRAMIK000	Citrano, Mike	11222021	0000000000	dk1221	AP	B-ball Boys Fresh A	B		11/22/2021	12/16/2021	R	$106.00
							21-22					$106.00
						NUMBER OF INVOICES: 1						**$106.00**
CLARKCEO000	Clark, Ceola III	11242021	0000000000	dk1221	AP	B-ball Boys V	B		11/24/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
CLARKSTE001	Clark, Steve	11232021	0000000000	dk1221	AP	B-ball Boys Soph	B		11/23/2021	12/16/2021	R	$106.00
							21-22					$106.00
						NUMBER OF INVOICES: 1						**$106.00**
CLEMEEAR000	Clement, Earl	11222021	0000000000	dk1221	AP	B-ball Boys V	B		11/22/2021	12/16/2021	R	$67.00
							21-22					$67.00
CLEMEEAR000	Clement, Earl	11272021	0000000000	dk1221	AP	B-ball Boys V	B		11/27/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 2						**$134.00**
COMCAST 002	Comcast Cable	8771100240060762	0000000000	dk111621	AP	INTERNET 111321-121221	H		11/06/2021	11/16/2021	R	$198.35

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
COMCAST 002	Comcast Cable	8771100240060762	******CONTINUED******									
							21-22				108295	$198.35
COMCAST 002	Comcast Cable	8771100430290583	0000000000	dk113021	AP	Srvc from 112121-122021		H	11/17/2021	11/30/2021	R	$198.35
							21-22				108335	$198.35
						NUMBER OF INVOICES: 2						**$396.70**
COMMUNIC000	Communications Direct Inc.	IN166919	0000000000	dk1221	AP	Technology Supply		B	12/02/2021	12/16/2021	R	$4,045.00
							21-22					$4,045.00
						NUMBER OF INVOICES: 1						**$4,045.00**
CONANT H000	CONANT HIGH SCHOOL	111221 Speech	0000000000	dk111621	AP	2021 Turkey Tourney		H	11/12/2021	11/16/2021	R	$150.00
							21-22				108296	$150.00
						NUMBER OF INVOICES: 1						**$150.00**
CONNECTI002	Connections Day School	32644	0000000000	dk1221	AP	NOV 21 Tuition		B	11/30/2021	12/16/2021	R	$5,193.54
							21-22					$5,193.54
CONNECTI002	Connections Day School	32645	0000000000	dk1221	AP	NOV 21 Tuition		B	11/30/2021	12/16/2021	R	$5,193.54
							21-22					$5,193.54
CONNECTI002	Connections Day School	32646	0000000000	dk1221	AP	NOV 21 Tuition		B	11/30/2021	12/16/2021	R	$5,193.54
							21-22					$5,193.54
						NUMBER OF INVOICES: 3						**$15,580.62**
CONSTELL000	Constellation New Energry, Inc	61044476801	0000000000	dk1221	AP	2857041-0 NOV 21		B	11/12/2021	12/16/2021	R	$121.79
							21-22					$121.79
						NUMBER OF INVOICES: 1						**$121.79**
CONSTELL001	CONSTELLATION NEWENERGY-GAS DIVISI	3329644	0000000000	dk1221	AP	BG-5862 Gas Chrgs		B	11/10/2021	12/16/2021	R	$5,207.02
							21-22					$5,207.02

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER / DISC AMT	BATCH	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
CONSTELL001	CONSTELLATION NEWENERGY-GAS DIVISI	3329647	0000000000	dk1221	AP	BG-11642 Gas Chrgs	B 21-22		11/10/2021	12/16/2021	R	$93.05 $93.05
						NUMBER OF INVOICES: 2						**$5,300.07**
COWARTYL000	Cowart, Tyler	11302021	0000000000	dk1221	AP	B Ball Girls V	B 21-22		11/30/2021	12/16/2021	R	$67.00 $67.00
						NUMBER OF INVOICES: 1						**$67.00**
CPI 001	CPI	CUS0276256	0000000000	dk1221	AP	Online course/workbook	B 21-22		11/11/2021	12/16/2021	R	$1,279.68 $1,279.68
						NUMBER OF INVOICES: 1						**$1,279.68**
CRAMBTRI000	Crambes, Trisha	LEAD5393	0000000000	dk1221	AP	21/22 Tuition Reimbursement	B 21-22		11/12/2021	12/16/2021	R	$705.00 $705.00
						NUMBER OF INVOICES: 1						**$705.00**
CRYSTAL 002	Crystal Lake Central High School	GBKB 4	0000000000	dk1221	AP	GRANT GIRLS BASKETBALL JV2 CRYSTAL LAKE CENTRAL TOURNAMENT 11/16	B 21-22		11/16/2021	12/16/2021	R	$180.00 $180.00
						NUMBER OF INVOICES: 1						**$180.00**
DEERFIEL001	Deerfield High School	WR DEERFIELD	0000000000	dk1221	AP	GRANT JV WRESTLING ENTRY FEE DEERFIELD TOURNAMENT 12 4 21	B 21-22		12/07/2021	12/16/2021	R	$300.00 $300.00
						NUMBER OF INVOICES: 1						**$300.00**
DEKALB H000	DEKALB HIGH SCHOOL	WR DEKALB	0000000000	dk1221	AP	GRANT VARSITY WRESTLING ENTRY FEE FLAVIN INVITE 12 29 30 21	B		12/07/2021	12/16/2021	R	$375.00

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DEKALB H000	DEKALB HIGH SCHOOL	WR DEKALB	******CONTINUED******									
							21-22					$375.00
						NUMBER OF INVOICES: 1						**$375.00**
DICKMKUR000	Dickman, Kurt	11272021	0000000000	dk1221	AP	B-ball Boys V		B	11/27/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
DURHAM S001	Durham School Services	91872523	0000000000	dk1221	AP	SpecEd Trnsprt NOV2021		B	12/02/2021	12/16/2021	R	$37,150.62
							21-22					$37,150.62
						NUMBER OF INVOICES: 1						**$37,150.62**
DURLAJEF000	Durlak, Jeffrey	11102021	0000000000	dk1221	AP	Reimburse Lodge Tax		B	11/10/2021	12/16/2021	R	$12.72
							21-22					$12.72
						NUMBER OF INVOICES: 1						**$12.72**
ECTS 000	Ects	235-135233	0000000000	dk1221	AP	20-21 Prof Svcs E-rate		B	11/08/2021	12/16/2021	R	$2,422.28
							21-22					$2,422.28
						NUMBER OF INVOICES: 1						**$2,422.28**
EFFICACY000	Efficacy Institute	12366	0002200019	dk1221	AP	Secondary Student Workbooks	F	B	11/29/2021	12/16/2021	R	$449.70
							21-22					$449.70
						NUMBER OF INVOICES: 1						**$449.70**
EI US LL000	EI US LLC	INV83295	0000000000	dk1221	AP	Hospital Tutoring		B	11/17/2021	12/16/2021	R	$276.64
							21-22					$276.64
						NUMBER OF INVOICES: 1						**$276.64**
ELK GROV001	Elk Grove High School	Speech Tournment	0000000000	dk112321	AP	Elk Grove Speech Trnt		H	11/22/2021	11/23/2021	R	$225.00

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
ELK GROV001	Elk Grove High School	Speech Tournment	******CONTINUED******									
							21-22			108302		$225.00
						NUMBER OF INVOICES: 1						**$225.00**
ELKINSTE000	Elkinton, Steven	11302021	0000000000	dk1221	AP	B-ball Girls JV		B	11/30/2021	12/16/2021	R	$53.00
							21-22					$53.00
						NUMBER OF INVOICES: 1						**$53.00**
EVERSJEF000	EVERSON, JEFF	11272021	0000000000	dk1221	AP	B-ball Boys V		B	11/27/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
EVOY, KA000	Evoy, Kamschulte, Jacobs & Co. Llp	JA0667	0000000000	dk1221	AP	AUDIT YR END 063021		B	11/09/2021	12/16/2021	R	$11,500.00
							21-22					$11,500.00
						NUMBER OF INVOICES: 1						**$11,500.00**
FAIRCDIA000	Fairchild Senechal, Diane	11292021	0000000000	dk1221	AP	Design Greek Tragedies Play		B	11/29/2021	12/16/2021	R	$1,800.00
							21-22					$1,800.00
						NUMBER OF INVOICES: 1						**$1,800.00**
FERLIJOH000	Ferlito, John	11232021	0000000000	dk1221	AP	B-Ball Boys V		B	11/23/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
FERNALOR001	Fernandez, Lorena	ID 28611	0000000000	dk1221	AP	Refund-registration fees		B	11/09/2021	12/16/2021	R	$185.00
							21-22					$185.00
						NUMBER OF INVOICES: 1						**$185.00**
FOERCCOL000	Foerch, Colt	EDT6220	0000000000	dk1221	AP	21/22 Tuition Reimbursement		B	11/30/2021	12/16/2021	R	$1,142.00

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FOERCCOL000	Foerch, Colt	EDT6220	******CONTINUED******									
							21-22					$1,142.00
						NUMBER OF INVOICES: 1						**$1,142.00**
FOLLETT 006	Follett School Solutions, Inc.	38008	0000000000	dk1221	AP	Library Supplies		B	12/01/2021	12/16/2021	R	$461.41
							21-22					$461.41
						NUMBER OF INVOICES: 1						**$461.41**
FOUNTDUA000	Fountain, Duane	11222021	0000000000	dk1221	AP	B-ball Boys Soph		B	11/22/2021	12/16/2021	R	$106.00
							21-22					$106.00
						NUMBER OF INVOICES: 1						**$106.00**
FRANCZEK000	Franczek P.C.	208222	0000000000	dk111621	AP	Oct 21 Legal SRVC		H	11/11/2021	11/16/2021	R	$1,977.00
							21-22			108297		$1,977.00
						NUMBER OF INVOICES: 1						**$1,977.00**
FREMD HI000	Fremd High School	CHR5	0000000000	dk1221	AP	GRANT CO-ED/JV CHEERLEADING ENTRY FEE FREMD INVITE 1/22/22		B	11/16/2021	12/16/2021	R	$350.00
							21-22					$350.00
						NUMBER OF INVOICES: 1						**$350.00**
FSS TECH000	FSS TECHNOLOGIES	449595	0000000000	dk1221	AP	Cntrl-Stn Mntr Transport		B	11/15/2021	12/16/2021	R	$180.00
							21-22					$180.00
						NUMBER OF INVOICES: 1						**$180.00**
GIANT ST000	Giant Steps	124G-1121S	0000000000	dk1221	AP	Tuition NOV 21		B	11/30/2021	12/16/2021	R	$5,778.47
							21-22					$5,778.47

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						NUMBER OF INVOICES: 1						**$5,778.47**
GLENBROO002	Glenbrook North	11302021	0000000000	dk1221	AP	NSCL Annual Dues	B 21-22		11/30/2021	12/16/2021	S	$100.00 $100.00
GLENBROO002	Glenbrook North	BBWL1	0000000000	dk1221	AP	GRANT VARSITY BOYS BOWLING ENTRY FEE GLENBROOK NORTH TOURNAMENT 11/6/21	B 21-22		11/16/2021	12/16/2021	S	$250.00 $250.00
						NUMBER OF INVOICES: 2						**$350.00**
GORDON F000	Gordon Flesch Company Inc.	IN13531540	0000000000	dk1221	AP	Per copy maint charges	B 21-22		11/10/2021	12/16/2021	R	$1,653.73 $1,653.73
						NUMBER OF INVOICES: 1						**$1,653.73**
GORDON F001	Gordon Food Service, Inc.	15904986	0000000000	dk1221	AP	Food Lab Supply CREDIT	B 21-22		11/22/2021	12/16/2021	R	$-10.86 $-10.86
GORDON F001	Gordon Food Service, Inc.	213950946	0000000000	dk1221	AP	Food Lab Supply	B 21-22		10/21/2021	12/16/2021	R	$363.44 $363.44
GORDON F001	Gordon Food Service, Inc.	214315555	0000000000	dk1221	AP	Food Lab Supply	B 21-22		11/04/2021	12/16/2021	R	$233.25 $233.25
GORDON F001	Gordon Food Service, Inc.	214686827	0000000000	dk1221	AP	Food Lab Supply	B 21-22		11/18/2021	12/16/2021	R	$185.76 $185.76
GORDON F001	Gordon Food Service, Inc.	214929593	0000000000	dk1221	AP	Food Lab Supply	B 21-22		11/30/2021	12/16/2021	R	$455.36 $455.36
GORDON F001	Gordon Food Service, Inc.	NOV 2021 100217416	0000000000	dk1221	AP	Food NOV 2021	B 21-22		12/01/2021	12/16/2021	R	$30,916.05 $30,916.05

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 6						**$32,143.00**
GRANT CH003	Grant Chsd 124 Activity Fund	12012021	0000000000	dk1221	AP	Fees Pd NOV 2021	B 21-22		12/01/2021	12/16/2021	S	$5,641.67 $5,641.67
						NUMBER OF INVOICES: 1						**$5,641.67**
GRANT CO001	Grant Community High School Distri	12012021	0000000000	dk1221	AP	Calc3-NOV2021 Fees Pd	B 21-22		12/01/2021	12/16/2021	S	$800.00 $800.00
GRANT CO001	Grant Community High School Distri	ID 27602	0000000000	dk1221	AP	Refund-SS PE	B 21-22		11/15/2021	12/16/2021	S	$130.00 $130.00
GRANT CO001	Grant Community High School Distri	Petty Cash NOV 2021	0000000000	dk1221	AP	Petty Cash Reimbursement	B 21-22		12/01/2021	12/16/2021	S	$137.18 $137.18
						NUMBER OF INVOICES: 3						**$1,067.18**
GRANT FO001	Grant Foundation	12012021	0000000000	dk1221	AP	Fees PD NOV2021	B 21-22		12/01/2021	12/16/2021	S	$70.00 $70.00
						NUMBER OF INVOICES: 1						**$70.00**
GRAYSLAK007	Grayslake Community High School	DANCE GLC	0000000000	dk1221	AP	GRANT VARSITY JV DANCE ENTRY FEE GLC INVITE 1 16 22	B 21-22		12/07/2021	12/16/2021	R	$175.00 $175.00
GRAYSLAK007	Grayslake Community High School	WR GLC2	0000000000	dk1221	AP	GRANT FROSH WRESTLING ENTRY FEE GLC INVITE 12 11 21	B 21-22		12/07/2021	12/16/2021	R	$250.00 $250.00
						NUMBER OF INVOICES: 2						**$425.00**
GRAYSLAK009	Grayslake North High School	CHR6	0000000000	dk1221	AP	GRANT CHEERLEADING ENTRY FEE GRAYSLAKE NORTH INVITE 1/22/22	B		11/16/2021	12/16/2021	R	$185.00

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
GRAYSLAK009	Grayslake North High School	CHR6	******CONTINUED******									
							21-22					$185.00
GRAYSLAK009	Grayslake North High School	GBKB 3	0000000000	dk1221	AP	GRANT GIRLS JV BASKETBALL GRAYSLAKE NORTH TOURNAMENT 11/18		B	11/16/2021	12/16/2021	R	$150.00
							21-22					$150.00
GRAYSLAK009	Grayslake North High School	GBWL5	0000000000	dk1221	AP	GRANT GIRLS VARSITY BOWLING ENTRY FEE GRAYSLAKE NORTH TOURNAMENT 12/28/21		B	11/16/2021	12/16/2021	R	$200.00
							21-22					$200.00
						NUMBER OF INVOICES: 3						**$535.00**
GREAT LA011	GREAT LAKES COCA COLA DISTRIB	17128205915	0000000000	dk1221	AP	Beverages-Vending		B	11/16/2021	12/16/2021	R	$748.35
							21-22					$748.35
GREAT LA011	GREAT LAKES COCA COLA DISTRIB	17128205970	0000000000	dk1221	AP	Beverages-Vending		B	11/23/2021	12/16/2021	R	$550.71
							21-22					$550.71
GREAT LA011	GREAT LAKES COCA COLA DISTRIB	17128206012	0000000000	dk1221	AP	Beverages-Vending		B	11/30/2021	12/16/2021	R	$867.67
							21-22					$867.67
GREAT LA011	GREAT LAKES COCA COLA DISTRIB	17128206072	0000000000	dk1221	AP	Beverages-Vending		B	12/07/2021	12/16/2021	R	$962.91
							21-22					$962.91
						NUMBER OF INVOICES: 4						**$3,129.64**
GROOTDOU000	Groot, Doug	11242021	0000000000	dk1221	AP	B-ball Boys Soph		B	11/24/2021	12/16/2021	R	$106.00
							21-22					$106.00
						NUMBER OF INVOICES: 1						**$106.00**
GUARDIAN001	Guardian	00 554362	0000000000	dk113021	AP	Dental/Life NOV 2021		H	11/18/2021	11/30/2021	R	$4,825.90
							21-22			108336		$4,825.90

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH	BANK / DISC AMT	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 1						**$4,825.90**
GUIDING 000	Guiding Light Autism Academy	3572	0000000000	dk1221	AP	Tuition NOV 21	B		12/01/2021	12/16/2021	R	$5,167.08
							21-22					$5,167.08
						NUMBER OF INVOICES: 1						**$5,167.08**
H.D. JAC000	H.D. Jacobs High School	BBKB JACOBS 2021	0000000000	dk1221	AP	GRANT BOYS BASKETBALL V/SOPH/FRA/FRB ENTRY FEE HINKLE HOLIDAY TOURNAMENT 2021	B		11/30/2021	12/16/2021	S	$1,600.00
							21-22					$1,600.00
H.D. JAC000	H.D. Jacobs High School	GBWL6	0000000000	dk1221	AP	GRANT GIRLS VARSITY BOWLING ENTRY FEE JACOBS TOURNAMENT 1/15/22	B		11/16/2021	12/16/2021	R	$250.00
							21-22					$250.00
						NUMBER OF INVOICES: 2						**$1,850.00**
HAGERJOE000	Hager, Joey	12072021	0000000000	dk1221	AP	B-ball Girls JV	B		12/07/2021	12/16/2021	R	$53.00
							21-22					$53.00
						NUMBER OF INVOICES: 1						**$53.00**
HARLEM H000	Harlem High School	BBWL5	0000000000	dk1221	AP	GRANT VARSITY BOYS BOWLING ENTRY FEE HARLEM TOURNAMENT 11/27/21	B		11/16/2021	12/16/2021	R	$300.00
							21-22					$300.00
HARLEM H000	Harlem High School	WR HARLEM	0000000000	dk1221	AP	GRANT VARSITY WRESTLING ENTRY FEE DVORAK 12 18 19 21	B		12/07/2021	12/16/2021	R	$500.00
							21-22					$500.00
						NUMBER OF INVOICES: 2						**$800.00**
HARTWIG 000	Hartwig Plumbing	070029	0000000000	dk1221	AP	Service Call	B		11/22/2021	12/16/2021	R	$687.50

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
HARTWIG 000	Hartwig Plumbing	070029	******CONTINUED******									
							21-22					$687.50
						NUMBER OF INVOICES: 1						**$687.50**
HARTZGRE000	Hartzheim, Gregory	11272021	0000000000	dk1221	AP	B-ball Boys V		B	11/27/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
HAVLIMAR000	Havlic, Mark	11232021	0000000000	dk1221	AP	B-ball Boys V		B	11/23/2021	12/16/2021	R	$67.00
							21-22					$67.00
HAVLIMAR000	Havlic, Mark	11242021	0000000000	dk1221	AP	B-ball Boys V		B	11/24/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 2						**$134.00**
HEARTLAN006	Heartland Alliance Health	19338	0000000000	dk1221	AP	Telephonic		B	10/30/2021	12/16/2021	R	$527.00
							21-22					$527.00
						NUMBER OF INVOICES: 1						**$527.00**
HINSDALE002	Hinsdale Central High School	WR HINSDALE CENTRAL	0000000000	dk1221	AP	GRANT JV WRESTLING ENTRY FEE HINSDALE CENTRAL QUAD 12 11 21		B	12/07/2021	12/16/2021	R	$100.00
							21-22					$100.00
						NUMBER OF INVOICES: 1						**$100.00**
HOFFMAN 001	Hoffman Estates High School	111221- Speech	0000000000	dk111621	AP	2021 Turkey Tourney		H	11/12/2021	11/16/2021	R	$160.00
							21-22			108298		$160.00
						NUMBER OF INVOICES: 1						**$160.00**
HOME DEP001	Home Depot Commercial Credit	6035322531946634	0000000000	dk1221	AP	Bldg & Grnds Supply		B	11/12/2021	12/16/2021	R	$57.50

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
HOME DEP001	Home Depot Commercial Credit	6035322531946634	******CONTINUED******									
							21-22					$57.50
						NUMBER OF INVOICES: 1						**$57.50**
HURCKMIC000	Hurckes, Michael	12042021	0000000000	dk1221	AP	Wrestling Boys V		B	12/04/2021	12/16/2021	R	$151.00
							21-22					$151.00
						NUMBER OF INVOICES: 1						**$151.00**
HYERDJAS000	Hyerdall, Jason	12042021	0000000000	dk1221	AP	Wrestling Boys V		B	12/04/2021	12/16/2021	R	$151.00
							21-22					$151.00
						NUMBER OF INVOICES: 1						**$151.00**
IASB 000	Iasb	Policy manual	0000000000	dk113021	AP	Policy Manual		H	11/29/2021	11/30/2021	R	$3,100.00
							21-22			108337		$3,100.00
						NUMBER OF INVOICES: 1						**$3,100.00**
IC CATHO000	IC CATHOLIC PREP	BBWL6	0000000000	dk1221	AP	GRANT VARSITY BOYS BOWLING ENTRY FEE IC CATHOLIC TOURNAMENT 12/4/21		B	11/16/2021	12/16/2021	R	$250.00
							21-22					$250.00
						NUMBER OF INVOICES: 1						**$250.00**
ICE ENTE000	Ice Enterprises	S12-1220	0000000000	dk1221	AP	Fertilizer/Weed Ctrl		B	11/23/2021	12/16/2021	R	$4,237.00
							21-22					$4,237.00
						NUMBER OF INVOICES: 1						**$4,237.00**
INDUSTRY000	Industry Heating	21857	0000000000	dk1221	AP	Bldg & Grnds SRVC		B	11/11/2021	12/16/2021	R	$675.00
							21-22					$675.00

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						NUMBER OF INVOICES: 1						**$675.00**
JBH TECH000	JBH Technologies Inc	25689	0000000000	dk1221	AP	Tech Ed Service	B 21-22		11/22/2021	12/16/2021	R	$862.00 $862.00
						NUMBER OF INVOICES: 1						**$862.00**
JEAN-ROS000	Jean-Paul, Rosemary	11302021	0000000000	dk1221	AP	B-ball Girls JV 2	B 21-22		11/30/2021	12/16/2021	R	$106.00 $106.00
						NUMBER OF INVOICES: 1						**$106.00**
JOHNSBUR002	Johnsburg High School	CHR3	0000000000	dk1221	AP	GRANT CHEERLEADING CO-ED/JV ENTRY FEE SKYHAWK SCRAMBLE 12/19/21	B 21-22		11/16/2021	12/16/2021	R	$450.00 $450.00
JOHNSBUR002	Johnsburg High School	GBKB 5	0000000000	dk1221	AP	GRANT GIRLS JV BASKETBALL ENTRY FEE JOHNSBURG TOURNAMENT 12/17	B 21-22		11/16/2021	12/16/2021	R	$275.00 $275.00
						NUMBER OF INVOICES: 2						**$725.00**
JONESDAR000	Jones, Darnell	11222021	0000000000	dk1221	AP	B-ball Boys V	B 21-22		11/22/2021	12/16/2021	R	$67.00 $67.00
						NUMBER OF INVOICES: 1						**$67.00**
JORAYCAR000	Joray, Carrie	EDCL5578	0000000000	dk1221	AP	21/22 Tuition Reimbursement	B 21-22		11/11/2021	12/16/2021	R	$550.00 $550.00
						NUMBER OF INVOICES: 1						**$550.00**
KATZ MIK000	Katz, Mike	11232021	0000000000	dk1221	AP	B-ball Boys Fresh A	B 21-22		11/23/2021	12/16/2021	R	$106.00 $106.00

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						NUMBER OF INVOICES: 1						**$106.00**
KICK BRE000	Kick, Brendan	12072021	0000000000	dk1221	AP	B-ball Girls JV	B 21-22		12/07/2021	12/16/2021	R	$53.00 $53.00
						NUMBER OF INVOICES: 1						**$53.00**
KILMEJAR000	Kilmer, Jared	11222021	0000000000	dk1221	AP	B-ball Boys Soph	B 21-22		11/22/2021	12/16/2021	R	$106.00 $106.00
						NUMBER OF INVOICES: 1						**$106.00**
KUSIAKAT000	Kusiak, Kathy	11302021	0000000000	dk113021	AP	Reimburse Joint Conf Meals	H 21-22		11/30/2021	11/30/2021 108338	R	$1,169.63 $1,169.63
						NUMBER OF INVOICES: 1						**$1,169.63**
KWIATCHE000	Kwiatkowski, Cheryl	11302021	0000000000	dk1221	AP	Mileage Reimbursement	B 21-22		11/30/2021	12/16/2021	R	$145.60 $145.60
						NUMBER OF INVOICES: 1						**$145.60**
LAKE COU033	Lake County Dept of Public Works	0347782-000004351	0000000000	dk113021	AP	Sewer 093021-113021	H 21-22		11/23/2021	11/30/2021 108339	R	$390.72 $390.72
						NUMBER OF INVOICES: 1						**$390.72**
LAKE PAR002	Lake Park High School	BBWL2	0000000000	dk1221	AP	GRANT VARSITY BOYS BOWLING ENTRY FEE LAKE PARK TOURNAMENT 11/13/21	B 21-22		11/16/2021	12/16/2021	R	$325.00 $325.00
LAKE PAR002	Lake Park High School	BBWL4	0000000000	dk1221	AP	GRANT JV BOYS BOWLING ENTRY FEE LAKE PARK TOURNAMENT 11/20/21	B 21-22		11/16/2021	12/16/2021	R	$300.00 $300.00

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 2						**$625.00**
LAKE ZUR002	Lake Zurich High School	DANCE LZ	0000000000	dk1221	AP	GRANT VARSITY JV DANCE ENTRY FEE LAKE ZURICH INVITE 12 4 21		B	12/07/2021	12/16/2021	R	$210.00
							21-22					$210.00
						NUMBER OF INVOICES: 1						**$210.00**
LAKES RE000	Lakes Region Co-Op	DEC 2021	0000000000	dk1221	AP	DEC 2021 Ins Premiums		B	12/01/2021	12/16/2021	R	$73,537.09
							21-22					$73,537.09
						NUMBER OF INVOICES: 1						**$73,537.09**
LANGUAGE000	Language Testing International	L49912-IN	0000000000	dk1221	AP	AAPPL testing		B	11/07/2021	12/16/2021	R	$35.00
							21-22					$35.00
LANGUAGE000	Language Testing International	L50183-IN	0000000000	dk1221	AP	AAPPL Testing		B	11/18/2021	12/16/2021	R	$5.00
							21-22					$5.00
						NUMBER OF INVOICES: 2						**$40.00**
LEGGEROB000	Leggett, Robert	12072021	0000000000	dk1221	AP	B-ball Girls JV2 JV2B		B	12/07/2021	12/16/2021	R	$106.00
							21-22					$106.00
						NUMBER OF INVOICES: 1						**$106.00**
LIFE FIT000	Life Fitness	6878651	0002200006	dk1221	AP	Life Fitness Cycles and Dumbbell holders per bid results		F B	10/12/2021	12/16/2021	R	$1,727.90
							21-22					$1,727.90
						NUMBER OF INVOICES: 1						**$1,727.90**
MARK'S P000	Mark's Plumbing	INV001985144	0000000000	dk1221	AP	Bldg & Grnds Supply		B	11/29/2021	12/16/2021	R	$3,004.45
							21-22					$3,004.45

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH	BANK / DISC AMT	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 1						**$3,004.45**
MASSISCO000	Massie, Scott	11222021	0000000000	dk1221	AP	B-ball Boys V		B	11/22/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
MAYYOWIL000	Mayyou, William	11232021	0000000000	dk1221	AP	B-ball Boys Fresh A		B	11/23/2021	12/16/2021	R	$106.00
							21-22					$106.00
						NUMBER OF INVOICES: 1						**$106.00**
MCCLAMAU000	McClain, Maurice	11222021	0000000000	dk1221	AP	B-ball Boys V		B	11/22/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
MCGRAW-H003	McGraw-Hill	120320452001	0062200004	dk1221	AP	AsiSeDice Level III Textbook Replacements	F	B	11/04/2021	12/16/2021	R	$1,528.22
							21-22					$1,528.22
						NUMBER OF INVOICES: 1						**$1,528.22**
MCHENRY 010	McHenry Specialties	2021-668	0000000000	dk1221	AP	Ex in Educ Award		B	12/01/2021	12/16/2021	R	$53.00
							21-22					$53.00
						NUMBER OF INVOICES: 1						**$53.00**
MCKAYKEV000	McKay, Kevin	11232021	0000000000	dk1221	AP	B-ball Boys V		B	11/23/2021	12/16/2021	R	$67.00
							21-22					$67.00
MCKAYKEV000	McKay, Kevin	11272021	0000000000	dk1221	AP	B-ball Boys V		B	11/27/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 2						**$134.00**
MCQUEEN 000	McQueen Technology Group LLC	011259	0000000000	dk1221	AP	IT Support 110121-113021		B	12/01/2021	12/16/2021	R	$7,000.00

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE	C / CHECK NBR	NET AMOUNT / INVOICE AMOUNT
MCQUEEN 000	McQueen Technology Group LLC	011259	******CONTINUED******									
							21-22					$7,000.00
						NUMBER OF INVOICES: 1						**$7,000.00**
MEDCO SU001	Medco Supply Company	IN94512038	0502200019	dk1221	AP	TRAINING ROOM SUPPLIES	F	B	11/16/2021	12/16/2021	R	$42.85
							21-22					$42.85
						NUMBER OF INVOICES: 1						**$42.85**
MELENDAN000	Melendez, Daniel	12032021	0000000000	dk1221	AP	Sound Design Fall Plays 2021		B	12/03/2021	12/16/2021	R	$1,000.00
							21-22					$1,000.00
						NUMBER OF INVOICES: 1						**$1,000.00**
MENARDS 001	Menards	4517	0000000000	dk1221	AP	Bldg & Grnds Supply		B	10/24/2021	12/16/2021	R	$57.73
							21-22					$57.73
MENARDS 001	Menards	5570	0000000000	dk1221	AP	Bldg & Grnds Supply		B	11/09/2021	12/16/2021	R	$115.88
							21-22					$115.88
MENARDS 001	Menards	5795	0000000000	dk1221	AP	Theater Supply		B	11/12/2021	12/16/2021	R	$48.97
							21-22					$48.97
MENARDS 001	Menards	5944	0000000000	dk1221	AP	Bldg & Grnds Supply		B	11/15/2021	12/16/2021	R	$38.16
							21-22					$38.16
MENARDS 001	Menards	5959	0000000000	dk1221	AP	Bldg & Grnds Supply		B	11/15/2021	12/16/2021	R	$24.35
							21-22					$24.35
MENARDS 001	Menards	6083	0000000000	dk1221	AP	Theater Supply		B	11/16/2021	12/16/2021	R	$24.65
							21-22					$24.65
MENARDS 001	Menards	6103	0000000000	dk1221	AP	Tech Ed Supply		B	11/17/2021	12/16/2021	R	$108.22
							21-22					$108.22

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
MENARDS 001	Menards	6172	0000000000	dk1221	AP	Theater Supply CREDIT		B	11/17/2021	12/16/2021	R	$-9.99
							21-22					$-9.99
MENARDS 001	Menards	6194	0000000000	dk1221	AP	Theater Supply		B	11/18/2021	12/16/2021	R	$12.07
							21-22					$12.07
MENARDS 001	Menards	6257	0000000000	dk1221	AP	Bldg & Grnds Supply		B	11/19/2021	12/16/2021	R	$45.40
							21-22					$45.40
MENARDS 001	Menards	6447	0000000000	dk1221	AP	Tech Ed Supply		B	11/22/2021	12/16/2021	R	$27.77
							21-22					$27.77
MENARDS 001	Menards	6453	0000000000	dk1221	AP	Bldg & Grnds Supply		B	11/22/2021	12/16/2021	R	$9.84
							21-22					$9.84
MENARDS 001	Menards	7008	0000000000	dk1221	AP	Bldg & Grnds Supply		B	11/30/2021	12/16/2021	R	$13.43
							21-22					$13.43
MENARDS 001	Menards	7081	0000000000	dk1221	AP	Bldg & Grnds Supply		B	12/01/2021	12/16/2021	R	$40.10
							21-22					$40.10
MENARDS 001	Menards	7141	0000000000	dk1221	AP	Bldg & Grnds Supply		B	12/02/2021	12/16/2021	R	$30.33
							21-22					$30.33
MENARDS 001	Menards	7252	0000000000	dk1221	AP	Tech Ed Supply		B	12/03/2021	12/16/2021	R	$276.07
							21-22					$276.07
						NUMBER OF INVOICES: 16						**$862.98**
MILLEROB003	Miller, Robert	11272021	0000000000	dk1221	AP	B-ball Boys V		B	11/27/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
MUNDELEI006	Mundelein High School	BBWL3	0000000000	dk1221	AP	GRANT VARSITY BOYS BOWLING ENTRY FEE MUNDELEIN		B	11/16/2021	12/16/2021	R	$260.00

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
MUNDELEI006	Mundelein High School	BBWL3	******CONTINUED******			TOURNAMENT 11/20/21						
							21-22					$260.00
MUNDELEI006	Mundelein High School	GBKB VAR1	0000000000	dk1221	AP	GRANT VARSITY GIRLS ENTRY FEE MUNDELEIN TOURNAMENT 11/15/21		B	11/16/2021	12/16/2021	R	$325.00
							21-22					$325.00
						NUMBER OF INVOICES: 2						**$585.00**
NAPA AUT000	Napa Auto Supply	036915	0000000000	dk111621	AP	Connector for bus		H	11/04/2021	11/16/2021	R	$13.69
							21-22			108299		$13.69
NAPA AUT000	Napa Auto Supply	037101	0000000000	dk111621	AP	Bldg & Grnds Supply		H	11/08/2021	11/16/2021	R	$140.37
							21-22			108299		$140.37
NAPA AUT000	Napa Auto Supply	037675	0000000000	dk112321	AP	Transportation Supply		H	11/18/2021	11/23/2021	R	$92.94
							21-22			108303		$92.94
						NUMBER OF INVOICES: 3						**$247.00**
NEON ONE000	Neon One LLC	INV160371	0000000000	dk113021	AP	Arts People Ticket Fee		H	11/15/2021	11/30/2021	R	$165.00
							21-22			108340		$165.00
NEON ONE000	Neon One LLC	INV161522	0000000000	dk113021	AP	Arts People Ticket Fee		H	11/22/2021	11/30/2021	R	$83.70
							21-22			108340		$83.70
						NUMBER OF INVOICES: 2						**$248.70**
NEW CONN000	NEW CONNECTIONS ACADEMY	13453	0000000000	dk1221	AP	NOV 2021 Tuition		B	11/30/2021	12/16/2021	R	$5,617.98
							21-22					$5,617.98
						NUMBER OF INVOICES: 1						**$5,617.98**
NICOR 001	Nicor	08-78-68-1000 5	0000000000	dk1221	AP	102121-111821 ES Hawthorne		B	11/19/2021	12/16/2021	R	$123.30

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
NICOR 001	Nicor	08-78-68-1000 5	******CONTINUED******									
							21-22					$123.30
						NUMBER OF INVOICES: 1						**$123.30**
NORTHWES019	Northwest Suburban Special Educati	8314	0000000000	dk1221	AP	Field Trip Transport		B	11/11/2021	12/16/2021	R	$66.18
							21-22					$66.18
						NUMBER OF INVOICES: 1						**$66.18**
O'KEEKEV000	O'Keeffe, Kevin	11272021	0000000000	dk1221	AP	B-ball Boys V		B	11/27/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
OAK PARK000	Oak Park & River Forest High Schoo	WR OPRF	0000000000	dk1221	AP	GRANT FROSH WRESTLING ENTRY FEE OPRF DUALS 12 18 21		B	12/07/2021	12/16/2021	R	$250.00
							21-22					$250.00
						NUMBER OF INVOICES: 1						**$250.00**
OLK KRI000	Olk, Kristine	11152021	0000000000	dk1221	AP	Reimburse food/drinks		B	11/15/2021	12/16/2021	R	$697.61
							21-22					$697.61
						NUMBER OF INVOICES: 1						**$697.61**
ON-TARGE000	On-Target Sales	9456	0502200046	dk1221	AP	GIRLS BASEKTBALL FRESHMEN UNIFORMS		F B	11/12/2021	12/16/2021	R	$1,391.00
							21-22					$1,391.00
						NUMBER OF INVOICES: 1						**$1,391.00**
ONDO NOA000	Ondo, Noah	12072021	0000000000	dk1221	AP	B-ball Girls V		B	12/07/2021	12/16/2021	R	$67.00
							21-22					$67.00

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 1						**$67.00**
ORKIN PE000	Orkin Pest Control	219761394	0000000000	dk1221	AP	Pest Control SRVC	B 21-22		11/08/2021	12/16/2021	R	$100.00 $100.00
ORKIN PE000	Orkin Pest Control	221141275	0000000000	dk1221	AP	Pest Control SRVC	B 21-22		12/01/2021	12/16/2021	R	$137.79 $137.79
						NUMBER OF INVOICES: 2						**$237.79**
ORLOWVER000	Orlowski, Vernon	11302021	0000000000	dk1221	AP	B-Ball Girls JV 2	B 21-22		11/30/2021	12/16/2021	R	$106.00 $106.00
						NUMBER OF INVOICES: 1						**$106.00**
PALATINE002	Palatine High School	GBWL2	0000000000	dk1221	AP	GRANT VARSITY/JV GIRLS BOWLING ENTRY FEE PALATINE TOURNAMENT 12/4/21	B 21-22		11/16/2021	12/16/2021	R	$285.00 $285.00
						NUMBER OF INVOICES: 1						**$285.00**
PARTS TO000	Parts Town, Llc	28491136	0000000000	dk1221	AP	Bldg & Grnds Supply	B 21-22		12/02/2021	12/16/2021	R	$150.08 $150.08
						NUMBER OF INVOICES: 1						**$150.08**
PEARCJAM000	Pearce, Jamison	11302021	0000000000	dk1221	AP	B-ball Girls V	B 21-22		11/30/2021	12/16/2021	R	$67.00 $67.00
						NUMBER OF INVOICES: 1						**$67.00**
PERSPECT000	Perspectives LTD	100339	0000000000	dk1221	AP	Employee Assist SRVC	B 21-22		12/01/2021	12/16/2021	R	$405.00 $405.00

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH	BANK / DISC AMT	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ	S	INV DATE / FY	DUE DATE / ADJ AMT	C	CHECK NBR	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 1							**$405.00**
POLARKEL000	Polark, Kelly	ID # 27304	0000000000	dk1221	AP	Refund Credit Balance		B	11/30/2021	12/16/2021	R		$100.00
									21-22				$100.00
						NUMBER OF INVOICES: 1							**$100.00**
POWER DI000	Power Distributors	IN00742517	0000000000	dk1221	AP	Tech Ed Supply		B	11/12/2021	12/16/2021	R		$3.58
									21-22				$3.58
POWER DI000	Power Distributors	IN00755033	0000000000	dk1221	AP	Tech Ed Supply		B	11/19/2021	12/16/2021	R		$16.67
									21-22				$16.67
						NUMBER OF INVOICES: 2							**$20.25**
PRECISIO004	Precision Dynamics Corporation	9348554307	0252200000	dk1221	AP	Lanyard order - Identicard	F	B	12/03/2021	12/16/2021	R		$224.51
									21-22				$224.51
						NUMBER OF INVOICES: 1							**$224.51**
PRODRSPE000	Prodromos, Spencer	11272021	0000000000	dk1221	AP	B-ball Boys V		B	11/27/2021	12/16/2021	R		$67.00
									21-22				$67.00
						NUMBER OF INVOICES: 1							**$67.00**
PROJECT 001	Project Lead the Way	300622	0112200003	dk1221	AP	CIM Project Lead The Way Supply Order	P	B	07/31/2021	12/16/2021	R		$96.00
									21-22				$96.00
PROJECT 001	Project Lead the Way	308428	0112200002	dk1221	AP	POE Supply Order	P	B	08/31/2021	12/16/2021	R		$430.00
									21-22				$430.00
PROJECT 001	Project Lead the Way	308429	0112200003	dk1221	AP	CIM Project Lead The Way Supply Order	P	B	08/31/2021	12/16/2021	R		$2,179.50
									21-22				$2,179.50

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
PROJECT 001	Project Lead the Way	320810	0112200003	dk1221	AP	CIM Project Lead The Way Supply Order	P	B	11/30/2021	12/16/2021	R	$13,314.00
							21-22					$13,314.00
						NUMBER OF INVOICES: 4						**$16,019.50**
PROTOLIG000	PROTOLIGHT INC	77320	0172200000	dk1221	AP	Protolight order for Fall Play	F	B	11/29/2021	12/16/2021	R	$623.55
							21-22					$623.55
						NUMBER OF INVOICES: 1						**$623.55**
PRUNELLA000	Prunella's Flower Shoppe	1870	0000000000	dk1221	AP	Sympathy Flowers		B	11/13/2021	12/16/2021	R	$68.00
							21-22					$68.00
						NUMBER OF INVOICES: 1						**$68.00**
QUADIENT001	Quadient Inc	58863847	0000000000	dk112321	AP	Meter Rental 121221-31122		H	11/12/2021	11/23/2021	R	$300.00
							21-22			108304		$300.00
						NUMBER OF INVOICES: 1						**$300.00**
RABINE M000	Rabine Mechanical Solutions LLC	5556	0000000000	dk1221	AP	Bldg & Grnds SRVC		B	12/06/2021	12/16/2021	R	$105.00
							21-22					$105.00
						NUMBER OF INVOICES: 1						**$105.00**
RIVER CI000	River City Race Management LLC	2021-15	0000000000	dk1221	AP	RFID Scoring		B	12/01/2021	12/16/2021	R	$1,624.00
							21-22					$1,624.00
						NUMBER OF INVOICES: 1						**$1,624.00**
RIVERVIC001	Rivera, Victor	11232021	0000000000	dk1221	AP	B-ball Boys V		B	11/23/2021	12/16/2021	R	$67.00
							21-22					$67.00

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 1						**$67.00**
ROCKFORD002	Rockford East High School	BBWL821	0000000000	dk1221	AP	GRANT VARSITY/JV BOYS BOWLING ENTRY FEE ROCKFORD EAST TOURNAMENT 12/18/21		B	11/16/2021	12/16/2021	R	$450.00
							21-22					$450.00
						NUMBER OF INVOICES: 1						**$450.00**
SAFEWAY 000	Safeway Transportation Services Co	102392	0000000000	dk1221	AP	SpecEd Trnspt NOV21		B	11/30/2021	12/16/2021	R	$44,354.00
							21-22					$44,354.00
						NUMBER OF INVOICES: 1						**$44,354.00**
SAWCHDAN000	Sawchuk, Dan	11302021	0000000000	dk1221	AP	B-ball Girls JV		B	11/30/2021	12/16/2021	R	$106.00
							21-22					$106.00
						NUMBER OF INVOICES: 1						**$106.00**
SCHMIPHI000	Schmidt, Phillip	11222021	0000000000	dk1221	AP	B-ball Boys V		B	11/22/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
SCHOOL N000	School Nurse Supply Inc	0864745-IN	0202200002	dk1221	AP	Health office supplies		P B	11/12/2021	12/16/2021	R	$365.89
							21-22					$365.89
						NUMBER OF INVOICES: 1						**$365.89**
SCHULBRA000	Schultz, Brad	11242021	0000000000	dk1221	AP	B-ball Boys V		B	11/24/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
SCHURING000	Schuring & Schuring, Inc.	NOV 21- 18192	0000000000	dk1221	AP	Milk Delivery		B	12/06/2021	12/16/2021	R	$4,087.03
							21-22					$4,087.03

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 1						**$4,087.03**
SCHWAJEF000	Schwarz, Jeff	11222021	0000000000	dk1221	AP	B-ball Boys V	B 21-22		11/22/2021	12/16/2021	R	$67.00 $67.00
						NUMBER OF INVOICES: 1						**$67.00**
SECRETAR001	Secretary Of State	05132021 Barberini C	0000000000	dk1221	AP	C Barberini renewal	B 21-22		05/13/2021	12/16/2021	S	$4.00 $4.00
SECRETAR001	Secretary Of State	05132021 Barberini M	0000000000	dk1221	AP	M Barberini renewal	B 21-22		05/13/2021	12/16/2021	S	$4.00 $4.00
SECRETAR001	Secretary Of State	05132021 Schmidt	0000000000	dk1221	AP	K Schmidt renewal	B 21-22		05/13/2021	12/16/2021	S	$4.00 $4.00
SECRETAR001	Secretary Of State	05132021 Studzinska	0000000000	dk1221	AP	U Studzinska renewal	B 21-22		05/13/2021	12/16/2021	S	$4.00 $4.00
SECRETAR001	Secretary Of State	05132021- Becker	0000000000	dk1221	AP	C Becker renewal	B 21-22		05/13/2021	12/16/2021	S	$4.00 $4.00
SECRETAR001	Secretary Of State	05132021- Dubois	0000000000	dk1221	AP	T Dubois renewal	B 21-22		05/13/2021	12/16/2021	S	$4.00 $4.00
SECRETAR001	Secretary Of State	05132021- Zobrist	0000000000	dk1221	AP	D Zobrist renewal	B 21-22		05/13/2021	12/16/2021	S	$4.00 $4.00
SECRETAR001	Secretary Of State	05132021-Prouty	0000000000	dk1221	AP	R Prouty renewal	B 21-22		05/13/2021	12/16/2021	S	$4.00 $4.00
SECRETAR001	Secretary Of State	05132021-Wetter	0000000000	dk1221	AP	R Wetter renewal	B 21-22		05/13/2021	12/16/2021	S	$4.00 $4.00

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: 9						**$36.00**
SEDOL 001	Sedol	12032021	0000000000	dk1221	AP	DEC 21 Billing	B		12/03/2021	12/16/2021	R	$63,239.95
							21-22					$63,239.95
SEDOL 001	Sedol	32678	0000000000	dk1221	AP	Tuition NOV 21	B		11/30/2021	12/16/2021	R	$3,818.40
							21-22					$3,818.40
SEDOL 001	Sedol	FY22 Housing	0000000000	dk1221	AP	21-22 Housing Billing	B		11/19/2021	12/16/2021	R	$49,072.00
							21-22					$49,072.00
SEDOL 001	Sedol	FY22 INFINITEC	0000000000	dk1221	AP	2021-22 INFINITEC Billing	B		11/17/2021	12/16/2021	R	$1,022.49
							21-22					$1,022.49
						NUMBER OF INVOICES: 4						**$117,152.84**
SEFCICHR000	Sefcik, Christine	DEC 2021	0000000000	dk1221	AP	Misc Expense Reimburse	B		12/01/2021	12/16/2021	R	$450.00
							21-22					$450.00
						NUMBER OF INVOICES: 1						**$450.00**
SHAW MED000	Shaw Media	920420-10003997	0000000000	dk1221	AP	ASA 2021	B		11/25/2021	12/16/2021	R	$1,239.64
							21-22					$1,239.64
						NUMBER OF INVOICES: 1						**$1,239.64**
SHORELIN000	Shoreline Graphics	5809	0000000000	dk1221	AP	Corridor Pass 500 pads	B		11/15/2021	12/16/2021	R	$284.21
							21-22					$284.21
						NUMBER OF INVOICES: 1						**$284.21**
SMIGIAL 000	Smigiel, Al	11232021	0000000000	dk1221	AP	B-ball Boys Soph	B		11/23/2021	12/16/2021	R	$106.00
							21-22					$106.00
						NUMBER OF INVOICES: 1						**$106.00**
SOUTH SI000	South Side Control Supply Co	S100727965.001	0000000000	dk1221	AP	Bldg & Grnds Supply	B		10/28/2021	12/16/2021	R	$4,713.41

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH	BANK / DISC AMT	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
SOUTH SI000	South Side Control Supply Co	S100727965.001	******CONTINUED******									
							21-22					$4,713.41
SOUTH SI000	South Side Control Supply Co	S100731786.001	0000000000	dk1221	AP	Bldg & Grnds Supply		B	11/05/2021	12/16/2021	R	$1,929.99
							21-22					$1,929.99
						NUMBER OF INVOICES: 2						**$6,643.40**
ST. PATR001	St. Patrick High School	WR ST PATS	0000000000	dk1221	AP	GRANT FROSH WRESTLING ENTRY FEE ST PAT INVITE 1 15 22		B	12/07/2021	12/16/2021	R	$250.00
							21-22					$250.00
						NUMBER OF INVOICES: 1						**$250.00**
STAGG HI000	Stagg High School	DANCE STAGG	0000000000	dk1221	AP	GRANT VARSITY JV DANCE ENTRY FEE STAGG INVITE 12 18 21		B	12/07/2021	12/16/2021	R	$200.00
							21-22					$200.00
						NUMBER OF INVOICES: 1						**$200.00**
STEENRAN000	Steen, Randy	11272021	0000000000	dk1221	AP	B-ball Boys V		B	11/27/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
STERICYC002	Stericycle, Inc	4010546217	0000000000	dk1221	AP	Steri-Safe Select Qtr		B	12/01/2021	12/16/2021	R	$620.09
							21-22					$620.09
						NUMBER OF INVOICES: 1						**$620.09**
STEVENSO000	Stevenson High School	WR STEVENSON	0000000000	dk1221	AP	GRANT FROSH WRESTLING ENTRY FEE STEVENSON QUAD 12 4 21		B	12/07/2021	12/16/2021	R	$150.00
							21-22					$150.00
STEVENSO000	Stevenson High School	WR STEVENSON 2	0000000000	dk1221	AP	GRANT JV WRESTLING ENTRY FEE STEVENSON INVITE 1 22 22		B	12/07/2021	12/16/2021	R	$150.00

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
STEVENSO000	Stevenson High School	WR STEVENSON 2	******CONTINUED******									
							21-22					$150.00
						NUMBER OF INVOICES: 2						**$300.00**
STREAMWO000	Streamwood High School	GBWL3	0000000000	dk1221	AP	GRANT GIRLS VARSITY BOWLING ENTRY FEE STREAMWOOD TOURNAMENT 12/11/21		B	11/16/2021	12/16/2021	R	$300.00
							21-22					$300.00
						NUMBER OF INVOICES: 1						**$300.00**
STREAMWO001	Streamwood Behavioral Health Care	14752	0000000000	dk1221	AP	Hospital Tutoring OCT/NOV21		B	11/08/2021	12/16/2021	R	$245.00
							21-22					$245.00
						NUMBER OF INVOICES: 1						**$245.00**
SUNJEEN 000	Sunjeen Inc	INV96500	0122200006	dk1221	AP	PPE Music	F	B	10/18/2021	12/16/2021	R	$89.75
							21-22					$89.75
						NUMBER OF INVOICES: 1						**$89.75**
TECHNOLO000	Technology Campus	November 2021-2022	0000000000	dk1221	AP	NOV 21 Tuition		B	11/15/2021	12/16/2021	R	$37,836.26
							21-22					$37,836.26
						NUMBER OF INVOICES: 1						**$37,836.26**
THE HOME001	The Home Depot Pro	651128118	0000000000	dk1221	AP	Bldg & Grnds Supply		B	11/04/2021	12/16/2021	R	$4,664.48
							21-22					$4,664.48
THE HOME001	The Home Depot Pro	651128126	0000000000	dk1221	AP	Bldg & Grnds Supply		B	11/04/2021	12/16/2021	R	$85.20
							21-22					$85.20
THE HOME001	The Home Depot Pro	651943128	0000000000	dk1221	AP	Bldg & Grnds Supply		B	11/09/2021	12/16/2021	R	$1,016.96
							21-22					$1,016.96

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 HOME001	The Home Depot Pro	652744475	0000000000	dk1221	AP	Bldg & Grnds CREDIT		B	11/12/2021	12/16/2021	R	$-1,305.60
							21-22					$-1,305.60
THE HOME001	The Home Depot Pro	653846634	0000000000	dk1221	AP	Bldg & Grnds Supply		B	11/18/2021	12/16/2021	R	$57.60
							21-22					$57.60
THE HOME001	The Home Depot Pro	655472603	0000000000	dk1221	AP	Bldg & Grnds Supply		B	11/30/2021	12/16/2021	R	$4,678.48
							21-22					$4,678.48
						NUMBER OF INVOICES: 6						**$9,197.12**
THE NEW 000	The New York Times	888999562	0000000000	dk1221	AP	110821-110622 Subscription		B	11/07/2021	12/16/2021	R	$226.00
							21-22					$226.00
						NUMBER OF INVOICES: 1						**$226.00**
THE OMNI000	The Omni Group	2112-7100	0000000000	dk1221	AP	Compliance Oversight		B	12/01/2021	12/16/2021	R	$4.50
							21-22					$4.50
						NUMBER OF INVOICES: 1						**$4.50**
THERM FL000	Therm Flo	T12668INV	0000000000	dk112321	AP	Bldg & Grnds Service		H	10/07/2021	11/23/2021	R	$2,692.94
							21-22			108305		$2,692.94
THERM FL000	Therm Flo	T13166INV	0000000000	dk112321	AP	Bldg & Grnds Service		H	10/31/2021	11/23/2021	R	$2,840.00
							21-22			108305		$2,840.00
THERM FL000	Therm Flo	T13664INV	0000000000	dk1221	AP	Service Call		B	11/01/2021	12/16/2021	R	$2,840.00
							21-22					$2,840.00
						NUMBER OF INVOICES: 3						**$8,372.94**
TK ELEVA000	TK Elevator Corporation	3006286936	0000000000	dk1221	AP	Elevator SRVC		B	12/01/2021	12/16/2021	R	$1,128.36
							21-22					$1,128.36

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH	BANK / DISC AMT	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE	C / CHECK NBR	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 1						**$1,128.36**
TOPLINE 000	TOPLINE TRANSPORTATION CO.	101542	0000000000	dk1221	AP	SpecEd Trnsprt NOV2021	B 21-22		12/01/2021	12/16/2021	R	$47,615.00 $47,615.00
TOPLINE 000	TOPLINE TRANSPORTATION CO.	101543	0000000000	dk1221	AP	SpecEd Trnsprt NOV2021	B 21-22		12/01/2021	12/16/2021	R	$14,400.00 $14,400.00
TOPLINE 000	TOPLINE TRANSPORTATION CO.	101544	0000000000	dk1221	AP	Homeless Trnsprt NOV21	B 21-22		12/01/2021	12/16/2021	R	$11,511.00 $11,511.00
						NUMBER OF INVOICES: 3						**$73,526.00**
TREWADAV000	Trewartha, David	11232021	0000000000	dk1221	AP	B-ball Boys V	B 21-22		11/23/2021	12/16/2021	R	$67.00 $67.00
						NUMBER OF INVOICES: 1						**$67.00**
TURNECLI000	Turner, Clifton	11242021	0000000000	dk1221	AP	B-ball Boys Soph	B 21-22		11/24/2021	12/16/2021	R	$106.00 $106.00
						NUMBER OF INVOICES: 1						**$106.00**
ULINE 001	Uline	141549108	0000000000	dk1221	AP	Bldg & Grnds Supply	B 21-22		11/18/2021	12/16/2021	R	$992.00 $992.00
						NUMBER OF INVOICES: 1						**$992.00**
UNIVERSI049	UNIVERSITY OF ILLINOIS	22003	0000000000	dk1221	AP	MATH 241 CTF 6 stds	B 21-22		11/23/2021	12/16/2021	R	$2,400.00 $2,400.00
						NUMBER OF INVOICES: 1						**$2,400.00**
UNIVERSI071	University High School	11112021	0000000000	dk1221	AP	Debate Trnt Enrty Fee	B 21-22		11/11/2021	12/16/2021	R	$25.00 $25.00

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
						NUMBER OF INVOICES: 1						**$25.00**
VARSITY 000	Varsity Spirit Fashions	55900929	0502200020	dk1221	AP	REPLACEMENT CHEER UNIFORM	F 21-22	B	10/11/2021	12/16/2021	R	$702.50 $702.50
VARSITY 000	Varsity Spirit Fashions	55901056	0502200030	dk1221	AP	DANCE COACHES GEAR	F 21-22	B	10/29/2021	12/16/2021	R	$386.85 $386.85
						NUMBER OF INVOICES: 2						**$1,089.35**
VERIZON 000	VERIZON WIRELESS	9892169096	0000000000	dk111621	AP	942086720-00001 100621-110521	 21-22	H	11/05/2021	11/16/2021 108300	R	$924.24 $924.24
						NUMBER OF INVOICES: 1						**$924.24**
VERNON H004	Vernon Hills High School	GBWL4	0000000000	dk1221	AP	GRANT GIRLS VARSITY/JV BOWLING ENTRY FEE VERNON HILLS TOURNAMENT 12/18/21	 21-22	B	11/16/2021	12/16/2021	R	$230.00 $230.00
						NUMBER OF INVOICES: 1						**$230.00**
VERSION2000	VERSION2 HOSTING	10072	0000000000	dk1221	AP	Veeam Backup	 21-22	B	12/01/2021	12/16/2021	R	$765.00 $765.00
						NUMBER OF INVOICES: 1						**$765.00**
VETTEJOH000	Vetter, John	11232021	0000000000	dk1221	AP	B-ball Boys V	 21-22	B	11/23/2021	12/16/2021	R	$67.00 $67.00
VETTEJOH000	Vetter, John	11302021	0000000000	dk1221	AP	B-ball Girls V	 21-22	B	11/30/2021	12/16/2021	R	$67.00 $67.00
						NUMBER OF INVOICES: 2						**$134.00**
VIRTUAL 001	Virtual Connections Academy	3626	0000000000	dk1221	AP	NOV 21 Tuition		B	11/30/2021	12/16/2021	R	$5,394.06

VEN-KEY	VENDOR NAME / ACH VOID DOWNLOAD	INVOICE # / DISCOUNT DESCRIPTION	PO NUMBER	BATCH / DISC AMT	BANK	DESCRIPTION / ADJUSTMENT DESCRIPTION	LQ / FY	S	INV DATE / ADJ AMT	DUE DATE / CHECK NBR	C	NET AMOUNT / INVOICE AMOUNT
VIRTUAL 001	Virtual Connections Academy	3626	******CONTINUED******									
							21-22					$5,394.06
						NUMBER OF INVOICES: 1						**$5,394.06**
VISION S000	Vision Service Plan IL (VSP)	813682183	0000000000	dk113021	AP	Vision Premium DEC 2021		H	11/17/2021	11/30/2021	R	$572.62
							21-22			108341		$572.62
						NUMBER OF INVOICES: 1						**$572.62**
WARD'S 001	Ward's	8806660465	0032200026	dk1221	AP	Goldfish for AP eco-columns		F B	11/08/2021	12/16/2021	R	$109.73
							21-22					$109.73
						NUMBER OF INVOICES: 1						**$109.73**
WARREN T002	Warren Township High School	BBWL721	0000000000	dk1221	AP	GRANT VARSITY/JV BOYS BOWLING ENTRY FEE WARREN TOURNAMENT 12/11/21		B	11/16/2021	12/16/2021	R	$270.00
							21-22					$270.00
WARREN T002	Warren Township High School	BBWL921	0000000000	dk1221	AP	GRANT VARSITY/JV BOYS BOWLING ENTRY FEE WARREN TOURNAMENT 1/8/22		B	11/16/2021	12/16/2021	R	$270.00
							21-22					$270.00
						NUMBER OF INVOICES: 2						**$540.00**
WASTE MA001	Waste Management	3616700-2354-4	0000000000	dk1221	AP	24-53456-03008		B	11/29/2021	12/16/2021	R	$637.97
							21-22					$637.97
WASTE MA001	Waste Management	3616701-2354-2	0000000000	dk1221	AP	24-53461-93002		B	11/29/2021	12/16/2021	R	$637.97
							21-22					$637.97
WASTE MA001	Waste Management	3739854-2013-3	0000000000	dk1221	AP	16-86482-33006		B	11/30/2021	12/16/2021	R	$2,971.94
							21-22					$2,971.94

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
WASTE MA001	Waste Management	3739866-2013-7	0000000000	dk1221	AP	16-86682-83003		B	11/30/2021	12/16/2021	R	$33.59
							21-22					$33.59
						NUMBER OF INVOICES: 4						**$4,281.47**
WAUKEGAN006	Waukegan High School	WR WAUKEGAN	0000000000	dk1221	AP	GRANT FROSH WRESTLING ENTRY FEE OTT BAY INVITE 1 22 22		B	12/07/2021	12/16/2021	R	$275.00
							21-22					$275.00
						NUMBER OF INVOICES: 1						**$275.00**
WEISEKEV000	Weisenberger, Kevin	05272021	0000000000	dk1221	AP	Wrestling V,JV2,JV		B	05/27/2021	12/16/2021	R	$151.00
							21-22					$151.00
						NUMBER OF INVOICES: 1						**$151.00**
WEX BANK000	WEX BANK	75776374	0000000000	dk1221	AP	Fuel Purchases		B	11/16/2021	12/16/2021	M	$832.36
							21-22			108342		$832.36
						NUMBER OF INVOICES: 1						**$832.36**
WHALETRO000	Whalen, Troy	11242021	0000000000	dk1221	AP	B-ball Boys V		B	11/24/2021	12/16/2021	R	$67.00
							21-22					$67.00
						NUMBER OF INVOICES: 1						**$67.00**
WILLOWBR000	Willowbrook High School	11122021 Speech	0000000000	dk111621	AP	2021 Winter Speech Trnmnt		H	11/12/2021	11/16/2021	R	$150.00
							21-22			108301		$150.00
						NUMBER OF INVOICES: 1						**$150.00**
YANIKROB002	Yanik, Robert	11192021	0000000000	dk1221	AP	Reimburse - luncheon		B	11/19/2021	12/16/2021	R	$67.38
							21-22					$67.38
						NUMBER OF INVOICES: 1						**$67.38**
ZEGLEPEN000	Zegler, Penny	11122021	0000000000	dk1221	AP	Fall Play crystals		B	11/12/2021	12/16/2021	R	$56.90

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
ZEGLEPEN000	Zegler, Penny	11122021	******CONTINUED******									
						reimbursement						
							21-22					$56.90
						NUMBER OF INVOICES:	**1**					**$56.90**
ZIELIKAT000	Zielinski, Katherine	111152021	0000000000	dk1221	AP	PBIS Reimbursement		B	11/15/2021	12/16/2021	R	$139.04
							21-22					$139.04
						NUMBER OF INVOICES:	**1**					**$139.04**

TOTAL NUMBER OF BATCH INVOICES:	**285**	**$658,134.72**
TOTAL NUMBER OF HISTORY INVOICES:	**33**	**$59,481.68**
317 COMPUTER CHECK INVOICES		$716,784.04
1 MANUAL CHECK INVOICES		$832.36
TOTAL INVOICES:	**318**	**$717,616.40**

BANK TOTALS:	BANK	BANK ACCOUNT #	INVOICE AMOUNT	NET AMOUNT
	AP	**A000 1120 0000 00 000000	$717,616.40	$717,616.40

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	2021-22 ANNUAL BUDGET	November 2021-22 MONTHLY ACTIVITY	2021-22 FYTD ACTIVITY	2021-22 BALANCE	2021-22 FYTD %
10	EDUCATION FUND					
10	REVENUE FROM LOCAL SOURCES	17,093,386.00	230,934.43	8,370,553.38	8,722,832.62	48.97
10	FLOW THROUGH	0.00	0.00	0.00	0.00	0.00
10	STATE SOURCES	18,465,295.00	461,844.44	2,028,753.87	16,436,541.13	10.99
10	FEDERAL SOURCES	2,875,635.00	106,547.52	659,254.12	2,216,380.88	22.93
10	TRANSFERS	0.00	0.00	0.00	0.00	0.00
10	EDUCATION FUND	38,434,316.00	799,326.39	11,058,561.37	27,375,754.63	28.77
20	OPERATIONS & MAINTENANCE FUND					
20	REVENUE FROM LOCAL SOURCES	4,229,025.00	52,710.87	2,000,795.22	2,228,229.78	47.31
20	STATE SOURCES	0.00	0.00	0.00	0.00	0.00
20	FEDERAL SOURCES	81,286.00	0.00	0.00	81,286.00	0.00
20	TRANSFERS	0.00	0.00	0.00	0.00	0.00
20	OPERATIONS & MAINTENANCE F	4,310,311.00	52,710.87	2,000,795.22	2,309,515.78	46.42
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	1,193,264.00	14,480.92	559,490.38	633,773.62	46.89
40	STATE SOURCES	810,000.00	0.00	536,590.42	273,409.58	66.25
40	TRANSFERS	0.00	0.00	0.00	0.00	0.00
40	TRANSPORTATION FUND	2,003,264.00	14,480.92	1,096,080.80	907,183.20	54.71
50	I.M.R.F./SOCIAL SECURITY FUND					
50	REVENUE FROM LOCAL SOURCES	832,707.00	9,906.31	382,986.09	449,720.91	45.99
50	I.M.R.F./SOCIAL SECURITY F	832,707.00	9,906.31	382,986.09	449,720.91	45.99
60	CAPITAL PROJECTS FUND					
60	REVENUE FROM LOCAL SOURCES	0.00	0.00	0.00	0.00	0.00
60	TRANSFERS	0.00	0.00	0.00	0.00	0.00
60	CAPITAL PROJECTS FUND	0.00	0.00	0.00	0.00	0.00
70	WORKING CASH FUND					
70	REVENUE FROM LOCAL SOURCES	292,450.00	3,619.19	138,920.17	153,529.83	47.50
70	WORKING CASH FUND	292,450.00	3,619.19	138,920.17	153,529.83	47.50
	Grand Revenue Totals	45,873,048.00	880,043.68	14,677,343.65	31,195,704.35	32.00

Number of Accounts: 108

FD	OBJ	OBJ	2021-22 ANNUAL BUDGET	November 2021-22 MONTHLY ACTIVITY	2021-22 FYTD ACTIVITY	2021-22 BALANCE	2021-22 FY %
10		EDUCATION FUND					
10	1---	SALARIES	15,557,621.00	1,360,317.58	6,373,901.57	9,178,111.21	40.97
10	2---	BENEFITS	3,338,652.00	264,149.04	1,567,640.70	1,766,708.77	46.95
10	3---	PURCHASED SERVICES	2,658,296.00	255,333.26	960,704.83	1,691,291.17	36.14
10	4---	SUPPLIES	1,881,937.00	26,933.35	714,126.13	1,056,630.68	37.95
10	5---	CAPITAL OUTLAY	510,294.00	8,794.18	191,550.69	309,253.42	37.54
10	6---	OTHER OBJECTS	2,273,395.00	149,103.73	1,097,480.63	1,174,289.37	48.27
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	26,220,195.00	2,064,631.14	10,905,404.55	15,176,284.62	41.59
20		OPERATIONS & MAINTENANCE FUND					
20	1---	SALARIES	1,187,628.00	87,200.95	456,805.52	730,822.48	38.46
20	2---	BENEFITS	209,000.00	15,469.63	81,408.89	127,591.11	38.95
20	3---	PURCHASED SERVICES	1,144,470.00	81,802.40	462,786.09	681,683.91	40.44
20	4---	SUPPLIES	947,000.00	56,045.09	321,360.79	624,238.19	33.93
20	5---	CAPITAL OUTLAY	820,613.00	0.00	259,916.00	555,590.00	31.67
20	6---	OTHER OBJECTS	1,600.00	0.00	0.00	1,600.00	0.00
20	7---	NON-CAP EQUIPMENT	0.00	0.00	0.00	0.00	0.00
20	----	OPERATIONS & MAINTENANCE FUND	4,310,311.00	240,518.07	1,582,277.29	2,721,525.69	36.71
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	613,000.00	54,257.84	254,980.15	358,019.85	41.60
40	2---	BENEFITS	163,548.00	14,515.43	69,614.96	93,933.04	42.57
40	3---	PURCHASED SERVICES	1,685,778.00	117,527.39	844,306.50	841,471.50	50.08
40	4---	SUPPLIES	114,200.00	21,469.66	45,602.52	68,597.48	39.93
40	5---	CAPITAL OUTLAY	0.00	0.00	0.00	0.00	0.00
40	6---	OTHER OBJECTS	100.00	0.00	60.00	40.00	60.00
40	7---	NON-CAP EQUIPMENT	0.00	0.00	0.00	0.00	0.00
40	----	TRANSPORTATION FUND	2,576,626.00	207,770.32	1,214,564.13	1,362,061.87	47.14
50		I.M.R.F./SOCIAL SECURITY FUND					
50	2---	BENEFITS	849,322.00	73,714.76	401,868.74	447,453.26	47.32
50	----	I.M.R.F./SOCIAL SECURITY FUND	849,322.00	73,714.76	401,868.74	447,453.26	47.32
60		CAPITAL PROJECTS FUND					
60	5---	CAPITAL OUTLAY	530,165.00	0.00	530,165.00	0.00	100.00
60	7---	NON-CAP EQUIPMENT	0.00	0.00	0.00	0.00	0.00
60	----	CAPITAL PROJECTS FUND	530,165.00	0.00	530,165.00	0.00	100.00

FD	OBJ	OBJ	2021-22 ANNUAL BUDGET	November 2021-22 MONTHLY ACTIVITY	2021-22 FYTD ACTIVITY	2021-22 BALANCE	2021-22 FY %
70		WORKING CASH FUND					
70	6---	OTHER OBJECTS	0.00	0.00	0.00	0.00	0.00
70	7---	NON-CAP EQUIPMENT	0.00	0.00	0.00	0.00	0.00
70	----	WORKING CASH FUND	0.00	0.00	0.00	0.00	0.00
		Grand Expense Totals	34,486,619.00	2,586,634.29	14,634,279.71	19,707,325.44	42.43

Number of Accounts: 1137

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

GRANT COMM. HIGH SCHOOL DISTRICT #124 PROPERTY TAX DISTRIBUTION 2020

E.A.V. 951,966,797

TOTAL EXTENSION 22,497,260.17

RATES			1.696	0.432	0.121	0.035	0.043	0.030	0.000	0.006
% OF TOTAL DISTRIBUTION			71.79%	18.29%	5.14%	1.47%	1.80%	1.27%	0.00%	0.24%
DATE	AMOUNT	%	EDUCATION	O & M	TRANS.	IMRF	FICA	W.C.	B & I	SEDOL
05/20/21	977,182.14	4.34%	701,485.15	178,760.69	50,191.79	14,400.71	17,591.63	12,402.71	0.00	2,349.46
06/03/21	1,960,770.02	8.72%	1,407,568.77	358,693.21	100,712.61	28,895.81	35,298.57	24,886.72	0.00	4,714.33
06/17/21	5,738,713.65	25.51%	4,119,623.42	1,049,810.83	294,762.17	84,571.26	103,310.64	72,837.59	0.00	13,797.74
06/30/21	2,057,837.55	9.15%	1,477,250.18	376,450.24	105,698.37	30,326.29	37,046.02	26,118.73	0.00	4,947.71
07/15/21	489,065.92	2.17%	351,083.46	89,467.21	25,120.29	7,207.35	8,804.36	6,207.38	0.00	1,175.87
07/29/21	199,467.95	0.89%	143,191.12	36,489.64	10,245.43	2,939.55	3,590.90	2,531.71	0.00	479.59
08/26/21	1,060,085.10	4.71%	760,998.31	193,926.53	54,450.01	15,622.44	19,084.08	13,454.94	0.00	2,548.79
09/09/21	2,077,590.58	9.23%	1,491,430.19	380,063.76	106,712.96	30,617.39	37,401.62	26,369.45	0.00	4,995.21
09/23/21	4,689,602.76	20.85%	3,366,503.11	857,891.87	240,875.84	69,110.54	84,424.12	59,521.94	0.00	11,275.34
10/22/21	2,082,267.74	9.26%	1,494,787.76	380,919.38	106,953.20	30,686.32	37,485.82	26,428.81	0.00	5,006.45
11/18/21	281,589.67	1.25%	202,143.45	51,512.57	14,463.52	4,149.78	5,069.29	3,574.03	0.00	677.03
12/16/21		0.00%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Special		0.00%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interest		0.00%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTALS (without int.)	21,614,173.08	96.1%	15,516,064.92	3,953,985.92	1,110,186.18	318,527.45	389,107.06	274,334.02	0.00	51,967.52

GRANT COMMUNITY HIGH SCHOOL DISTRICT 124

INVESTMENT SCHEDULE AS OF NOVEMBER 30, 2021

PMA FINANCIAL NETWORK, INC.

10687-101													
Trans.	Date	Date											
No.	Placed	Matures	Type	Location	Cost Basis	Yield	EDUC	BLDG	B & I	TRANS	IMRF/FICA	WORK CSH	INT. EST.
287177	01/13/21	01/13/22	CD	Veritex Community Bank	249,800.00	0.05				249,800.00			126.15
287178	01/13/21	01/13/22	CD	GBC International Bank	249,800.00	0.05						249,800.00	126.15
287179	01/13/21	01/13/22	CD	Customers Bank	2,000,000.00	0.05	2,000,000.00						1,014.93
289266	04/15/21	04/18/22	CD	Western Alliance Bank/T	249,700.00	0.10				249,700.00			266.49
289267	04/15/21	04/18/22	CD	Royal Business Bank	249,800.00	0.05	249,800.00						127.19
289268	04/15/21	04/18/22	CD	First Internet Bank of Ind	249,800.00	0.05	249,800.00						122.59
292126	10/28/21	10/28/22	CD	Servisfirst Bank	249,700.00	0.05		200,000.00				49,700.00	124.85
292127	10/28/21	10/28/22	CD	CIBC Bank USA/Private	249,700.00	0.05	99,400.00			100,000.00		50,300.00	128.53
292128	10/28/21	10/28/22	CD	New Omni Bank, NA	249,800.00	0.05	149,800.00				100,000.00		124.90
49433	10/28/21	05/31/23	TNOTE	US Treasury	1,499,007.73	0.13	1,499,007.73						769.47
49435	10/28/21	10/31/24	TNOTE	US Treasury	1,984,269.80	0.61	1,984,269.80						14,261.13
49434	11/01/21	10/31/23	TNOTE	US Treasury	1,499,761.21	0.35						1,499,761.21	15.53
49431	11/01/21	11/01/22	DTC	Israel Discount Bk of NY	249,248.88	0.05						249,248.88	248.88
292169	11/01/21	01/04/22	ISDLAF	Term Series	5,000,000.00	0.04	4,000,000.00	1,000,000.00					350.69
49428	11/03/21	11/04/24	DTC	Goldman Sachs Bank US	249,443.64	0.69				249,443.64			443.64
49430	11/01/83	11/03/22	DTC	BankUnited NA	249,248.88	0.05				249,248.88			248.88
49432	11/04/21	11/03/22	DTC	Safra National Bank	249,248.19	0.05				219,416.57	29,831.62		248.19
49429	11/03/21	11/04/24	DTC	UBS Bank USA	249,074.04	0.69		100,000.00			114,559.81	34,514.23	74.04
				Subtotal Investments	15,227,402.37		10,232,077.53	1,300,000.00	0.00	1,317,609.09	244,391.43	2,133,324.32	
		11/30/21	MMA	ISDLAF	6,821.66		2.49	0.00	0.00	0.00	3,245.14	3,574.03	
		11/30/21	MMA	ISDMAX	20,324,251.06		16,861,598.62	37,226.23	0.00	932,467.57	782,941.50	1,710,017.15	
				Total	35,558,475.09		27,093,678.64	1,337,226.23	0.00	2,250,076.66	1,030,578.06	3,846,915.50	

Kyle Splitt

The Grant Community High School December Student of the Month is senior Kyle Splitt, son of Randy and Kristin Splitt of Lakemoor.

Kyle's academic achievements include induction into the National Honor Society during his sophomore year, he earned Honor Roll status each semester and Scholar Athlete each year. He holds an inspiring 4.59/4.00 GPA.

His extracurricular activities include Student Council; S.A.A.L.T.; four years each of Golf-earning All-Conference and All-Conference Academic; Basketball-earning All-Conference Academic and awarded the Bulldog Award & Defensive MVP; and Baseball-earning All-Conference Academic. He was invited to the NLCC Leadership Conference and the Desire to Lead Workshop series.

Kyle has made a difference in his school by serving as a Big Dawg Mentor, volunteering at Back to School Night, Proud to be a Bulldog and Test your Best Videos, and the Booster Concession Stand. He serves his community by helping with Cardboard Boat Races, Mobile Food Pantry, Feed My Starving Children, Ruck March for Veterans, Go Fox Lake Walks, Special Olympics Golf Program, and volunteers as a coach/instructor with Grayslake Park District for youth sports, referee for youth basketball, and with the Lake County Lightning Youth Travel Baseball Organization.

In addition to all of his activities, Kyle works as an umpire for GTAAA and Grant Community Baseball & Softball, private camp counselor, babysits, cuts grass, and shovels snow. In his spare time, he enjoys playing basketball, golf, baseball, bike riding, fishing, and disk golf, and he loves spending time with family and friends.

His plans for the future include attending the University of Nebraska to study atmospheric and space science.

Fall 2021
Annual Report



Student Performance and Achievement

Section I: SAT SUITE OF ASSESSMENTS DATA

A Brief History of Standardized Testing in Illinois and at GCHS

In the 2016-2017 school year, the state of Illinois made the SAT assessment the official state assessment to be taken by all juniors as a promotion and graduation requirement. For the 2018-2019 school year, the Illinois State Board of Education approved the contract for the SAT Suite of Assessments to be given to all freshmen through juniors annually beginning with the 2018-2019 school year in the spring on the state testing day.

For the past three years, Grant Community High School also contracted with the College Board to give the SAT Suite of Assessments in the fall on the national PSAT/NMSQT testing date. The long term plan is to have longitudinal data over six separate assessment administrations for each cohort of GCHS students. This approach allows our students to have more experience with the assessments and also helps us build more growth models with our student performance. Although the testing for the 2020-2021 school year was interrupted, this approach has allowed Grant to have a greater continuity of assessment information during a time when many schools have experienced a great disruption to assessment data through the pandemic.

General Information about SAT Suite of Assessments Tests and Scoring

The SAT Suite of Assessments is developed by the College Board, which also oversees the Advanced Placement (AP) program. The Suite of Assessments consists of three different tests:

- SAT – typically administered to juniors and seniors for college entrance
- PSAT 10 (Spring administration) or the PSAT/NMSQT (Fall administration) – typically administered to sophomores with the PSAT/NMSQT also administered to juniors in the fall of their junior year for the National Merit Scholarship program
- PSAT 8/9 – typically administered to 8^{th} and 9^{th} graders

All three tests are structured in the same format with two major section scores:

- Evidence-Based Reading and Writing (ERW) – two test portions make up this score (the Reading portion and a Writing and Language portion)
- Math – two test portions make up this score (a no-calculator use section and a calculator use section)

The scoring ranges for each test and their major sections are below:

Test	Overall Score Range	ERW Score Range	Math Score Range
SAT	400-1600	200-800	200-800
PSAT 10 (PSAT/NMSQT)	320-1520	160-760	160-760
PSAT 8/9	240-1440	120-720	120-720

These are common score scales. That means if a student scored an overall score of 1200 on any one of the tests, that student would have also scored similarly on the other two tests on that same day. This common score scale will help us to better track performance and growth of our students as we continue to administer these assessments.

Spring 2021 State Testing Performance

The following tables are the overall results from the state SAT testing administration in April of 2021. The first set of tables is the scoring average for each group tested for overall test score and for the two subtests: Evidence-Based Reading & Writing (ERW) and Math. The second set of tables is the percentage of students meeting the benchmark score for each group tested for the test overall and the two subtests. Included in these results are comparisons of GCHS performance to the state testing performance and the total testing group for the assessment window.

Spring 2021 Testing Summary: Overall Scoring Average

Test	GCHS Overall Score Average	State Overall Score Average	Total Testing Group Score Average
SAT Scores for Class of 2022	957	985	1004

Test	GCHS ERW Score Average	State ERW Score Average	Total Testing Group ERW Score Average
SAT Scores for Class of 2022	485	497	508

Test	GCHS Math Score Average	State Math Score Average	Total Testing Group Math Score Average
SAT Scores for Class of 2022	472	487	496

Test	GCHS Meeting Both Benchmarks	State Meeting Both Benchmarks	Total Testing Group Meeting Both Benchmarks
SAT Scores for Class of 2022	24 %	30 %	34 %

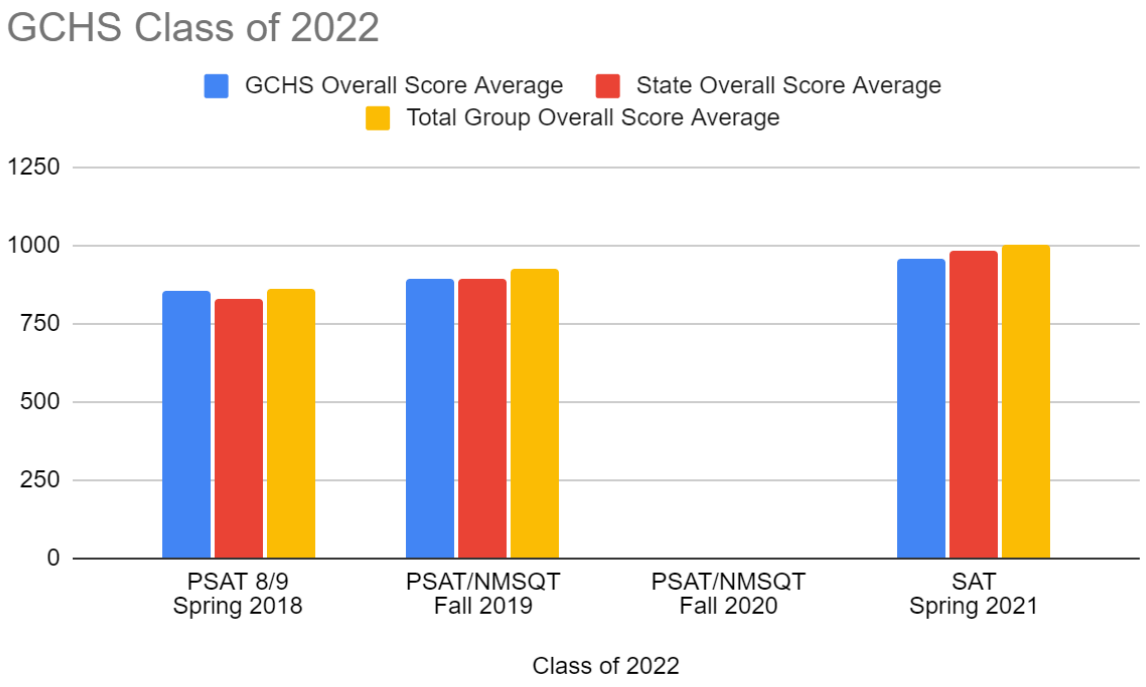
Test	GCHS Meeting ERW Benchmark	State Meeting ERW Benchmark	Total Testing Group Meeting ERW Benchmark
SAT Scores for Class of 2022	50 %	53 %	58 %

Test	GCHS Meeting Math Benchmark	State Meeting Math Benchmark	Total Testing Group Meeting Math Benchmark
SAT Class of 2022	25 %	32 %	36 %

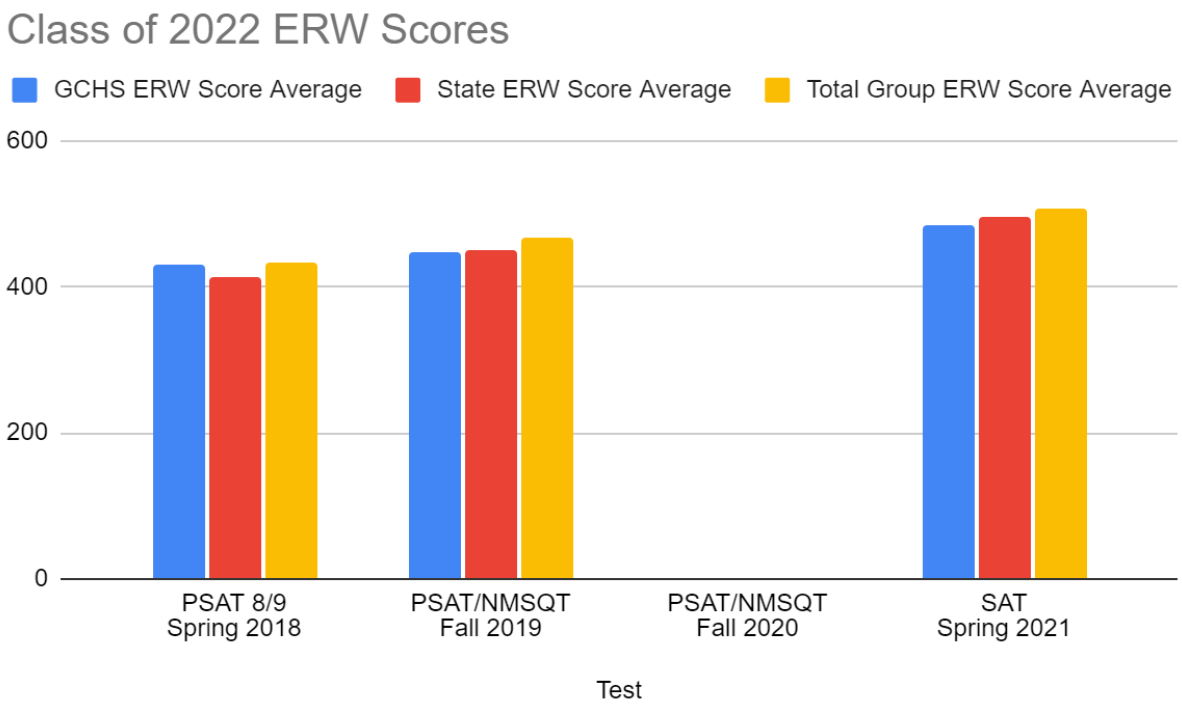
Class of 2022 Testing Summary: Overall Scoring Average

This section will report the Class of 2022's overall average scores as a cohort on each of the assessments and the average scores for each of the two sections of the assessments: Evidence-Based Reading and Writing (ERW) and Math. There is a separate table for each score (Overall, ERW, and Math). Each table also shows the state average and the national average for the same test administration period.

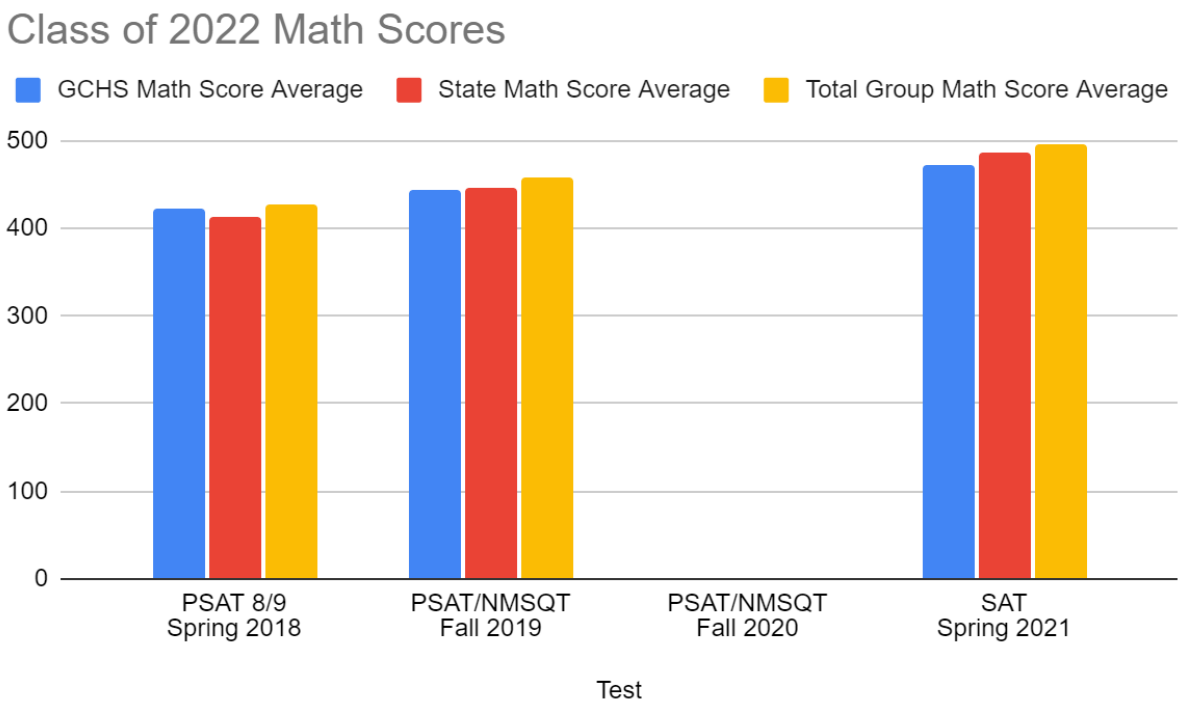
Class of 2022	GCHS Overall Score Average	State Overall Score Average	Total Group Overall Score Average
SAT Spring 2021	957	985	1004
PSAT/NMSQT Fall 2020	N/A	N/A	N/A
PSAT/NMSQT Fall 2019	893	895	925
PSAT 8/9 Spring 2018	853	826	860



Class of 2022	GCHS ERW Score Average	State ERW Score Average	Total Group ERW Score Average
SAT Spring 2021	485	497	508
PSAT/NMSQT Fall 2020	N/A	N/A	N/A
PSAT/NMSQT Fall 2019	448	449	467
PSAT 8/9 Spring 2018	430	413	432



Class of 2022	GCHS Math Score Average	State Math Score Average	Total Group Math Score Average
SAT Spring 2021	472	487	496
PSAT/NMSQT Fall 2020	N/A	N/A	N/A
PSAT/NMSQT Fall 2019	445	446	458
PSAT 8/9 Spring 2018	422	414	428



Class of 2022 Testing Summary: Benchmark Performance

There are three separate tables showing the Class of 2022's performance on the benchmarks for all four of its test administrations: one for the percentage of students meeting both benchmarks, one for the percentage of students meeting the ERW benchmark, and one for the percentage of students meeting the Math benchmark. Each table also shows the state percentage and the national percentage for the same test administration period.

Class of 2022	GCHS Meeting Both Benchmarks	State Meeting Both Benchmarks	Total Group Both Benchmarks
SAT Spring 2021	24	30	34
PSAT/NMSQT Fall 2020	N/A	N/A	N/A
PSAT/NMSQT Fall 2019	29	31	37
PSAT 8/9 Spring 2018	36	31	39

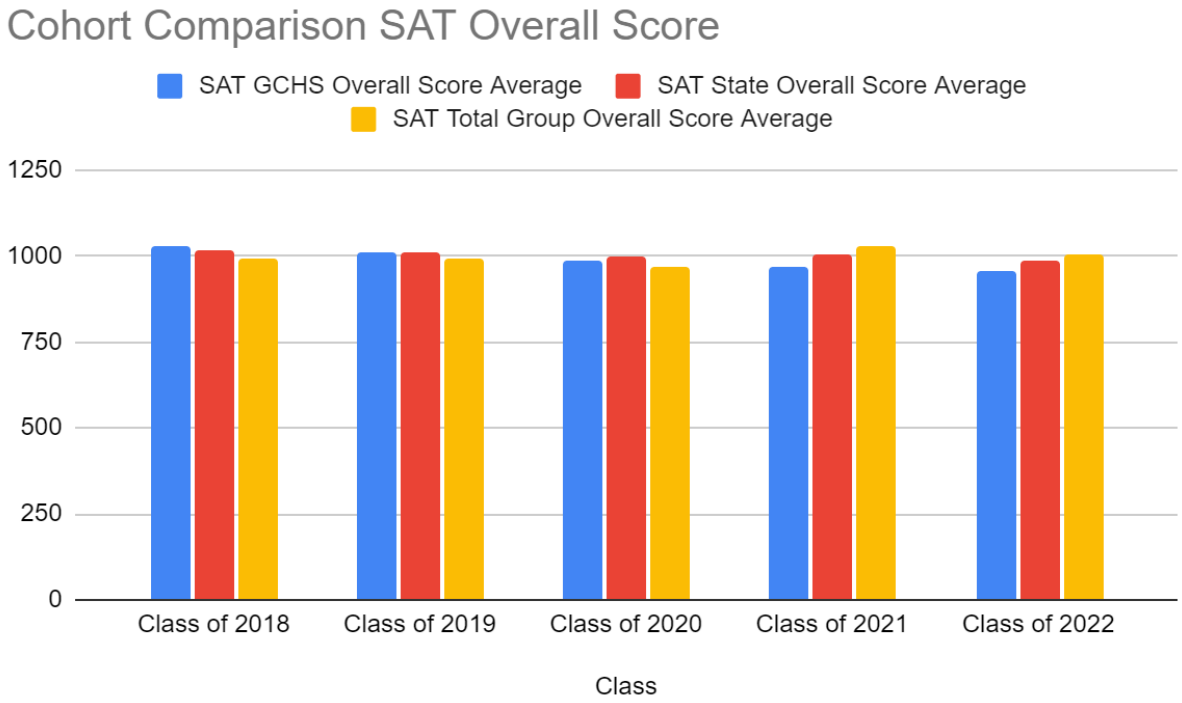
Class of 2022	GCHS Meeting ERW Benchmark	State Meeting ERW Benchmark	Total Group Meeting ERW Benchmark
SAT Spring 2021	50	53	58
PSAT/NMSQT Fall 2020	N/A	N/A	N/A
PSAT/NMSQT Fall 2019	55	53	62
PSAT 8/9 Spring 2018	56	48	57

Class of 2022	GCHS Meeting Math Benchmark	State Meeting Math Benchmark	Total Group Meeting Math Benchmark
SAT Spring 2021	25	32	36
PSAT/NMSQT Fall 2020	N/A	N/A	N/A
PSAT/NMSQT Fall 2019	31	33	39
PSAT 8/9 Spring 2018	39	35	42

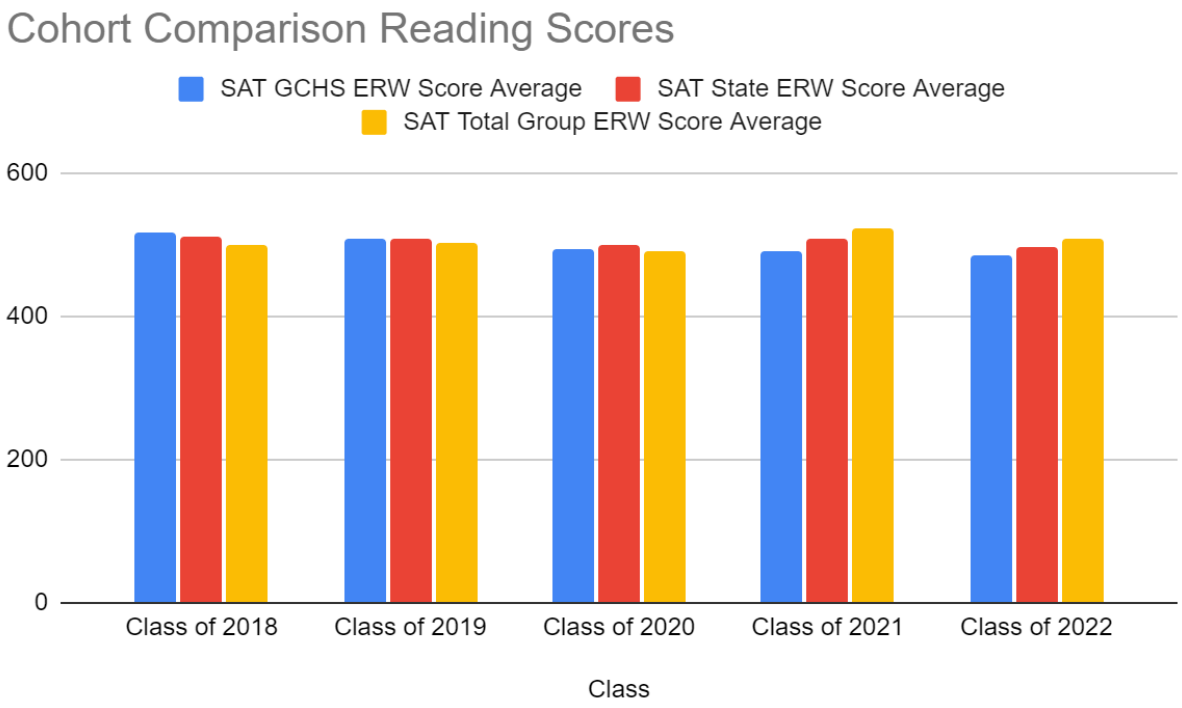
Comparison of the Class of 2022 SAT Performance to Prior Graduating Classes

The tables below will compare the Classes of 2018 - 2022 for the overall SAT performance, Evidence-Based Reading and Writing performance, and Math performance. It also includes the state average and total group (international and national) average for the same assessment administration.

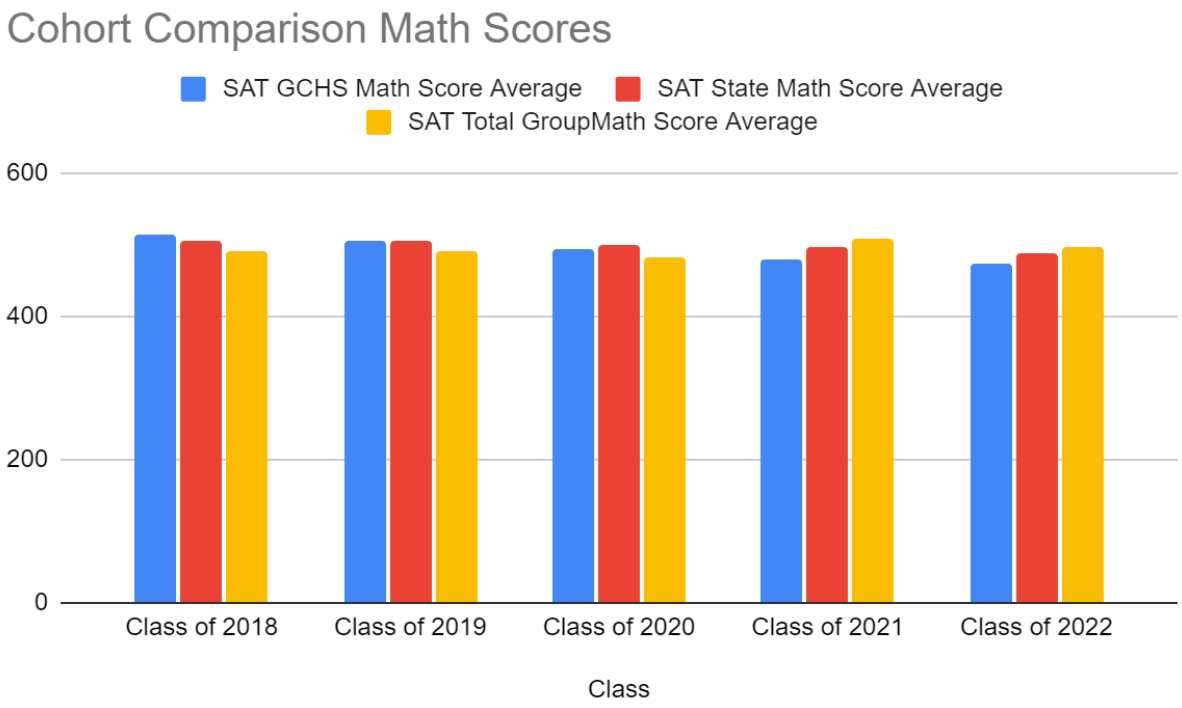
Graduating Year	SAT GCHS Overall Score Average	SAT State Overall Score Average	SAT Total Group Overall Score Average
Class of 2022	957	985	1004
Class of 2021	969	1004	1031
Class of 2020	988	998	971
Class of 2019	1011	1012	995
Class of 2018	1031	1018	992



Graduating Year	SAT GCHS ERW Score Average	SAT State ERW Score Average	SAT Total Group ERW Score Average
Class of 2022	485	497	508
Class of 2021	490	507	523
Class of 2020	493	499	491
Class of 2019	507	508	502
Class of 2018	518	512	500



Graduating Year	SAT GCHS Math Score Average	SAT State Math Score Average	SAT Total GroupMath Score Average
Class of 2022	472	487	496
Class of 2021	478	497	508
Class of 2020	495	499	482
Class of 2019	504	504	492
Class of 2018	513	505	492



Summary of Other Current Class Cohort Performances on the SAT Suite of Assessments
These tables show each current cohort's performances on the administration for overall performance, ERW performance, and math performance along with state and total group (international and national) for the same administration.

Class of 2023	GCHS Overall Score Average	State Overall Score Average	Total Group Overall Score Average
PSAT/NMSQT Fall 2021	925	975	995
PSAT10 Fall 2020	N/A	N/A	N/A
PSAT 8/9 Fall 2019	875	835	862

Class of 2023	GCHS ERW Score Average	State ERW Score Average	Total Group ERW Score Average
PSAT/NMSQT Fall 2021	463	493	507
PSAT 10 Fall 2020	N/A	N/A	N/A
PSAT 8/9 Fall 2019	435	417	432

Class of 2023	GCHS Math Score Average	State Math Score Average	National Math Score Average
PSAT/NMSQT Fall 2021	462	482	488
PSAT10 Fall 2020	N/A	N/A	N/A
PSAT 8/9 Fall 2019	440	419	430

Class of 2024	GCHS Overall Score Average	State Overall Score Average	Total Group Overall Score Average
PSAT 10 Fall 2021	892	885	918
PSAT 8/9 Fall 2020	N/A	N/A	N/A

Class of 2024	GCHS ERW Score Average	State ERW Score Average	Total Group ERW Score Average
PSAT 10 Fall 2021	450	444	465
PSAT 8/9 Fall 2020	N/A	N/A	N/A

Class of 2024	GCHS Math Score Average	State Math Score Average	Total Group Math Score Average
PSAT 10 Fall 2021	442	441	454
PSAT 8/9 Fall 2020	N/A	N/A	N/A

Class of 2025	GCHS Overall Score Average	State Overall Score Average	Total Group Overall Score Average
PSAT 8/9 Fall 2021	826	828	847

Class of 2025	GCHS ERW Score Average	State ERW Score Average	Total Group ERW Score Average
PSAT 8/9 Fall 2021	418	417	428

Class of 2025	GCHS Math Score Average	State Math Score Average	Total Group Math Score Average
PSAT 8/9 Fall 2021	408	411	418

The final area to examine for the current class cohorts is the percentage of students who met the benchmarks on their assessment performance. Below are tables indicating the percentage of each cohort that met the overall benchmark score, the ERW benchmark score, and the math benchmark score along with the state and total group (international and national) for the same administration.

Class of 2023	GCHS Meeting Overall Benchmark Score	State Meeting Overall Benchmark Score	Total Group Meeting Overall Benchmark Score
PSAT/NMSQT Fall 2021	26	35	39
PSAT10 Fall 2020	N/A	N/A	N/A
PSAT 8/9 Fall 2019	36	29	35

Class of 2023	GCHS Meeting ERW Benchmark Score	State Meeting ERW Benchmark Score	Total Group Meeting ERW Benchmark Score
PSAT/NMSQT Fall 2021	50	61	66
PSAT/NMSQT Fall 2020	N/A	N/A	N/A
PSAT 8/9 Fall 2019	61	50	57

Class of 2023	GCHS Meeting Math Benchmark Score	State Meeting Math Benchmark Score	Total Group Meeting Math Benchmark Score
PSAT/NMSQT Fall 2021	28	37	40
PSAT/NMSQT Fall 2020	N/A	N/A	N/A
PSAT 8/9 Fall 2019	40	32	38

Class of 2024	GCHS Meeting Overall Benchmark Score	State Meeting Overall Benchmark Score	Total Group Meeting Overall Benchmark Score
PSAT 10 Fall 2021	29	27	34
PSAT 8/9 Fall 2020	N/A	N/A	N/A

Class of 2024	GCHS Meeting ERW Benchmark Score	State Meeting ERW Benchmark Score	Total Group Meeting ERW Benchmark Score
PSAT 10 Fall 2021	59	53	61
PSAT 8/9 Fall 2020	N/A	N/A	N/A

Class of 2024	GCHS Meeting Math Benchmark Score	State Meeting Math Benchmark Score	Total Group Meeting Math Benchmark Score
PSAT 10 Fall 2021	31	30	36
PSAT 8/9 Fall 2020	N/A	N/A	N/A

Class of 2025	GCHS Meeting Overall Benchmark Score	State Meeting Overall Benchmark Score	Total Group Meeting Overall Benchmark Score
PSAT 8/9 Fall 2021	27	28	33

Class of 2025	GCHS Meeting ERW Benchmark Score	State Meeting ERW Benchmark Score	Total Group Meeting ERW Benchmark Score
PSAT 8/9 Fall 2021	50	50	56

Class of 2025	GCHS Meeting Math Benchmark Score	State Meeting Math Benchmark Score	Total Group Meeting Math Benchmark Score
PSAT 8/9 Fall 2021	30	31	36

SECTION II: ADVANCED PLACEMENT (AP) DATA

There are two components to the AP program: AP courses and the AP exams. Students who are enrolled in AP programs at Grant are not required to take the AP exam in May. The AP exam is what will give a student either advanced placement or credit at college depending on the score earned on the exam. A score of 3 or above is considered a successful score on the AP exam.

AP Exam Participation and Student Participation

The following table and chart show the number of AP exams administered to Grant students over the past eleven years along with the total number of students taking an AP exam each of those years.

AP Testing Year	Number of Exams	Number of Students
2021	420	352
2020	452	241
2019	505	290
2018	592	359
2017	569	330
2016	510	287
2015	492	289
2014	513	287
2013	374	222
2012	247	149
2011	269	163
2010	199	137
2009	134	83
2008	138	89

AP Exam Participation by Subject

The following table shows the number of AP exams given for each AP course offered at Grant Community High School over the past five years. An asterisk in a cell indicates that the corresponding AP course was not offered at Grant during that year.

	2021	2020	2019	2018	2017
Biology	21	26	16	31	36
Calculus AB	39	31	41	51	49
Calculus BC	15	20	20	20	19
Chemistry	9	17	13	19	24
English Language	83	74	60	101	83
English Literature	27	24	30	25	20
Macroeconomics	8	7	16	13	*
Microeconomics	8	9	16	12	*
Physics 1	11	5	18	6	14
Physics C: Elec. & Mag.	6	17	7	12	*
Physics C: Mechanics	7	17	8	12	13*
Psychology	52	56	70	86	105
Spanish Language	16	16	34	19	24
Statistics	28	36	30	44	42
Studio Art: 2D Design	3	4	5	2	4
Studio Art: Drawing	3	1	11	4	5
U.S. Gov't. & Politics	21	19	22	41	31
U.S. History	30	29	29	42	32
World History	30	32	58	50	68

Successful AP Exam Scores

The following table and chart show the number of successful AP exam scores for the past ten years. Successful AP scores are scores of 5, 4, or 3. The data shows the numbers for each of those scores plus an overall total of successful scores.

AP Testing Year	Scores of 5	% of 5s	Scores of 4	% of 4s	Scores of 3	% of 3s	Total Scores of 3+	% of 3+
2021	43	10.21%	91	21.62%	125	30%	259	62%
2020	78	17.26%	99	21.90%	133	51.33%	310	68.58%
2019	65	12.87%	132	26.14%	162	32.08%	359	71.09%
2018	77	13.00%	148	25.00%	169	28.55%	394	66.55%
2017	89	15.64%	117	20.56%	182	31.99%	388	68.19%
2016	92	18.11%	110	21.46%	168	33.07%	370	72.69%
2015	90	18.56%	133	27.42%	161	33.20%	384	79.18%
2014	101	19.69%	127	24.76%	151	29.43%	379	73.88%
2013	78	20.86%	112	29.95%	96	25.67%	286	76.47%
2012	67	27.13%	65	26.32%	54	21.86%	186	75.30%
2011	31	11.52%	72	26.77%	79	29.37%	182	67.66%
2010	20	10.05%	44	22.11%	55	27.64%	119	59.80%
2009	23	17.16%	33	24.63%	33	24.63%	89	66.42%

SECTION III: CONCLUSIONS

The pandemic has had a marked effect on education with national trends showing learning loss in reading and a greater learning loss in mathematics assessment scores. Grant Community High School's scores mirror those patterns. Five year trends for GCHS indicate a decline in SAT overall scores from cohort to cohort, however, individual cohorts are making growth, the growth over time is not at the rate that is expected. A greater number of students are meeting reading benchmarks than math benchmarks. Having a strong assessment system allows the GCHS to be in a position to use the data to make informed changes to improve student achievement.

There has been variability in the number of students who take AP courses and exams over the past two years. Some courses have increased enrollment, while others have decreased. The impact of remote learning may have affected students' performance on exams. However, the school is planning for additional AP courses to increase opportunities for students.

Grant Community High School has a long-standing history of making decisions to support student learning. The assessment system and AP learning opportunities provide strong structural supports to improve the academic performance of students on standardized measures. In addition, the administration is currently developing a plan of action to close the learning gaps that may have been created by interrupted learning due to the pandemic. These plans include an improved Multi-Tiered System of Support (MTSS) to provide students who might be struggling with improved intervention models, a curriculum audit to identify areas in which the curriculum presented to students can be improved for greater academic learning growth, and increased academic opportunities.

Grant CHSD 124 Implementation of a Multi-Tiered System of Supports

Project Overview

DMGroup and Grant CHSD 124 are working to refine and implement a multi-tiered system of support (MTSS) that ensures the academic and social-emotional success of all students through a rigorous and systemic approach to student intervention. The work required to implement the full intervention system requires full integration of social-emotional and behavioral supports as well as the implementation of the system across the district that ensures equity. Below outlines an update on the long-term MTSS implementation planning that has occurred this fall and the work ahead for Spring 2021.

Integrating Social-Emotional Learning into MTSS Planning – Fall 2021

To implement a holistic approach to MTSS that appropriately identifies students with academic and/or social-emotional needs, a guiding coalition of seventeen Grant CHSD 124 staff across multiples roles and leadership altitudes was convened. This guiding coalition has been responsible for critical decisions points and structural planning of the MTSS system such as for data systems, intervention identification process, holistic student supports, and progress monitoring. While some of these structures currently exist for academic subjects, the guiding coalition has worked to identify where there are notable gaps in these systems as it relates to the social-emotional learning and well-being of students such as data systems and strong evidence-based interventions. The ongoing work of this group will continue to focus on crafting guidelines and protocols that will ensure a consistent process for identifying and aligning interventions to student academic and social-emotional needs that can be implemented with fidelity.

Early Stage MTSS Implementation – Spring 2021

To create the environmental conditions necessary for MTSS implementation and broader change management, the next stage of work will center around staff district-wide communication and staff development. A critical component of this communication and staff development will focus on the newly integrated social-emotional learning components of the framework as well as ongoing bolstering staff investment and data fluency around MTSS. District leadership will create and execute a robust communication plan that utilizes a variety of communication methods and best practices that will invest impacted stakeholders in the implementation phase. As barriers arise, district leaders will engage in ongoing training as well as develop training and opportunities for feedback from stakeholders. DMGroup will assist with setting up a cadence of regular meetings with district leadership to review progress, communicate early warning signs, and brainstorm steps for remediating situations where adequate progress has not occurred.

Grant Community High School
District 124
CALENDAR

2022

August '22

Su	M	Tu	W	Th	F	Sa
	1	2	◇3	4	5	6
7	✕8	✕9	△10	11	12	13
14	15	16	△17	18	19	20
21	22	23	△24	25	26	27
28	29	30	31			

September '22

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	✕5	6	△7	8	9	10
11	12	13	△14	15	16	17
18	19	20	△21	22	✕23	24
25	26	27	△28	29	30	

October '22

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	△5	6	7	8
9	✕10	11	△12	13	14	15
16	17	18	△19	20	21	22
23	24	25	△26	(27)	✕28	29
30	31					

November '22

Su	M	Tu	W	Th	F	Sa
		1	△2	3	4	5
6	7	✕8	△9	10	11	12
13	14	15	△16	17	18	19
20	21	22	✕23	✕24	✕25	26
27	28	29	30			

December '22

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	△7	8	9	10
11	12	13	14	15	16	17
18	19	20	□21	✕22	✕23	24
25	✕26	✕27	✕28	✕29	✕30	31

88 days—Semester 1

- Aug. 3 — Freshmen Orientation
- Aug. 8, 9 — Institute Days, No Student Attendance
- Aug. 10 — 1st Day of Student Attendance
- Aug. 17 & 24 — School Improvement Meetings, 9:25am Flex Time Start
- Aug. 25 — Back to School Night, 1:35 Early Release

- Sept. 5 — Labor Day, Legal School Holiday
- Sept. 7, 14, 21, 28 - School Improvement Mtgs, 9:25am Flex Time Start
- Sept. 9 — Progress Report
- Sept. 23 — Institute Day, No Student Attendance
- Sept. 30 — Homecoming

- Oct. TBD — PSAT Testing
- Oct. 5, 12, 19, 26 - School Improvement Meetings, 9:25am Flex Time Start
- Oct. 10 — Columbus Day, Legal School Holiday
- Oct. 12 — Progress Report
- Oct. 27 — Parent/Teacher Conferences, 5:00 to 8:00 pm
- Oct. 28 — Parent/Teacher Conf., 8:00am-Noon, No Student Attendance

- Nov. 2, 9, 16 — School Improvement Meetings, 9:25am Flex Time Start
- November 8 — General Election Day, Legal School Holiday
- Nov. 11 — Progress Report
- Nov. 23, 24, 25 — Thanksgiving Recess, No School

- Dec. 7 — School Improvement Meetings, 9:25am Flex Time Start
- Dec. 19, 20, 21 — Semester Exams
- Dec. 22 - Jan 4 — Winter Break

- Jan. 5 — School Resumes, 2nd Semester Begins
- Jan. 11, 18, 25 — School Improvement Meetings, 9:25am Flex Time Start
- Jan. 16 — Martin Luther King's Birthday, Legal School Holiday

- Feb. 1 — Progress Report
- Feb. 1, 8, 15, 22 — School Improvement Meetings, 9:25am Flex Time Start
- Feb. 17 — Institute Day, No Student Attendance
- Feb. 20 — President's Day Observed, No School

- Mar. 1, 8, 15, 22 — School Improvement Meetings, 9:25am Flex Time Start
- Mar 8 — Progress Report
- Mar. 27-31 — Spring Break

- Apr. TBD — PSAT/SAT Testing
- Apr. 5, 12, 19, 26 — School Improvement Meetings, 9:25am Flex Time Start
- Apr. 7 — Day of Non-Attendance
- Apr. 19 — Progress Report

- May 3 & 10 — School Improvement Meetings, 9:25am Flex Time Start
- May 5 — Prom, 1:35 Early Release
- May 16, 17 — Senior Final Exams
- May 18, 19, 22 — Freshmen, Sophomore, Junior Final Exams
- May 21 — Graduation
- May 23, 24, 25, 26, 30 - Emergency Days, if necessary
- May 29 — Memorial Day

2023

January '23

Su	M	Tu	W	Th	F	Sa
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8	9	10	△11	12	13	14
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22	23	24	△25	26	27	28
29	30	31				

February '23

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23	24	25	△26	27	28	29
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May '23

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(21)	□22	23	24	25	26	27
28	✕29	30	31			

89 days—Semester 2

***Calendar is subject to revision**
Updated: 11/8/2021

◇ Freshmen Orientation
☆ First Day of School ○ Parent/Teacher Conf. ✕ No Student Attendance △ Flex Time Start-9:25am □ End of Semester (21) Graduation

Grant Community High School
District 124

Learning Mode Plans

Extended E-Learning

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Grant Community High School
Extended E-Learning

The State of Illinois now provides schools with the flexibility to utilize e-learning days under certain circumstances. In-person learning is always the preferred method of learning, but there may be a need to shift to extended e-learning so that teaching and learning may continue uninterrupted. The circumstances under which we may shift to e-learning for extended periods of time include:

- Disaster Proclamation for Remote Learning
- Adaptive Pause for a COVID-19 Outbreak

Schools continue to be responsible for providing students with meaningful learning experiences on an e-learning day and are accountable for the amount of time both students and staff are engaged. An e-learning day must provide for a minimum of five hours of a combination of synchronous learning and learning activities. Below is information on the District's e-learning plan:

Extended E-Learning Overview

During fully remote e-learning, students will learn remotely from their assigned classroom teachers. Teachers, in coordination with their Professional Learning Teams (PLTs), will develop daily lessons of value to the curriculum. An emphasis will be placed on the vital instructional objectives that are essential for student success. By streamlining instructional objectives and revising assessments to safeguard against academic dishonesty, student learning and engagement will advance with daily curriculum. An e-learning day must provide for a minimum of five hours combined of synchronous learning and learning activities, striving to provide all students with at least 2.5 hours of synchronous (live) learning daily.

Academic Expectations

Students are expected to be engaged daily in both synchronous and asynchronous learning experiences in each of their classes. Teachers will post instructions on individual Schoology pages on a daily basis. Students are expected to attend each class synchronously (live) during their assigned class periods on Monday, Tuesday, Thursday, and Friday. Synchronous learning sessions will typically last up to 30 minutes with individual/group work or assignments to follow. Students are expected to have cameras on with students in the frame. If a student cannot meet this request, they must communicate to the teacher. Similarly to in person learning, students may be required to complete homework beyond the scheduled class period. Flex Schedules run on Wednesdays during full remote e-learning. Students are expected to be engaged and available on Wednesdays from 9:25 a.m. - 3:10 p.m. Students may be required to attend synchronous classes on Wednesdays by individual classroom teachers.

Links for synchronous learning will be posted on Schoology pages and hosted using Zoom, Google Meets, or School Conferences. Teachers will email/call students and their parents if the student is not engaged during remote e-learning. If it is a consistent problem, without cause, students and parents will be contacted by Student Services RED Team members to intervene.

Attendance

Daily attendance will be taken by teachers and documented in Skyward. Students are expected to be present on camera and engaged for all scheduled classes. If students will not be attending remote e-learning classes, parents/guardians must call the attendance office prior to 10:00 a.m. to excuse the absence. On Mondays, Tuesdays, Thursdays and Fridays during extended e-learning, students are expected to be engaged from 8:00 a.m. - 3:10 p.m. Flex Schedules run on Wednesdays during extended e-learning. Students are expected to be engaged and available on Wednesdays from 9:25 a.m. - 3:10 p.m. Students may be required to attend synchronous classes on Wednesdays by individual classroom teachers. If students are not meeting synchronously, they are still expected to engage asynchronously in the lessons/assignments/activities posted on Schoology.

Bell Schedule

Students will be remotely following a virtual bell schedule. The expectation is that students plan their day so that they can meet synchronously (live) with each class following this bell schedule every Monday, Tuesday, Thursday, and Friday. If students cannot attend a synchronous learning meeting, students should email individual classroom teachers in addition to following attendance requirements above.

E-Learning Bell Schedule Mondays, Tuesdays, Thursdays, and Fridays			
Class Period	**Period Begins**	**Period Ends**	**Length in Minutes**
TEAM	8:00 a.m.	8:25 a.m.	25
2	8:30 a.m.	9:15 a.m.	45
3	9:20 a.m.	10:05 a.m.	45
4	10:10 a.m.	10:55 a.m.	45
5	11:00 a.m.	11:25 a.m.	25
6	11:30 a.m.	11:55 a.m.	25
7	12:00 p.m.	12:25 p.m.	25
8	12:30 p.m.	12:55 p.m.	25
9	1:00 p.m.	1:25 p.m.	25
10	1:30 p.m.	2:15 p.m.	45
11	2:20 p.m.	3:05 p.m.	45

Flex Schedules run on Wednesdays during full remote e-learning. Students are expected to be engaged and available on Wednesdays from 9:25 a.m. - 3:10 p.m. Students may be required to attend synchronous classes on Wednesdays by individual classroom teachers. If students are not meeting synchronously, they are still expected to engage asynchronously in the lessons/assignments/activities posted on Schoology.

E-Learning Flex Start Schedule (Wednesdays)			
Class Period	**Period Begins**	**Period Ends**	**Length in Minutes**
2	9:25 a.m.	10:05 a.m.	40
3	10:10 a.m.	10:50 a.m.	40
4	10:55 a.m.	11:35 a.m.	40
5	11:40 a.m.	12:00 p.m.	20
6	12:05 p.m.	12:25 p.m.	20
7	12:30 p.m.	12:50 p.m.	20
8	12:55 p.m.	1:15 p.m.	20
9	1:20 p.m.	1:40 p.m.	20
10	1:45 p.m.	2:25 p.m.	40
11	2:30 p.m.	3:10 p.m.	40

Grading

Grading practices, including progress reports and semester grades, for remote e-learning will remain the same as during traditional in-person learning. Students are expected to meet all academic and grading standards set forth in the student handbook, curriculum guide, and individual course syllabi. Accountability for learning assignments or activities follow the course syllabus and teacher expectations. Additionally, weekly eligibility reporting will occur throughout the year.

Lunch

Students are not required to check in synchronously to lunch periods. Students are encouraged to use this time to eat, exercise, and get fresh air.

Schoology

Schoology is Grant's building-wide learning management system. To provide clarity to and support synchronous (live) instruction, teachers will be posting daily lessons, activities, announcements, and learning activities to individual class Schoology pages. Students are expected to complete all assigned Schoology coursework per teacher directions.

Coursework for remote e-learning will aim to recreate learning activities that would normally be done in a traditional academic class period. Learning activities may include, but are not limited to, the teacher delivering synchronous (live) instruction, a recorded lesson, remote small group work via breakout room or conference call, independent/flexible student work time, and virtual/telephone teacher-student check-ins.

Student Services

During remote e-learning, the student services department will continue to provide students with ongoing academic counseling, post-high school planning and personal counseling on an as needed basis.

Student Technology/Chromebook Issues

If a student is having trouble with their Chromebook or some other technology issue, the student should contact the Technology Department for assistance by emailing TECH@grantbulldogs.org

Student-Teacher Communication

Students are strongly encouraged to communicate directly with classroom teachers via Schoology and email. Teachers will respond to emails received from students within 24 hours.

Study Halls

Students are not required to check in synchronously for study halls; however, students are required to be available to meet with staff if requested during their study hall period. Students are encouraged to use this time to complete academic work.

TEAM

Students are expected to attend TEAM each day as per the bell schedule information provided above. TEAM will function on an e-learning day much like it does in person. It will be used for school-wide PBIS activities, daily announcements, disseminating Student Services information, running SST groups, providing student academic help, and conferencing with TEAM room teachers.

Senior students who have earned TEAM privileges or are Tech Campus students and are not assigned to TEAM rooms should check their TEAM Schoology page every day for information and announcements.

All students can request academic help from TEAM lab teachers during TEAM time. Refer to the following chart and direct academic questions accordingly.

TEAM Lab Information		
TEAM Academic Resource Lab	**Teacher(s)**	**Email**
Art Lab	Ms. Penny Zegler	pzegler@grantbulldogs.org

English Lab	Mr. Bob Schmitt	rschmitt@grantbulldogs.org
French Lab	Ms. Becky Wilds	rwilds@grantbulldogs.org
Math Lab 1 (Algebra 1 & Geometry)	Ms. Trisha Crambes	tcrambes@grantbulldogs.org
	Mr. Jeff Durlak	jdurlak@grantbulldogs.org
Math Lab 2 (Algebra 2 & higher)	Mr. Kurt Rous	krous@grantbulldogs.org
	Mr. Bryan Talbot	btalbot@grantbulldogs.org
Music Lab	Ms. Krista Koske	kkoske@grantbulldogs.org
Physical Education Lab	Mr. Jim Cramer	jcramer@grantbulldogs.org
	Ms. Jessica Dart	jdart@grantbulldogs.org
Science Lab	Mr. Shea Wintersteen	swintersteen@grantbulldogs.org
Social Studies Lab	Mr. Chris Robinson	crobinson@grantbulldogs.org
Spanish Lab	Mr. Ben Burnet	bburnet@grantbulldogs

Grant Community High School
District 124

Learning Mode Plans

Emergency Day E-Learning

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Grant Community High School
Emergency Day

The State of Illinois now provides schools with the flexibility to utilize e-learning days in lieu of emergency days (Public Act 101-0012). Up to a maximum of five (5) e-learning days may be used annually in place of emergency days. Schools are responsible for providing students with meaningful learning experiences on an e-learning day and are accountable for the amount of time both students and staff are engaged. An e-learning day must provide for a minimum of five hours combined of synchronous learning and learning activities. Below is information on the District's Emergency Day E-Learning Plan:

Emergency Day Overview

- An e-learning day may be utilized on a severe weather day or in the event of an emergency, when it is possible for the decision to be made regarding closure no later than 9:00 p.m. the evening prior.
    - If it is necessary to close the school without ample warning, an e-learning day will not be used. Instead, the District will utilize an emergency day which will be made up at the end of the year.
- Emergency Day E-learning days will be limited in use.
- It is advised that families and staff plan their annual calendar taking into account the potential use of all emergency days rather than plan for e-learning days to be utilized in all instances.
- Every effort will be made to make decisions on after-school activities no later than 10:00 a.m. on an e-learning day due to inclement weather. Priority will be given to varsity practices and competitions, if necessary.

Academic Expectations

Students are expected to be engaged daily in both synchronous and asynchronous learning experiences in each of their classes. Students are expected to attend each class synchronously (live) during their assigned class period. Students are expected to have cameras on with students in the frame. If a student cannot meet this request, they must communicate to the teacher.

Teachers will post instructions, along with the Teaching with Purpose component, on individual Schoology pages to help guide students. Lessons for e-learning shall be of value to the curriculum, substantially align with what the classes are currently doing, and should move the curriculum forward. Coursework for Emergency Day e-learning will aim to recreate learning activities that would normally be done in a traditional academic class period. Learning activities may include, but are not limited to, the teacher delivering synchronous (live) instruction, a recorded lesson, small group work via breakout room or conference call, independent/flexible student work time, and virtual/telephone teacher-student check-ins.

Synchronous learning on an Emergency Day E-learning day will typically last up to 30 minutes with individual/group work or assignments to follow. However, teachers may teach synchronously for the entire 40 minute class period. If applicable, students shall complete learning activity assignments for an Emergency Day E-learning day no later than three (3) days

after they return from the e-learning day. For example, if an e-learning day should occur on a Tuesday, students would need to turn in e-learning assignments by Friday. The learning activity should be relevant to the curriculum and able to be completed in a regular class period, with the exception of a learning activity in an AP course.

Links for synchronous learning will be posted on Schoology pages and hosted using Zoom, Google Meets, or School Conferences.

Attendance

Daily attendance will be taken by teachers and documented in Skyward. Students are expected to be present on camera and engaged for all scheduled classes. If students will not be attending an Emergency Day E-learning class, parents/guardians must call the attendance office prior to 10:00 a.m. to excuse the absence.

Bell Schedule

Students will be remotely following a virtual bell schedule. The expectation is that students meet synchronously (live) with each class following this bell schedule. If students cannot attend the synchronous portion of class, students should email individual classroom teachers in addition to following attendance requirements above.

Emergency Day E-Learning Schedule			
Class Period	**Period Begins**	**Period Ends**	**Length in Minutes**
TEAM	9:00 a.m.	9:20 a.m.	20
2	9:25 a.m.	10:05 a.m.	40
3	10:10 a.m.	10:50 a.m.	40
4	10:55 a.m.	11:35 a.m.	40
5	11:40 a.m.	12:00 p.m.	20
6	12:05 p.m.	12:25 p.m.	20
7	12:30 p.m.	12:50 p.m.	20
8	12:55 p.m.	1:15 p.m.	20
9	1:20 p.m.	1:40 p.m.	20
10	1:45 p.m.	2:25 p.m.	40
11	2:30 p.m.	3:10 p.m.	40

Lunch

Students are not required to check in synchronously to lunch periods. Students are encouraged to use this time to eat, exercise, and get fresh air.

Schoology

Schoology is Grant's building-wide learning management system. To provide clarity to and support synchronous (live) instruction, teachers will post instructional expectations on individual class Schoology pages no later than 9:00 a.m. along with a link to access synchronous instruction.

Student Services

During remote e-learning, the student services department will continue to provide students with ongoing academic counseling, post-high school planning, and personal counseling on an as-needed basis.

Student Technology/Chromebook Issues

If a student is having trouble with their Chromebook or some other technology issue, the student should contact the Technology Department for assistance by emailing TECH@grantbulldogs.org

Study Halls

Students are not required to check in synchronously for study halls; however, students are required to be available to meet with staff if requested during their study hall period. Students are encouraged to use this time to complete academic work.

Teacher Expectations

Teachers shall take home District-provided laptops daily so they are prepared in the event an e-learning day is needed. Teachers may teach synchronously either from GCHS or from home, if the District has communicated teachers may report to the building. If necessary, teachers may bring their children to school with them on an Emergency Day E-learning day. If a teacher needs to take a sick day or personal day on an e-learning day, an e-learning day folder will still be posted in Schoology by the teacher. However, they will not be available during the e-learning day to respond to email.

ISSUE 108
November 2021

Update Memo

Please distribute to board members and appropriate staff.

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 Kimberly Small, IASB General Counsel and **PRESS** Editor, 630/629-3776, ext. 1226; Maryam Brotine, Assistant General Counsel and Assistant **PRESS** Editor, 630/629-3776, ext. 1219; or Debra Jacobson, Assistant General Counsel and Assistant **PRESS** Editor, 630/629-3776, ext. 1211.

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Online Instructions

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

1. Go to www.iasb.com and click on the Member Login button.
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 from 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, please contact James Wagner at jwagner@iasb.com.
3. Click the Hi [Your Name] button on the top navigator bar.
4. Under **My Account Links**, click on **PRESS Login**.

ILLINOIS ASSOCIATION OF SCHOOL BOARDS

> We saw an unprecedented number of laws impacting our schools this past legislative session. We must remain vigilant in educating our elected officials on the complexity and difficulties experienced with the implementation of new policies, especially such a large volume. Your participation in the IASB's "Calls to Action" are paramount to our success.

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 **P**olicy **R**eference **M**anual (**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** materials by striking out deleted words and underscoring new words.

Updated **PRM** pages can be found in the IASB POLICY REFERENCE MANUAL Table of Contents. For visual instruction about how to download **PRM** pages and use them to update your policy manual, please go to www.iasb.com/policy/ to view the **PRESS** video tutorial located under the header entitled: **PRESS – P**olicy **R**eference **E**ducation **S**ubscription **S**ervice.

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. 9.

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.

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Curriculum and Sex Education

Consistent with past legislative sessions, the 102nd General Assembly passed a number of curriculum-related mandates that will impact classroom instruction and policy 6:60, *Curriculum Content*. This bundle's content is divided into three major sections: Sex education curriculum updates, Non-Sex education-related curriculum updates, and Other curriculum-related content in the **PRM**.

Sex education curriculum updates. Significant is the repeal of 105 ILCS 5/27-9.1 and 5/27-9.2, by P.A. 102-522 (colloquially referred to as "family life and sex education programs") and replacement of them with the *National Sex Education Standards* (NSES) (105 ILCS 5/27-9.1a, added by P.A. 102-522) and a developmentally appropriate consent education curriculum (105 ILCS 5/27-9.1b, added by P.A. 102-522). At the time of **PRESS** Issue 108's publication, the Comprehensive Health Education Program (CHEP) law (105 ILCS 110/3), still requires instruction on *family life*, "including evidence-based and medically accurate information regarding sexual abstinence," despite CHEP being amended by P.A. 102-464 (requiring that, starting in grade 5, the law expands education related to tobacco abuse to include *e-cigarettes* and other *vapor devices*).

Boards retain local control to decide if they will: (a) offer the new sex education (NSES) and/or developmentally appropriate consent education curriculums, and (b) if they offer one or the other or both, communicate those choices through their policies. When a board offers NSES, the new law requires it to make "the scope and sequence of these instructional materials, and the name and contact information, including an email address, of a school staff member who can respond to inquiries about instruction and materials" available on its website, if it has one.

All of these choices, options, and analysis are detailed in a very lengthy footnote 34 of sample policy 6:60, *Curriculum Content*. Districts will need to align the accompanying 6:60 suite of materials, including administrative procedures and administrative procedure exhibits, to the actual content of their curriculum choices.

While the NSES law is effective immediately, the Ill. State Board of Education (ISBE) has until 8-1-22 to develop its learning standards and resources, and at the time of **PRESS** Issue 108's publication, no guidance existed about whether districts that provide the now-repealed family life and sex education programs formerly in 105 ILCS 5/27-9.1 and 9.2, repealed by P.A. 102-522, could continue to do so for: (a) their 21-22 school years, and/or (b) continuing into the 22-23 school year and school years beyond. Consult the board attorney if the district offers the now-repealed family life and sex education program to assess whether that program may continue during the 21-22 school year and/or succeeding school years. Last, boards that offered the now-repealed family life and sex education programs may not wish to implement NSES; those boards should consult their board attorneys about these Public Acts and their numerous implications locally.

PRESS Terminology

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

The **PRESS P**olicy **R**eference **M**anual (**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.**

Non-Sex education-related curriculum updates. Other curriculum-related updates that reflect immediate or upcoming Public Acts, include:

1. 105 ILCS 5/27-6.3, added by P.A. 102-357, requires at least 30 minutes daily of supervised, unstructured, child-directed play for students in K-5.
2. 105 ILCS 5/10-20.73 (final citation pending), 5/10-20.74, and 5/27-22(e)(3.5), added by P.A. 101-654, addressing computer literacy skills;
3. 105 ILCS 5/27-20.08, added by P.A. 102-55, mandates media literacy instruction for grades 9 through 12 beginning in the fall of 2022;
4. 105 ILCS 5/27-20.8, added by P.A. 102-44, requires coverage of Asian American history, including the history of Asian Americans in Illinois and the Midwest, as well as the contributions of Asian Americans toward advancing civil rights from the 19th century onward, which must include the contributions made by individual Asian Americans in government and the arts, humanities, and sciences, as well as the contributions of Asian American communities to the economic, cultural, social, and political development of the United States;
5. 105 ILCS 5/27-21, amended by P.A. 102-411, requires instruction on contributions made to society by Americans of different faith practices; and
6. 105 ILCS 5/27-13.2, amended by P.A. 102-195, mandates that the dangers of opioid abuse be included within drug and substance abuse education.

Other curriculum-related content in **PRM**. These additional Public Acts were addressed:

1. 105 ILCS 5/27-22(e), amended by P.A.s 101-464, 101-654, 102-366, and 102-551, updates graduation requirements, some of which will be phased in over time. Beginning with the 24-25 school year, students entering 9th grade will be required to complete two years of a laboratory science, and beginning with the 28-29 school year, rising high schoolers will need to complete two years of a foreign language.
2. 105 ILCS 5/14A-32(a-5), amended by P.A.s 101-654 and 102-209, requires districts to automatically enroll students that meet or exceed State standards in English, math, or science on a State assessment in the next most rigorous level of advanced coursework, beginning in the fall of 2023. For students entering grade 12, the next most rigorous level of advanced coursework in English or math must be a dual credit course, an Advanced Placement course, or an International Baccalaureate course.
3. 110 ILCS 27/16, amended by P.A. 102-516, requires partnership agreements between districts and community colleges for dual credit courses to address access to such courses by students with disabilities.
4. 105 ILCS 5/27-6(b-5), added by P.A. 102-405, allows a student to be excused from physical activity in P.E. during a period of religious fasting with written notice from the student's parent/guardian.
5. 105 ILCS 5/27-9.1, amended by P.A. 102-412 and repealed by P.A. 102-522, was to define *sexting* for sex education curriculum purposes.

The following **PRESS** materials are updated or created in response to the numerous Public Acts discussed above:

5:50, Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition
6:60, Curriculum Content
6:60-AP1, Comprehensive Health Education Program – **RENUMBERED & REWRITTEN**
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 ~~Students Enrolled in Family Life and Sex Education Class~~ – **REWRITTEN, RENUMBERED & RENAMED**
6:60-AP1, E2, Resources for Biking and Walking Safety Education – **RENUMBERED**
6:60-AP2, Comprehensive Personal Health and Safety and Sexual Health Education Program (National Sex Education Standards (NSES)) – **NEW**
6:60-AP3, Developmentally Appropriate Consent Education – **NEW**
6:130, Program for the Gifted
6:135, Accelerated Placement Program
6:135-AP, Accelerated Placement Program Procedures
6:300, Graduation Requirements
6:300-E2, State Law Graduation Requirements
6:310, High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students
6:320, High School Credit for Proficiency
7:260, Exemption from Physical Education
7:310, Restrictions on Publications; Elementary Schools
7:310-AP, Guidelines for Student Distribution of Non-School Sponsored Publications; Elementary Schools
7:315, Restrictions on Publications; High Schools
7:315-AP, Guidelines for Student Distribution of Non-School Sponsored Publications; High Schools
8:95-AP, Parental Involvement

Ethics, Training, and Educator Misconduct

The General Assembly passed numerous laws related to school board and employee ethics, training, and educator misconduct, including P.A. 102-610, which amends *Erin's Law* (105 ILCS 5/10-23.13) to require that by 7-1-22, districts adopt and implement a policy addressing sexual abuse of children that includes: (a) an age-appropriate and evidence-informed curriculum for pre-K-12 students; (b) evidence-informed training for school personnel on child sexual abuse; and (c) evidence-informed educational information for parents/guardians in school handbooks.

Erin's Law also requires districts to define *prohibited grooming behaviors* and *boundary violations* for school personnel, yet *Erin's Law* does not define these terms. To help districts establish definitions, sample policy 5:120, *Employee Ethics; Conduct; and Conflict of Interest*, defines prohibited grooming behaviors to include *sexual misconduct* and uses a definition of *sexual misconduct* adapted from House Bill (HB) 1975. HB 1975 did not pass in the first half of the 102nd Ill. General Assembly; however, it includes the results of collaboration to implement some recommendations of the Make Sexual and Severe Physical Abuse Fully Extinct (Make S.A.F.E.) Task Force 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. HB 1975 is still pending and is expected to become law.

In response to P.A. 102-610, Make S.A.F.E. Task Force recommendations, and the likely passage of HB 1975, we developed a **NEW** sample policy 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors.* It requires the superintendent or designee to implement an Awareness and Prevention of Sexual Abuse and Grooming Behaviors Program. It is also an *umbrella policy* that references several other existing policies and **PRM** materials, including one that incorporates *Erin's Law* requirements. **NEW** 5:120-AP2, E, *Expectations and Guidelines for Employee-Student Boundaries*, contains sample expectations and guidelines for employee-student boundaries. Districts should not automatically add this to their procedure or personnel manuals. Instead, they should use it and updated 5:120-AP2, *Employee-Conduct Standards,* to prompt local conversations related to employee conduct standards.

This bundle also includes:

1. 105 ILCS 5/21B-85, amended by P.A. 102-552, which requires that a board notify the State Superintendent of Education and the Teachers' Retirement System when it learns that a teacher has been convicted of a felony.
2. 105 ILCS 5/22-90 (final citation pending), added by P.A. 102-327, banning high school guidance counselors from intentionally soliciting or accepting gifts from a prohibited source, with certain exceptions.
3. 105 ILCS 5/10-16a, amended by P.A. 102-638, requiring that beginning in the fall of 2023, board member professional development leadership training address trauma-informed practices for students and staff.
4. 105 ILCS 5/10-21.9, amended by P.A. 102-552, requiring the superintendent to notify the State Superintendent and Regional Superintendent when he or she has reasonable cause to believe that a license holder committed an intentional act of abuse or neglect toward a child.
5. 105 ILCS 5/2-3.53a, amended by P.A. 102-521, establishing a competitive grant program to support ISBE's new principal mentoring program.
6. 725 ILCS 191/15, added by P.A. 102-652, creating the Privacy of Adult Victims of Criminal Sexual Offenses Act; it requires that when a criminal sexual offense is committed or alleged to have been committed by a district employee or contractor, law enforcement immediately transmit a copy of the criminal history record information relating to the investigation to the superintendent.
7. 325 ILCS 5/4(j), amended by P.A.s 101-564 and 102-604, requiring mandated reporter training to address implicit bias.

The following **PRESS** materials are updated or created:

2:20, Powers and Duties of the School Board; Indemnification
2:105, Ethics and Gift Ban
2:120, Board Member Development
3:40, Superintendent
3:60, Administrative Responsibility of the Building Principal
4:165, Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors – **NEW**
4:175, Convicted Child Sex Offender; Screening; Notifications
4:175-AP1, Criminal Offender Notification Laws; Screening
5:30, Hiring Process and Criteria
5:30-AP1, Interview Questions
5:30-AP2, Investigations
5:30-AP2, E1, Notice of Preliminary Hiring Decision Based on Conviction Record
5:30-AP2, E2, Notice of Final Hiring Decision Based on Conviction Record
5:90, Abused and Neglected Child Reporting
5:100, Staff Development Program
5:120, Employee Ethics; Conduct; and Conflict of Interest
5:120-AP2, Employee Conduct Standards
5:120-AP2, E, Expectations and Guidelines for Employee-Student Boundaries – **NEW**
5:125, Personal Technology and Social Media; Usage and Conduct
5:150, Personnel Records
5:260, Student Teachers
7:250, Student Support Services
7:250-AP2, Protocol for Responding to Students with Social, Emotional, or Mental Health Needs

Student Attendance, Health, and Safety Issues

The General Assembly passed the following laws that affect issues related to student attendance, health, and safety:

1. 410 ILCS 170/, added by P.A. 102-242, eff. 1-1-23, creates the Coal Tar Sealant Disclosure Act and requires districts to consider alternatives to coal tar-based sealant products used in engineering projects and to provide notice to employees and parents/guardians when such products are going to be used on district property.
2. 105 ILCS 5/10-20.59, amended by P.A. 102-199, requires boards to appoint a liaison to facilitate the enrollment of students in the legal custody of the Ill. Dept. of Children and Family Services, no later than the beginning of the 22-23 school year.
3. 105 ILCS 5/10-20.63, amended by P.A. 102-340, mandates that districts make menstrual hygiene products available at no cost to students in the bathrooms of every school building that is open for student use in grades 4 (formerly 6) through 12.
4. 105 ILCS 128/20(c), amended by P.A. 102-395, requires schools to notify and allow parents/guardians to opt their children out of *lockdown drills* involving student participation.
5. 105 ILCS 5/2-3.182, added by P.A. 102-359, provides that districts participating in child nutrition programs must develop and implement a food sharing plan for unused food to assist needy students.
6. 105 ILCS 5/14-1.02, amended by P.A. 102-172, mandates districts to continue to provide special education services to students with disabilities who turn 22 during the school year through the end of the school year.
7. 105 ILCS 5/10-22.5a(a-5), amended by P.A. 102-126, allows military personnel up to six months (formerly 60 days) to provide a district proof that their child lives in the district.
8. 105 ILCS 5/22-90 (final citation pending), added by P.A. 102-157, requires public schools to annually communicate to students and their parents/guardians an absenteeism and truancy policy and to update and file the policy every two years with ISBE and the regional superintendent.
9. 105 ILCS 5/26-1 and 5/26-2a, amended by P.A.s 102-266 and 102-321, allow a student to be absent for mental or behavioral health reasons for up to five days without a medical note, and permit the school to refer the student to the appropriate school personnel after the second mental health day is used.
10. 105 ILCS 5/26-1, amended by P.A. 102-406, prohibits schools from requiring students excused from attendance for religious reasons to submit a written excuse after returning to school.
11. 105 ILCS 5/10-22.25(b), amended by P.A. 102-360, known as the *Jett Hawkins Law*, prohibits schools from having dress code policies that apply to hairstyles, including those historically associated with race, ethnicity, or hair texture, and requires schools to provide proof of compliance for ISBE recognition pursuant to 105 ILCS 5/2-3.25.
12. 105 ILCS 5/27-23.7(b), amended by P.A. 102-241, adds a student accountability component to *restorative measures* for incidents of bullying based on a protected category.
13. 105 ILCS 5/2-3.130 and 5/10-20.33, amended by P.A. 102-339, permit schools to utilize isolated time out, time out, and physical restraint in very limited circumstances, phase out the use of any prone restraint by 22-23, and require boards to create a time out and physical restraint oversight team to develop a plan for reducing and eventually eliminating the use of these interventions, in accordance with goals established by ISBE.
14. 105 ILCS 5/10-22.6(c), amended by P.A. 102-539, requires a district to invite a representative from a local mental health agency (formerly the Ill. Dept. of Human Services) to attend a suspension review or expulsion hearing whenever there is evidence that mental illness may be the cause of the suspension or recommended expulsion.
15. In June of 2021, the U.S. Supreme Court issued its first opinion on the issue of student discipline for online, off-campus speech in the case of Mahanoy Area Sch. Dist. v. B.L., 141 S.Ct. 2038 (2021). In Mahanoy, the Court found a school had violated a student's First Amendment rights when it suspended her from the cheerleading squad for vulgar, off-campus, online speech (delivered via Snapchat) that did not identify the school or target any member of the school community.
16. 77 Ill.Admin.Code §690.361, added COVID-19 to the list of diseases in the Control of Communicable Diseases Code that must be reported within three hours by telephone to the local health department.
17. 105 ILCS 5/10-20.73 (final citation pending), added by P.A. 102-134, and 5/10-20.75, added by P.A. 102-416, require districts to add certain suicide prevention hotline information to student ID cards, student handbooks, and/or the district website.

The following **PRESS** materials are updated or created:

4:60, Purchases and Contracts
4:60-AP1, Purchases
4:110, Transportation
4:150, Facility Management and Building Programs
4:160, Environmental Quality of Buildings and Grounds
4:170, Safety
4:170-AP1, Comprehensive Safety and Security Plan
4:170-AP2, Routine Communications Concerning Safety and Security
4:170-AP2, E5, Notice to Parents/Guardians of Lockdown Drill; Opt-out – **NEW**
6:50, School Wellness
6:120, Education of Children with Disabilities
7:10, Equal Educational Opportunities

7:50, School Admissions and Student Transfers To and From Non-District Schools
7:60, Residence
7:60-AP2, E3, Evidence of Non-Parent's Custody, Control, and Responsibility of a Student
7:70, Attendance and Truancy
7:80, Release Time for Religious Instruction/Observance
7:160, Student Appearance
7:165, School Uniforms
7:180, Prevention of and Response to Bullying, Intimidation, and Harassment
7:190, Student Behavior
7:190-AP4, Use of Isolated Time Out, Time Out, and Physical Restraint
7:190-AP5, Student Handbook – Electronic Devices
7:190-AP6, Guidelines for Investigating Sexting Allegations
7:190-E2, Student Handbook Checklist
7:200, Suspension Procedures
7:210, Expulsion Procedures
7:240, Conduct Code for Participants in Extracurricular Activities
7:240-AP1, Code of Conduct for Extracurricular Activities
7:280-E2, Reporting and Exclusion Requirements for Common Communicable Diseases
7:290, Suicide and Depression Awareness and Prevention
7:290-AP, Resource Guide for Implementation of Suicide and Depression Awareness and Prevention Program

Open Meetings Act

The following laws impact the Open Meetings Act and require updating of certain sample **PRESS** materials:

1. 5 ILCS 120/7, amended by P.A. 101-640, allows boards to meet remotely without a quorum physically present at the meeting location during a public health emergency.
2. 5 ILCS 120/2.06(d), amended by P.A. 102-653, clarifies the timeframe in which public bodies and their committees must conduct semi-annual reviews of their closed session minutes.

The following **PRESS** materials are updated:

2:110, Qualifications, Term, and Duties of Board Officers
2:150, Committees
2:220, School Board Meeting Procedure
2:220-E1, Board Treatment of Closed Meeting Verbatim Recordings and Minutes
2:220-E3, Closed Meeting Minutes
2:220-E5, Semi-Annual Review of Closed Meeting Minutes
2:220-E6, Log of Closed Meeting Minutes
2:220-E8, School Board Records Maintenance Requirements and FAQs

Holidays and Leaves

The 102nd General Assembly passed several pieces of legislation this year to add school holidays and expand employee leave entitlements, including:

1. 105 ILCS 5/24-2, amended by P.A.s 102-14, eff. 1-1-22, and 102-334, and 105 ILCS 5/24-2, amended by P.A. 102-15, recognizes *Juneteenth National Freedom Day* (June 19) and *2022 Election Day* (11-8-22) as legal school holidays, respectively.
2. 105 ILCS 5/24-6.4, added by P.A. 102-335, expands eligibility for the federal Family and Medical Leave Act leave to district employees who have been employed for at least 1,000 (rather than 1,250) hours in the 12 months immediately preceding the leave. This expansion will allow more educational support personnel to access FMLA leave.
3. 105 ILCS 5/24-6, amended by P.A. 102-275, allows eligible teachers and support staff to take up to 30 working school days for birth, adoption, placement for adoption, or acceptance of a child in need of foster care. Leave for birth may be taken any time within the 12-month period following the birth and may not be diminished due to an intervening break or holidays.
4. 820 ILCS 180/, amended by P.A. 102-487, expands leave under the Victim's Economic Security and Safety Act to include leave for *other crimes of violence*, including homicide, sex offenses, bodily harm offenses, harassing and obscene communications, terrorism, and armed violence.
5. 105 ILCS 5/24-2(c), amended by P.A. 102-411, recognizes Muhammed Ali's birthday (Jan. 17) as a school commemorative holiday.

The following **PRESS** materials are updated:

3:50, Administrative Personnel Other Than the Superintendent
5:185, Family and Medical Leave
5:185-AP, Resource Guide for Family and Medical Leave
5:200, Terms and Conditions of Employment and Dismissal
5:250, Leaves of Absence
5:330, Sick Days, Vacation, Holidays, and Leaves
6:20, School Year Calendar and Day

School Counselor Terminology

The General Assembly has passed legislation to clarify that a licensed *school counselor* is not the same as a school *guidance counselor.* School counselor is the licensed school support personnel endorsement, but the term guidance counselor is still sometimes used to refer to staff members who assist students with post-secondary planning. The *school counselor's* role is broader and includes academic, social-emotional, and college and career counseling.

The following **PRESS** materials are updated:

6:100-AP, Dissection of Animals
7:20-AP, Harassment of Students Prohibited
7:150, Agency and Police Interviews
7:190-AP3, Guidelines for Reciprocal Reporting of Criminal Offenses Committed by Students
7:190-E3, Memorandum of Understanding

Student Data Privacy and Records

The Student Online Personal Protection Act (SOPPA), a State law intended to protect the privacy and security of students' online data at school, went into effect 7-1-21. ISBE recently issued rules to implement how parents/guardians may exercise their rights to review their children's data; materials in the 7:345 suite have been updated to assist districts with the management of parent/guardian requests. The Ill. School Student Records Act was also recently amended to allow for greater sharing of student information between feeder elementary and high school districts under intergovernmental agreements.

The following **PRESS** materials are updated or created:

6:220, Bring Your Own Technology (BYOT) Program; Responsible Use and Conduct
7:340, Student Records
7:340-AP1, School Student Records
7:340-AP1, E1, Notice to Parents/Guardians and Students of Their Rights Concerning a Student's School Records
7:345, Use of Educational Technologies; Student Data Privacy and Security
7:345-AP, Use of Educational Technologies; Student Data Privacy and Security
7:345-AP, E4, Notice of Parent Rights Regarding Student Covered Information
7:345-AP, E5, Parent Request Form for Student Covered Information – **NEW**
7:345-AP, E6, Parent Request Form for Correction of Student Covered Information – **NEW**

Miscellaneous

The following **PRESS** materials are updated due to legislation, administrative rule and/or continuous review changes. These are also detailed in the **Revisions to Policies, Administrative Procedures, and Exhibits Table** in numerical order beginning on p. 9.

The following **PRESS** materials are updated:

2:150-AP, Superintendent Committees
2:250-E2, Immediately Available District Public Records and Web-Posted Reports and Records
2:260, Uniform Grievance Procedure
4:60-AP4, Federal and State Award Procurement Procedures
4:80, Accounting and Audits
5:10, Equal Employment Opportunity and Minority Recruitment
5:20, Workplace Harassment Prohibited
5:20-AP, Sample Questions and Considerations for Conducting the Internal Harassment in the Workplace Investigation
5:90-AP, Coordination with Children's Advocacy Center
5:100-AP, Staff Development Program
5:210, Resignations
5:220, Substitute Teachers
5:220-AP, Substitute Teachers
6:15, School Accountability
6:180, Extended Instructional Programs
6:300-E3, Form for Exemption from Financial Aid Application Completion
6:340, Student Testing and Assessment Program
7:20, Harassment of Students Prohibited
8:70, Accommodating Individuals with Disabilities

Five-Year Review Updates

PRESS Editors have a quality assurance goal to ensure that each piece of the 1000+ page IASB **PRESS PRM** is reviewed at least every five years. The **PRM** contains approximately 175 policies and procedures. These are also detailed in the **Revisions to Policies, Administrative Procedures, and Exhibits** Table in numerical order beginning on p. 9.

The following **PRESS** materials are updated in response to five-year reviews:

4:120, Food Services
7:30, Student Assignment and Intra-District Transfer
7:60-AP1, Challenging a Student's Residence Status
7:60-AP2, E1, Letter of Residence from Landlord in Lieu of Lease
7:60-AP2, E2, Letter of Residence to Be Used When the Person Seeking to Enroll a Student Is Living with a District Resident
7:190-E1, Aggressive Behavior Reporting Letter and Form
7:190-E4, Acknowledgement of Receiving Student Behavior Policy and Student Conduct Code
7:200-E1, Short Term Out-of-School Suspension (1-3 Days) Reporting Form
7:200-E2, Long Term Out-of-School Suspension (4-10 Days) Reporting Form
7:210-E1, Notice of Expulsion Hearing
8:100, Relations with Other Organizations and Agencies

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.

Progress Report — The contents of this table frequently change.

Topics	Our Response
Empowering Public Participation Act The Empowering Public Participation Act, 5 ILCS 850/, added by P.A. 102-348, prohibits law enforcement from conducting background checks of individuals because they are making comments during public participation.	We will address this update in footnotes to policy 2:230, *Public Participation at School Board Meetings and Petitions to the Board* in an upcoming **PRESS** Issue.
Anaphylactic Prevention Policy 105 ILCS 5/2-3.182, added by P.A. 102-413, requires ISBE, in consultation with the Ill. Dept. of Public Health (IDPH), to develop a model *anaphylactic policy* for school districts that includes guidelines and procedures to be followed for the prevention of anaphylaxis and during a medical emergency resulting from anaphylaxis. The law requires ISBE to distribute the policy to all school boards at least six months after 8-20-21, the effective date of P.A. 102-413. Boards will have six months after receiving the model anaphylactic policy from ISBE to implement or update their local policies, as appropriate, in accordance with ISBE's model.	When ISBE delivers its model policy, we will update relevant materials in an upcoming **PRESS** Issue in enough time for subscribers to comply with this law. Updates will include policies 7:270, *Administering Medicines to Students* and 7:285, *Food Allergy Management Program*.
Vaccination/Testing Mandate for School Personnel Executive Order (EO) 2021-22 required all school personnel to be fully vaccinated against COVID-19 by 9-19-21 or to submit to at least weekly testing. Due to the fluidity of the ongoing pandemic, frequently changing IDPH and ISBE guidance, and a number of pending legal challenges as of Issue 108's publication, **PRESS** materials will not be updated to incorporate the EO's requirements. Boards wishing to adopt a policy to facilitate implementation of the EO should work with their local board attorneys to do so.	No **PRESS** materials are affected.

Progress Report — The contents of this table frequently change. — *continued*

Topics	Our Response
Dept. of Education Transgender Guidance On 6-16-21, the U.S. Dept. of Education's Office for Civil Rights issued an official interpretation stating that in light of the U.S. Supreme Court's decision in Bostock v. Clayton County, Title IX protects students who are lesbian, gay, bisexual or transgender from harassment and other forms of sex discrimination. On 6-22-21, the Dept. also filed a statement of interest in the pending case of B.P.J. v. West Virginia State Bd. of Educ., arguing that Title IX and the 14th Amendment's equal protection clause prohibit West Virginia's law that bans transgender girls from participating on female athletic teams. The Dept.'s guidance is available at: www2.ed.gov/about/offices/list/ocr/lgbt.html. See also ISBE guidance and resources on supporting transgender, nonbinary, and gender nonconforming students at: www.isbe.net/supportallstudents.	No **PRESS** materials are affected.

Revisions to Policies, Administrative Procedures, and Exhibits

Number and Title	Revision Descriptions	
2:20, Powers and Duties of the School Board; Indemnification	The policy, Legal References, Cross References, and footnotes are updated. Policy text is updated in response to 105 ILCS 5/21B-85(b), amended by P.A. 102-552, which was part of the General Assembly's focus on resolving Educator Misconduct. The amendment shifts responsibility from the State Superintendent to local boards of education to notify the Teachers' Retirement System (TRS) when it learns that a teacher was convicted of a felony. Major notifications required of the board to ISBE and TRS were inserted to clarify board duties related to educator misconduct. The Legal References reflect the reporting section of the School Code, Cross References are updated to align with other policies related to managing educator misconduct, and the footnotes are updated to align with these changes.	☐
2:105, Ethics and Gift Ban	The Legal References and footnotes are updated in response to 105 ILCS 5/22-90 (final citation pending), added by P.A. 102-327, banning high school guidance counselors from soliciting or accepting gifts from a prohibited source. A new footnote 5 is added, and continuous improvement updates are also made to the footnotes.	☐
2:110, Qualifications, Term, and Duties of Board Officers	The policy, Legal References, and footnotes are updated in response to: 1. OMA, 5 ILCS 120/7, amended by P.A. 101-640, allowing boards to meet remotely during a public health emergency; 2. 105 ILCS 5/21B-85, amended by P.A. 102-552, requiring a board (formerly ISBE) to provide written notice to TRS when it learns a teacher has been convicted of a felony; and 3. Continuous improvement.	☐
2:120, Board Member Development	The policy and footnotes are updated in response to 105 ILCS 5/10-16a, amended by P.A. 102-638 (requiring, beginning in the fall of 2023, professional development leadership training to also include trauma-informed practices for students and staff), and continuous improvement.	☐
2:150, Committees	The policy is unchanged. The Legal References are updated with a minor style change. The footnotes are updated in response to OMA, 5 ILCS 120/2.06(d), amended by P.A. 102-653, and for continuous improvement.	☐

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

2:150-AP, Superintendent Committees	The procedure is updated in response to: 1. 105 ILCS 5/24A-5, amended by P.A. 102-252, adding to the duties of the Performance Educational Reform Act (PERA) Joint Committee to extend the frequency of evaluations for tenured teachers whose performance are rated as either excellent or proficient. The new duties must be completed by 9-1-22; and 2. 105 ILCS 5/10-20.74, added by P.A. 101-654, requiring districts to submit an annual report to ISBE regarding educational technology capacities and policies. A new function has been added to the **Educational Technology Committee** subhead to support this submission.	☐
2:220, School Board Meeting Procedure	The policy and footnotes are updated in response to OMA, 5 ILCS 120/2.06(d), amended by P.A. 102-653, clarifying when boards and their committees must conduct reviews of their closed session minutes, and for continuous improvement.	☐
2:220-E1, Board Treatment of Closed Meeting Verbatim Recordings and Minutes	The exhibit is updated for the reason stated in 2:220, *School Board Meeting Procedure*, above.	☐
2:220-E3, Closed Meeting Minutes	The exhibit is updated for the reason stated in 2:220, *School Board Meeting Procedure*, above.	☐
2:220-E5, Semi-Annual Review of Closed Meeting Minutes	The exhibit is updated for the reason stated in 2:220, *School Board Meeting Procedure*, above.	☐
2:220-E6, Log of Closed Meeting Minutes	The exhibit is updated for the reason stated in 2:220, *School Board Meeting Procedure*, above.	☐
2:220-E8, School Board Records Maintenance Requirements and FAQs	The exhibit is updated in response to: 1. The reason stated in 2:220, *School Board Meeting Procedure*, above; 2. OMA, 5 ILCS 120/7(e), added by P.A. 101-640, permitting boards to meet remotely during a public health emergency; and 3. Continuous improvement.	☐

PRESS Issue 108 Trivia

603 PRM pages • 1,330 footnotes • 146,914 words • 134 PRM materials

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

2:250-E2, Immediately Available District Public Records and Web-Posted Reports and Records	The exhibit is updated in response to: 1. Property Tax Code, 35 ILCS 200/18-50.2, added by P.A. 102-265, requiring good faith efforts to electronically publish certain vendor and subcontractor data in years a district has an aggregate tax levy greater than $5M; 2. 105 ILCS 5/10-20.73 (final citation pending), added by P.A. 102-134, requiring web-posting contact information of specific crisis hotlines if a district does not issue student ID cards to all students; 3. 105 ILCS 5/10-21.3, requiring all records pertaining to school attendance areas to be open to the public; 4. Ill. Pension Code, 40 ILCS 5/16-150.1, amended by P.A. 102-440, mandating web-posting of vacancies for teaching positions in subject shorting areas before hiring retired teachers to those positions; 5. 105 ILCS 5/10-20.75 (final citation pending), added by P. A. 102-302, eff. 1-1-22, requiring web-posting of certain information about school support personnel and student enrollment; 6. 105 ILCS 5/27-9.1a, added by P.A. 102-522, requiring districts that offer comprehensive personal health and safety and comprehensive sexual health education (NSES) to identify the curriculum they use to provide it, along with contact information of a school staff member who can respond to inquiries about the curriculum; 7. 23 Ill.Admin.Code §227.60(a), implementing 105 ILS 5/14A-32 (accelerated placement); and 8. Continuous improvement.	☐
2:260, Uniform Grievance Procedure	The policy, Legal References, and footnotes are updated for continuous improvement. Footnote 4 is updated in response to 105 ILCS 5/10-20.75 (final citation pending), added by P.A. 102-238, requiring districts to ensure their Internet websites or web services comply with Level AA of the Web Content Accessibility Guidelines 2.1 or any revised version of the guidelines.	☐
3:40, Superintendent	The policy, Legal References, Cross References, and footnotes are updated in response to the General Assembly's focus on resolving Educator Misconduct. The policy text is updated to clarify a superintendent's special reporting responsibilities in policy 5:90, *Abused and Neglected Child Reporting*, pursuant to 105 ILCS 5/10-21.9(e-5), amended by P.A.102-552. The Legal References, Cross References and footnotes are updated to align with this change.	☐
3:50, Administrative Personnel Other Than the Superintendent	The Cross References and footnotes are updated. The Cross References reflect the General Assembly's focus on resolving Educator Misconduct. The footnotes include a reference to 105 ILCS 5/24-2, amended by P.As. 101-642 (*2020 Election Day*), 102-14, eff. 1-1-22, and 102-334 (both *Juneteenth National Freedom Day*).	☐
3:60, Administrative Responsibility of the Building Principal	The Legal References, Cross References and footnotes are updated. The Cross References are updated for the reasons stated in 3:50, *Administrative Personnel Other Than the Superintendent*, above, along with training for principals. The footnotes include reference to principal mentoring services subject to appropriation in 105 ILCS 5/2-3.53a, amended by P.A. 102-521.	☐
4:60, Purchases and Contracts	The policy, Legal References, and footnotes are updated in response to the Coal Tar Sealant Disclosure Act, 410 ILCS 170/, added by P.A. 102-242, eff. 1-1-23, and for continuous improvement related to federal awards and the Grant Accountability and Transparency Act, 30 ILCS 708/.	☐

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

4:60-AP1, Purchases	The procedure is updated in response to the Coal Tar Sealant Disclosure Act, 410 ILCS 170/, added by P.A. 102-242, eff. 1-1-23. Footnote 2 is added for continuous improvement related to the Grant Accountability and Transparency Act, 30 ILCS 708/.	☐
4:60-AP4, Federal and State Award Procurement Procedures	The procedure is updated in response to 2 C.F.R. Part 200, amended by 85 Fed.Reg. 49543, and for continuous improvement.	☐
4:80, Accounting and Audits	The policy is unchanged. The footnotes are updated in response to the Uniform Electronic Transactions Act, 815 ILCS 333/, added by P.A. 102-38.	☐
4:110, Transportation	The policy, Cross References, and footnotes are updated in response to 105 ILCS 5/10-20.59, amended by P.A. 102-199, requiring boards to appoint a liaison to facilitate the enrollment of students in the legal custody of the Ill. Dept. of Children and Family Services, and for continuous improvement.	☐
4:120, Food Services	The policy is unchanged. The footnotes are updated in response to a five-year review.	☐
4:150, Facility Management and Building Programs	The policy is unchanged. The footnotes are updated in response to 105 ILCS 5/10-20.63, added by P.As. 100-163 and 102-340, requiring school districts to make menstrual ~~feminine~~ hygiene products (defined as tampons and sanitary napkins for use in connection with the menstrual cycle) available, at no cost to students, in the bathrooms of every school building that is open for student use serving students in grades 4 ~~6~~ through 12 during the regular school day.	☐
4:160, Environmental Quality of Buildings and Grounds	The policy, Legal References, and footnotes are updated in response to: 1. The Coal Tar Sealant Disclosure Act, 410 ILCS 170/, added by P.A. 102-242, eff. 1-1-23; 2. The Illinois Pesticide Act, 415 ILCS 60/14 3.F., amended by P.A. 102-548; and 3. Continuous improvement; footnote 1 now references that 40 C.F.R. §763.93(g)(4) and 77 Ill.Admin.Code §855.300(a)(3) require annual notice to parents and employees of the availability of the district's asbestos management plan, along with a reference to the (Ill. Principals Association) IPA model handbook service.	☐
4:165, Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors	**NEW.** This policy is created in response to 105 ILCS 5/10-23.13 (*Erin's Law*), amended by P.A. 102-610, requiring districts to adopt and implement a policy addressing sexual abuse of children that includes an age-appropriate and evidence-informed curriculum for pre-K-12 students, evidence-informed training for school personnel on child sexual abuse, and evidence-informed educational information for parents/guardians in school handbooks.	☐
4:170, Safety	The policy and footnotes are updated in response to 105 ILCS 128/20(c), amended by P.A. 102-395, requiring schools to notify and allow parents/guardians to opt their children out of *lockdown drills* involving student participation. Continuous improvement updates are also made to the policy, Legal References, Cross References, and footnotes.	☐
4:170-AP1, Comprehensive Safety and Security Plan	The procedure is updated for the reasons stated in 4:170, *Safety*, above.	☐

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

4:170-AP2, Routine Communications Concerning Safety and Security	The procedure is updated for the reasons stated in 4:170, *Safety*, above.	☐
4:170-AP2, E5, Notice to Parents/Guardians of Lockdown Drill; Opt-out	**NEW.** This exhibit is created in response to 105 ILCS 128/20(c), amended by P.A. 102-395.	☐
4:175, Convicted Child Sex Offender; Screening; Notifications	The policy, Legal References, Cross References, and footnotes are updated. The footnotes are updated in response to: 1. The Sex Offender Community Notification Law, 730 ILCS 152/121(b), amended by P.A. 102-197, the school counselor terminology change; and 2. 725 ILCS 191/15, added by P.A. 102-652, creating the Privacy of Adult Victims of Criminal Sexual Offenses Act. Other continuous improvement updates are made throughout the policy, Legal References, Cross References, and footnotes.	☐
4:175-AP1, Criminal Offender Notification Laws; Screening	The procedure is updated in response to: 1. 725 ILCS 191/15, added by P.A. 102-652, creating the Privacy of Adult Victims of Criminal Sexual Offenses Act; 2. 105 ILCS 5/21B-85, amended by P.A. 102-552, requiring a board (formerly ISBE) to provide written notice to TRS when it learns a teacher has been convicted of a felony; and 3. Continuous improvement.	☐
5:10, Equal Employment Opportunity and Minority Recruitment	The policy and footnotes are updated in response to: 1. Ill. Human Rights Act (IHRA), 775 ILCS 5/2-101, 5/2-102, and 5/2-104, amended by P.A. 102-33, adding discrimination on the basis of *work authorization status* as a civil rights violation. 2. Victims' Economic Security and Safety Act (VESSA), 820 ILCS 180/30, amended by P.A. 102-487, expanding the protections of the Act to employees impacted by *other crimes of violence*. The footnotes are also updated with continuous improvement changes.	☐
5:20, Workplace Harassment Prohibited	The policy, footnotes, and Legal References are updated. The policy is updated in response to IHRA, 775 ILCS 5/2-101, 5/2-102, and 5/2-104, amended by P.A. 102-33, adding discrimination (including harassment) on the basis of work authorization status as a civil rights violation. The footnotes are updated for the same reason as the policy and in response to: 1. The Ill. Dept. of Human Rights (IDHR) *FAQ for Employers under Section 5/2-108 and Form IDHR 2-108*; 2. New exhibit 5:120-AP2, E, *Expectations and Guidelines for Employee-Student Boundaries*; and 3. Continuous improvement. The Legal References are updated with additional case citations for continuous improvement.	☐
5:20-AP, Sample Questions and Considerations for Conducting the Internal Harassment in the Workplace Investigation	The procedure is updated in response to the IHRA amendment stated in 5:20, *Workplace Harassment Prohibited*, above (work authorization status), and for continuous improvement.	☐

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

5:30, Hiring Process and Criteria	The policy, Legal References, and footnotes are updated in response to 105 ILCS 5/21B-85, amended by P.A. 102-522, requiring a board (formerly ISBE) to provide written notice to TRS when it learns a teacher has been convicted of a felony, and for continuous improvement. Footnote 5 is updated in response to IHRA, 775 ILCS 5/2-103.1(c), added by P.A. 101-656, with a discussion regarding application of the IHRA's *interactive assessment* requirement for disqualifying offenses listed in 105 ILCS 5/21B-80. Footnote 6 is updated in response to IDHR guidance for implementation of 775 ILCS 5/2-103.1, added by P.A. 101-656, at: www2.illinois.gov/dhr/Pages/Conviction_Record_Protection_Frequently_Asked_Questions.aspx.	☐
5:30-AP1, Interview Questions	The procedure is updated in response to: 1. IHRA amendment noted in 5:20, *Workplace Harassment Prohibited*, above (work authorization status); 2. 105 ILCS 5/21B-80, amended by P.A. 102-552; and 3. IDHR guidance for implementation of 775 ILCS 5/2-103.1, added by P.A. 101-656, at: www2.illinois.gov/dhr/Pages/Conviction_Record_Protection_Frequently_Asked_Questions.aspx. In light of this guidance, consult the board attorney if the district wants to ask candidates about disqualifying convictions before the job offer stage.	☐
5:30-AP2, Investigations	The procedure is updated in response to: 1. 105 ILCS 5/10-21.9 and 5/21B-80, amended by P.A. 102-522, adding homicide offenses to the list of offenses barring individuals from school district employment; 2. Ill. Vehicle Code, 625 ILCS 5/6-106.1, amended by P.A. 102-168; 3. IHRA, 775 ILCS 5/2-103.1, added by P.A. 101-656, and **PRESS** Advisory Board (PAB) feedback regarding the need to account for the seven working day timeline for an applicant to respond to an Ill. State Police background report pursuant to the Ill. Uniform Conviction Information Act, 20 ILCS 2635/7, in addition to the five business day response timeline required under 775 ILCS 5/2-103.1. New footnotes 2, 3, and 4 are added to address issues arising from implementation of 775 ILCS 5/2-103.1, added by P.A. 101-656; and 4. Continuous improvement.	☐
5:30-AP2, E1, Notice of Preliminary Hiring Decision Based on Conviction Record	The exhibit is updated for reason #3 stated in 5:30-AP2, *Investigations*, above, and for continuous improvement.	☐
5:30-AP2, E2, Notice of Final Hiring Decision Based on Conviction Record	The exhibit is updated in response to issues arising from implementation of IHRA, 775 ILCS 5/2-103.1, added by P.A. 101-656, and for continuous improvement.	☐
5:50, Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition	The policy, Legal References, and footnotes are updated in response to: 1. 105 ILCS 5/27-13.2, amended by P.A. 102-195, requiring districts to educate students about the prevention and avoidance of drugs abuse and the dangers of opioid and substance abuse; and 2. PAB feedback for continuous improvement related to reasonable suspicion, now that a couple of years have passed since the Cannabis Regulation Tax Act (CRTA) became law. Legal References are updated in response to continuous improvement.	☐

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

5:90, Abused and Neglected Child Reporting	The policy, Legal References, Cross References, and footnotes are updated in response to: 1. 105 ILCS 5/14-1.02, amended by P.A. 102-172, requiring districts to provide special education services to students with disabilities who turn 22 during the school year for the remainder of that school year; 2. 105 ILCS 5/10-23.13 (*Erin's Law*), amended by P.A. 102-610; and 3. 105 ILCS 5/21B-85, amended by P.A. 102-552, requiring a board (formerly ISBE) to provide written notice to TRS when it learns a teacher has been convicted of a felony, and continuous improvement. The Legal References and footnote 18 are updated to incorporate the requirement of the Elementary and Secondary Education Act, 20 U.S.C. §7926, discussed in 5:150, *Personnel Records*, below. Other continuous improvement updates are made throughout the policy and footnotes.	☐
5:90-AP, Coordination with Children's Advocacy Center	The procedure is updated with the final citation to 105 ILCS 5/22-85(i), added by P.A. 101-531, and for continuous improvement. Footnote 2 is updated for clarity.	☐
5:100, Staff Development Program	The policy, Cross References, Administrative Procedure references, and footnotes are updated in response to 105 ILCS 5/10-23.13 (*Erin's Law*), amended by P.A. 102-610, and for continuous improvement. Staff development program requirements related to mandated reporting training and Erin's Law that previously appeared as an option in the footnotes have been moved into the default policy text and are accompanied by new footnote 2. Due to the insertion of new footnote 2, what were previously footnotes 4 and 5 are renumbered as footnotes 5 and 6. Old footnote 4/ new footnote 5 was also updated in response to P.A. 102-197.	☐
5:100-AP, Staff Development Program	The procedure is updated for continuous improvement.	☐
5:120, Employee Ethics; Conduct; and Conflict of Interest	The policy, Legal References, Cross References, and footnotes are updated in response to, among other things, the General Assembly's focus on resolving Educator Misconduct as follows: 1. 105 ILCS 5/10-23.13 (*Erin's Law*), amended by P.A. 102-610; 2. 105 ILCS 5/22-90 (final citation pending), added by P.A. 102-327, eff. 1-1-22 (guidance counselor gift ban); and 3. Continuous improvement. The General Assembly may consider HB 1975 during Veto Session. If HB 1975 is passed, more updates will be required to this policy.	☐
5:120-AP2, Employee Conduct Standards	The procedure and its footnotes are updated in response to 105 ILCS 5/10-23.13 (*Erin's Law*), amended by P.A. 102-610, and for continuous improvement. The footnotes are updated in response to: 1. 105 ILCS 5/27-13.2, amended by P.A. 102-195, including the dangers of opioid abuse within drug and substance abuse education; 2. 105 ILCS 5/21B-75, amended by P.A. 102-552, amending suspension or revocation of license provision to also apply to suspension or revocation of endorsements or approvals; and 3. 775 ILCS 5/2-103.1, added by P.A. 101-656, prohibiting certain adverse employment actions based on conviction records. Do not automatically add this to the district's procedure or personnel manual. Use this procedure to prompt local conversations related to employee conduct standards, including the prevention of sexual misconduct and grooming.	☐

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

5:120-AP2, E, Expectations and Guidelines for Employee-Student Boundaries	**NEW.** This exhibit is created in response to 105 ILCS 5/10-23.13 (*Erin's Law*), amended by P.A. 102-610. Do not automatically add this to the district's procedure or personnel manual. Use this exhibit to structure local conversations around what the district will include for its examples of expectations and guidelines about professional boundaries in employee-student relationships.	☐
5:125, Personal Technology and Social Media; Usage and Conduct	The policy, Legal References, Cross References, and footnotes are updated in response to the requirements of districts outlined in 105 ILCS 5/10-23.13 *(Erin's Law)*, amended by P.A. 102-610. For more information about *Erin's Law* requirements, see policy 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*, and the **Ethics, Training, and Educator Misconduct** bundle, above. Other continuous improvements are made throughout.	☐
5:150, Personnel Records	The policy, Legal References, Cross References, and footnotes are updated in response to: 1. 105 ILCS 5/10-23.13 (*Erin's Law*), amended by P.A. 102-610, requiring policy 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*, and for more information read the **Ethics, Training, and Educator Misconduct** bundle, above; and 2. The Elementary and Secondary Education Act (ESEA), 20 U.S.C. §7926 (requiring policies to prohibit districts from providing a recommendation of employment for an employee, contractor, or agent that a district knows, or has probable cause to believe, has engaged in sexual misconduct with a student or minor in violation of the law).	☐
5:185, Family and Medical Leave	The policy, Legal References, and footnotes are updated in response to 105 ILCS 5/24-6.4, added by P.A. 102-335, lowering the threshold for FMLA eligibility for school employees to 1,000 ~~1,250~~ hours worked in the preceding 12-months, and for continuous improvement.	☐
5:185-AP, Resource Guide for Family and Medical Leave	The procedure is updated in response to the same legislation noted in 5:185, *Family and Medical Leave*, above.	☐
5:200, Terms and Conditions of Employment and Dismissal	The policy, Legal References, and footnotes are updated. The policy is updated in response to PAB feedback regarding the need to comply with the terms of individual employment contracts, in addition to collective bargaining agreements and other legal requirements. A minor style change is made to the Legal References. Finally, the footnotes are updated in response to: 1. 105 ILCS 5/24-2, amended by P.A. 102-15, designating *2022 Election Day* (11-8-22) as a school holiday; 2. 105 ILCS 5/24-2, amended by P.A.s 102-14 and 102-334, designating *Juneteenth* (June 19) as a holiday; 3. 105 ILCS 5/24A-5, amended by P.A. 102-252, allowing districts to evaluate tenured teachers rated as *excellent* or *proficient* every three (rather than two) years, in accordance with its teacher evaluation plan and an informal teacher observation plan, to be established by ISBE rule and the agreement of the PERA Joint Committee; and 4. Continuous improvement.	☐
5:210, Resignations	The policy is unchanged. The Legal References are updated with a minor style change. The footnotes are updated in response to 105 ILCS 5/24-14, amended by P.A. 102-552, requiring certain items be included in a district's referral to the State Superintendent of a teacher who resigns during the school term. Continuous improvement updates are also made to the footnotes.	☐

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

5:220, Substitute Teachers	The policy and footnote 7 are updated in response to 105 ILCS 5/16-118, amended by P.A. 102-537, limiting substitute teaching hours for TRS annuitants to 500 hours per school year beginning 7-1-23, previously 7-1-21. Footnote 7 is also updated in response to 105 ILCS 5/16-150.1, amended by P.A. 102-440, allowing TRS annuitants to teach in a subject shortage area through 6-30-24, previously 6-30-21. Other continuous improvement updates are made throughout the policy and footnotes.	☐
5:220-AP, Substitute Teachers	The procedure is updated in response to: 1. 325 ILCS 5/4, amended by P.A. 101-564, requiring mandated reporter training within three months of initial employment and at least every three years thereafter; 2. 105 ILCS 5/24-5(b-4), amended by P.A. 101-81, allowing boards to require new substitute teachers to submit evidence of physical fitness and be subject to additional health examinations/screenings; and 3. Continuous improvement.	☐
5:250, Leaves of Absence	The policy and footnotes are updated in response to: 1. 105 ILCS 5/24-6, amended by P.A. 102-275, permitting eligible school employees to take up to 30 days of paid sick leave for birth, without medical certification, any time within one year following the birth, and for adoption, placement for adoption, or acceptance of a child in need of foster care; and 2. VESSA, 820 ILCS 180/, amended by P.A. 102-487, adding *other crimes of violence* to its leave protections. The Legal References are updated with a minor style change. The footnotes are also updated in response to 56 Ill.Admin.Code Part 252, implementing the Child Bereavement Leave Act, 820 ILCS 154/, and for continuous improvement.	☐
5:260, Student Teachers	The policy is unchanged. The footnotes are updated in response to 105 ILCS 5/21B-80, amended by P.A. 102-552, and for continuous improvement.	☐
5:330, Sick Days, Vacation, Holidays, and Leaves	The policy and footnotes are updated in response to: 1. 105 ILCS 5/24-6, amended by P.A. 102-275, permitting eligible school employees to take up to 30 days of paid sick leave for birth, without medical certification, any time within one year following the birth, and for adoption, placement for adoption, or acceptance of a child in need of foster care; 2. VESSA, 820 ILCS 180/, amended by P.A. 102-487, adding *other crimes of violence* to the protections of VESSA; 3. 105 ILCS 5/24-2, amended by P.A. 102-15, designating *2022 Election Day* (11-8-22) as a school holiday; 4. 105 ILCS 5/24-2, amended by P.A.s 102-14 and 102-334, designating *Juneteenth* (June 19) as a holiday; and 5. Continuous improvement. The footnotes are also updated in response to 56 Ill.Admin.Code Part 252, implementing the Child Bereavement Leave Act, 820 ILCS 154/.	☐

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

6:15, School Accountability	The policy, Legal References, and footnotes are updated in response to 105 ILCS 5/10-17a (school report cards), amended by three different P.A.s as follows: 1. P.A. 102-294, eff. 1-1-22 (data on the number of incidents of violence that occurred on school grounds or during school-related activities and that resulted in an out-of-school suspension, expulsion, or removal to an alternative setting); 2. P.A. 102-594, eff. 7-1-22 (the number of teachers who are National Board Certified Teachers, disaggregated by race and ethnicity); and 3. P.A. 102-539 (school report card deliveries delayed until 12-31 in years when the Governor declares a public health emergency).	☐
6:20, School Year Calendar and Day	The policy is updated with a Legal Reference-only addition of 5 ILCS 490/, State Commemorative Dates Act. Footnotes are updated in response to the following Public Acts that apply to this law and the School Code: 1. P.A. 102-411, adding Muhammad Ali's birthday; 2. P.A. 102-588, naming the first full week of April each year as Autism Acceptance Week; 3. P.A.s 102-14, eff. 1-1-22, and 102-334, enacting Juneteenth National Freedom Day on June 19 each year, and note that conflicts related to celebrating Juneteenth when it falls on a Saturday or Sunday exist, e.g., P.A. 102-14 (the controlling Public Act) states "when June nineteenth falls on a Saturday or Sunday, neither the preceding Friday nor the following Monday shall be held or considered as a *paid* holiday" but contrast P.A. 102-334, stating "when June nineteenth falls on a Sunday, the following Monday shall be held and considered the holiday" (notice the word *paid* is missing and it does not address when Juneteenth falls on a Saturday whether Friday is the holiday); and 4. 105 ILCS 5/10-20.56, amended by P.A. 102-584, permitting e-learning days to be used when a school is selected as a polling place under the Election Code. Regarding item #3 above, consult the board attorney about whether Juneteenth should be celebrated as an unpaid holiday on either the preceding Friday or the following Monday when it falls on a Saturday or Sunday, respectively, or not at all when it falls on a Saturday.	☐
6:50, School Wellness	The policy, Legal References, and footnotes are updated in response to 105 ILCS 5/2-3.182, added by P.A. 102-359, requiring districts that participate in child nutrition programs, the National School Lunch Program and National School Breakfast Program, the Child and Adult Care Food Program (CACFP), and the Summer Food Service Program (SFSP) to develop a food sharing plan. Legal References are updated with style changes. The footnotes discuss that these plans will depend upon many local factors, not the least of which is the requirement to work with the local health department.	☐

6:60, Curriculum Content	The policy, Legal References, Cross References, and footnotes are updated in response to: 1. The repeal of 105 ILCS 5/27-9.1 and 5/27-9.2, amended by P.A. 102-522, (colloquially referred to as "family life and sex education programs") and replacement of them with the National Sex Education Standards (NSES) (105 ILCS 5/27-9.1a, added by P.A. 102-522) and a developmentally appropriate consent education curriculum (105 ILCS 5/27-9.1b, added by P.A. 102-522). Boards retain local control to decide if they will (a) offer the new sex education (NSES) and/or developmentally appropriate consent education curriculums, and (b) if they offer one or the other or both, whether they will communicate those choices through their policies. A very lengthy footnote 34 is updated to discuss these options, along with analysis and instruction related to how a board will need to align the accompanying 6:60 suite of materials (see suite 6:60 **PRM** materials below) to its actual curriculum choices. While the NSES law is effective immediately, no guidance yet exists about whether districts that provide the now-repealed family life and sex education programs formerly in 105 ILCS 5/27-9.1 and 9.2, repealed by P.A. 102-522, may continue to do so for: (a) their 21-22 school years, and/or (b) continuing into the 22-23 school year and subsequent school years. 2. 105 ILCS 5/27-6.3, added by P.A. 102-357, requiring at least 30 minutes daily of supervised, unstructured, child-directed play for students in K through 5; 3. 105 ILCS 5/10-20.73 (final citation pending), 5/10-20.74, and 5/27-22(e)(3.5), added by P.A. 101-654, addressing computer literacy skills; 4. 105 ILCS 5/27-20.08, added by P.A. 102-55, mandating media literacy instruction for grades 9 through 12 beginning in the fall of 2022; 5. 105 ILCS 5/27-20.8, added by P.A. 102-44, requiring coverage of Asian American history, including the history of Asian Americans in Illinois and the Midwest, as well as the contributions of Asian Americans toward advancing civil rights from the 19th century onward, which must include the contributions made by individual Asian Americans in government and the arts, humanities, and sciences, as well as the contributions of Asian American communities to the economic, cultural, social, and political development of the United States); 6. 105 ILCS 5/27-21, amended by P.A. 102-411, requiring instruction on contributions made to society by Americans of different faith practices); and 7. 105 ILCS 5/27-13.2, amended by P.A. 102-195, mandating the dangers of opioid abuse be included within drug and substance abuse education. It is important to spend time and understand the significant changes affecting this policy and the following suite of 6:60 **PRM** materials (see below) for this Issue. For more information about this policy's updates, read the **Curriculum and Sex Education** bundle, above, study the "*Yellow* Committee Worksheet" changes in the footnotes to this policy available at **PRESS** Online, and consult the board attorney.	☐

6:60-AP1, Comprehensive Health Education Program	**RENUMBERED & REWRITTEN.** The procedure is rewritten in response to: 1. The repeals of 105 ILCS 5/27-9.1 and 5/27-9.2, and replacement of them with 105 ILCS 5/27-9.1a, added by P.A. 102-522 (See the discussion in item 1 in 6:60, *Curriculum Content*, above); and 2. 105 ILCS 110/3, amended by P.A. 102-464, expanding education related to tobacco abuse to include e-cigarettes and other vapor devices starting in grade 5. It is important to understand that this procedure lists every topic required in the Comprehensive Health Education Program (CHEP) law, 105 ILCS 110/3, and if another law applies to the topic, that law is cited and the footnotes discuss and analyze both laws. *Family life*, "including evidence-based and medically accurate information regarding sexual abstinence," remained in the Comprehensive Health Education Program (CHEP) law (105 ILCS 110/3) despite CHEP being amended by P.A. 102-464. Because ISBE has until 8-1-22 to develop its learning standards and resources, at the time of **PRESS** Issue 108's publication, no guidance existed about how to align this CHEP requirement with NSES or how to provide it if a board does not implement NSES.	☐
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~~Students Enrolled in Family Life and Sex Education Class~~	**REWRITTEN, RENUMBERED & RENAMED.** The exhibit is rewritten in response to the reasons set forth in 6:60, *Curriculum Content* and 6:60-AP1, *Comprehensive Health Education Program*, above. The **Written Objection(s) and/or Opt-outs** lists all courses or programs that parents/guardians may object to in writing and/or opt their children out of, and it aligns four statutes that now address a district's responsibility to provide age-appropriate sexual abuse and assault awareness and prevention education programs, notices of that instruction, etc. Those four statutes are: 1. 105 ILCS 110/3, addressing age-appropriate sexual abuse and assault awareness and prevention education in all grades); 2. *Erin's Law*, 105 ILCS 5/10-23.13, amended by P.A. 102-610 and see policy 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*, permitting boards to adopt and implement a policy addressing sexual abuse prevention education for students through grade 5 and their parents/guardians; 3. 105 ILCS 5/27-9.1a(b) and (d), amended by P.A. 102-522, requiring comprehensive personal health and safety and comprehensive sexual health education a/k/a National Sex Education Standards (NSES) and allowing parents/guardians to opt their children out by submitting a request in writing); and 4. 105 ILCS 5/27-13.2, addressing written objections to sexual abuse prevention instruction and notice provisions (minimum five days) for students in grades K through 8. See also the discussions in 6:60, *Curriculum Content*, and 6:60-AP1, *Comprehensive Health Education Program*, above.	☐
6:60-AP1, E2, Resources for Biking and Walking Safety Education	**RENUMBERED.** The exhibit is unchanged and only renumbered in response to the changes in 6:60-AP1, *Comprehensive Health Education Program* and 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*, above.	☐
6:60-AP2, Comprehensive Personal Health and Safety and Sexual Health Education Program (National Sex Education Standards (NSES))	**NEW.** The procedure is created in response to the repeals of 105 ILCS 5/27-9.1 and 5/27-9.2, and replacement of them with NSES 105 ILCS 5/27-9.1a, added by P.A. 102-522. See also the discussions in 6:60, *Curriculum Content*, and 6:60-AP1, *Comprehensive Health Education Program*, above.	☐

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

6:60-AP3, Developmentally Appropriate Consent Education	**NEW.** The procedure is created in response to the addition of consent education in 105 ILCS 5/27-9.1b, added by P.A. 102-522. See also the discussions in 6:60, *Curriculum Content*, and 6:60-AP1, *Comprehensive Health Education Program*, above.	☐
6:100-AP, Dissection of Animals	The procedure is updated in response to 105 ILCS 5/10-22.39, 5/10-27.1A, 5/18-8.15, and 5/27-23.7, amended by P.A. 102-197 (school ~~guidance~~ counselors).	☐
6:120, Education of Children with Disabilities	The policy and footnotes are updated in response to 105 ILCS 5/14-1.02, amended by P.A. 102-172, and for continuous improvement. The Legal References are updated for continuous improvement.	☐
6:130, Program for the Gifted	The policy is unchanged. Footnote 1 is updated in response to 105 ILCS 5/14A-32, amended by P.A.s 101-654 and 102-209, requiring districts to automatically enroll students that meet or exceed State standards in English, math, or science on a State assessment in the next most rigorous level of advanced coursework, beginning in the fall of 2023. Other continuous improvement updates are made to the footnotes.	☐
6:135, Accelerated Placement Program	The policy and footnotes are updated for the reasons stated in 6:130, *Program for the Gifted,* above.	☐
6:135-AP, Accelerated Placement Program Procedures	The procedure is updated for the reasons stated in 6:130, *Program for the Gifted,* above, and for continuous improvement.	☐
6:180, Extended Instructional Programs	The policy is updated to clarify that districts may offer programs on anti-bias education and activities to address intergroup conflict resolution. Continuous improvement updates are made to the Legal References and footnotes.	☐
6:220, Bring Your Own Technology (BYOT) Program; Responsible Use and Conduct	The policy and footnotes are updated in response to: 1. Student Online Personal Protection Act, 105 ILCS 85/, implemented by 23 Ill.Admin.Code Part 380; 2. 105 ILCS 5/21B-75, amended by P.A. 102-552; and 3. Continuous improvement.	☐
6:300, Graduation Requirements	The Legal References are updated with the final citation to 105 ILCS 5/22-87, added by P.A. 101-180. The footnotes are updated in response to 105 ILCS 5/27-22(e), amended by P.A.s 101-464, 101-654, 102-366, and 102-551, revising graduation requirements and adding certain options to fulfill those requirements, and for continuous improvement.	☐
6:300-E2, State Law Graduation Requirements	The exhibit is updated for the reasons stated in 6:300, *Graduation Requirements*, above.	☐
6:300-E3, Form for Exemption from Financial Aid Application Completion	The exhibit is updated with the final citation to 105 ILCS 5/22-87, added by P.A. 101-180. A minor style change is also made.	☐

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

6:310, High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students	The policy is unchanged. Footnotes are updated in response to the Dual Credit Quality Act, 110 ILCS 27/, amended by P.A. 102-516, and for continuous improvement.	☐
6:320, High School Credit for Proficiency	The policy is unchanged. Footnotes are updated in response to 105 ILCS 5/27-22, amended by P.A.s 101-654 and 102-366, affecting graduation requirements.	☐
6:340, Student Testing and Assessment Program	The Legal References and footnotes are updated in response to: 1. 105 ILCS 5/2-3.64a-10, added by P.A. 101-654, requiring ISBE to annually assess all public school students entering kindergarten using a common assessment tool, and requiring districts to provide State assessment results/scores to parent/guardians; and 2. Continuous improvement.	☐
7:10, Equal Educational Opportunities	The Legal References and footnote 6 are updated for the reasons stated in 4:150, *Facility Management and Building Programs*, above. The Cross References are updated for continuous improvement.	☐
7:20, Harassment of Students Prohibited	The Legal References are updated in response to 105 ILCS 5/10-23.13 (*Erin's Law*), amended by P.A. 102-610, and the General Assembly's focus on resolving Educator Misconduct. The Cross References are updated to include **NEW** 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*. Other continuous improvements are made throughout the Legal References and footnotes.	☐
7:20-AP, Harassment of Students Prohibited	The procedure is updated in response to P.A. 102-197, the school counselor terminology change.	☐
7:30, Student Assignment and Intra-District Transfer	The policy and footnotes are updated in response to a five-year review. Changes to the policy reflect better alignment with the School Code's text, which also aligns with the IASB's 6th Strategic Priority: "Initiate, advocate for, and support efforts to ensure EQUITY, Diversity, Inclusion and Racial Justice within IASB, its membership and PK-12 Schools."	☐
7:50, School Admissions and Student Transfers To and From Non-District Schools	The policy is unchanged. A footnote is updated in response to 105 ILCS 5/14-8.02, amended by P.A. 102-199, eff. 7-1-22, requiring districts to provide a copy of the multidisciplinary conference summary report and recommendations to the Ill. Dept. of Children and Family Services (DCFS)'s Office of Education and Transition Services when a student in the district is in the legal custody of DCFS. Minor changes are made to the Legal References, Cross References, and other footnotes.	☐
7:60, Residence	The policy, Legal References, and footnotes are updated in response to a five-year review and legislative changes. The policy and footnotes are updated in response to 105 ILCS 5/10-22.5a(a-5), amended by P.A. 102-126, providing that military personnel must provide proof that a child will be living within the district within ~~60 days~~ six months after the date of initial enrollment. The footnotes are also updated in response to 105 ILCS 5/14-1.11 and 14-1.11a, amended by P.A. 102-514.	☐
7:60-AP1, Challenging a Student's Residence Status	The procedure is updated in response to a five-year review.	☐

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

7:60-AP2, E1, Letter of Residence from Landlord in Lieu of Lease	The procedure is updated in response to a five-year review.	☐
7:60-AP2, E2, Letter of Residence to Be Used When the Person Seeking to Enroll a Student Is Living with a District Resident	The procedure is updated in response to a five-year review.	☐
7:60-AP2, E3, Evidence of Non-Parent's Custody, Control, and Responsibility of a Student	The procedure is updated in response to a five-year review.	☐
7:70, Attendance and Truancy	The policy, Legal References, and footnotes are updated. The policy and footnotes are updated in response to: 1. 105 ILCS 5/22-90 (final citation pending), added by P.A. 102-157, requiring schools to develop an absenteeism and truancy policy and to annually communicate it to students and parents/guardians; 2. 105 ILCS 5/26-1 and 5/26-2a, amended by P.A.s 102-266 and 102-321, allowing students to be absent for up to five days for mental or behavioral health reasons; 3. 105 ILCS 5/26-1, amended by P.A. 102-406, prohibiting schools from requiring students excused for religious reasons to submit a written excuse after returning to school; and 4. 105 ILCS 5/10-20.73 (final citation pending), added by P.A. 102-471, requiring a written policy related to absences and missed homework/assignments due to a student's pregnancy. Other continuous improvement updates are made to the Legal References and footnotes.	☐
7:80, Release Time for Religious Instruction/ Observance	The policy and footnotes are updated in response to 105 ILCS 5/26-1, amended by P.A. 102-406. The Legal References and footnotes are updated for continuous improvement.	☐
7:150, Agency and Police Interviews	The policy is updated in response to P.A. 102-197, the school counselor terminology change. The Legal References and footnotes are updated to incorporate a final citation to 105 ILCS 5/22-88. Other continuous improvements are made to the footnotes.	☐
7:160, Student Appearance	The policy, Legal References, Cross References, and footnotes are updated in response to 105 ILCS 5/10-22.25b, amended by P.A. 102-360, eff. 1-1-22 (*Jett Hawkins Law*). The law requires schools to provide proof of compliance for ISBE recognition pursuant to 105 ILCS 5/2-3.25, and this policy's second sentence does that. ISBE will have resource materials on its website by 7-1-22. An option in the footnotes allows a board to expand the *Jett Hawkins Law's* protections to include those listed in policy 7:10, *Equal Educational Opportunities*. It also includes instructions to ensure that if a board uses that option, it must align with text for policy 7:165, *School Uniforms*, below.	☐
7:165, School Uniforms	The policy, Legal References, and footnotes are updated for the same reasons and with the same options as discussed above in 7:160, *Student Appearance*, above.	☐

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

7:180, Prevention of and Response to Bullying, Intimidation, and Harassment	The policy, Legal References, and footnotes are updated in response to: 1. 105 ILCS 5/27-23.7(b), amended by P.A. 102-241, adding "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" to list of restorative measures; 2. 105 ILCS 5/27-23.7(b), amended by P.A. 102-197 (school ~~guidance~~ counselors); 3. 105 ILCS ~~5/2-3.176~~5/2-3.180 and 3.181, added by P.A. 101-438 and renumbered by P.A. 102-558, addressing potential grants related to interventions to address bullying; 4. Guidance by ISBE related to reviews and re-evaluations in the years that they are due and that submission is due to ISBE by September 30; and 5. Other continuous improvements suggested by the PAB. **PRESS** Editors and ISBE's Student Care Dept. collaborated on these updates. Bullying prevention policies were due to ISBE on 9-30-21 via the IWAS system. Districts that have not submitted should do so now. ISBE is reviewing policies to ensure compliance with 105 ILCS 5/27-23.7 and is notifying boards of any related concerns. Once a policy is approved, the IWAS system will be locked and no changes can be made. ISBE encourages districts to make updates based on this **PRESS** issue and plans to unlock the IWAS system to allow for resubmission of policies in Spring 2022.	☐
7:190, Student Behavior	The policy, Legal References, Cross References, and footnotes are updated for continuous improvement. Footnote 3 is updated in response to the U.S. Supreme Court's 2021 decision in Mahanoy Area Sch. Dist. v. B.L., about disciplining a student for off-campus misconduct.	☐
7:190-AP3, Guidelines for Reciprocal Reporting of Criminal Offenses Committed by Students.	The procedure is updated in response to P.A. 102-197, the school counselor terminology change, and for continuous improvement.	☐
7:190-AP4, Use of Isolated Time Out, Time Out, and Physical Restraint	The procedure is updated in response to 105 ILCS 5/10-20.33, amended by P.A. 102-339, and revisions to 23 Ill.Admin.Code §1.285 (limiting and/or prohibiting the use of time out, isolated time out, and restraint).	☐
7:190-AP5, Student Handbook – Electronic Devices	The procedure is updated in response to: 1. Continuous improvements to provide text and options to align with reality in students' use of cell phones during the school day, especially when the board has deleted the out-of-sight limitation from policy 7:190, *Student Behavior*; and 2. Clarifications to the footnote explaining sexting definitions.	☐
7:190-AP6, Guidelines for Investigating Sexting Allegations	The procedure is updated in response to: 1. 105 ILCS 5/21B-75, amended by P.A. 102-552, clarifying school personnel who willfully fail to report child abuse or neglect may be guilty of a Class A misdemeanor (325 ILCS 5/4) and face suspension or revocation of their licenses, endorsements, or approvals; and 2. Continuous improvement; to align with the IASB's 6th Strategic Priority: "Initiate, advocate for, and support efforts to ensure EQUITY, Diversity, Inclusion and Racial Justice within IASB, its membership and PK-12 Schools," we added a footnote discussing that 705 ILCS 405/3-40(a) assumes sex is binary and does not address transgender females or individuals who identify as nonbinary.	☐

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

7:190-E1, Aggressive Behavior Reporting Letter and Form	The exhibit is updated in response to a five-year review.	☐
7:190-E2, Student Handbook Checklist	The exhibit is updated in response to: 1. 105 ILCS 5/10-23.13 (*Erin's Law*), amended by P.A. 102-610; 2. 105 ILCS 5/10-20.75, added by P.A. 102-416, requiring districts to add certain suicide prevention hotline information to student handbooks; 3. Election Code, 10 ILCS 5/1A-60, added by P.A. 102-15, requiring high schools to provide students with a document developed by ISBE explaining the process to register to vote; 4. P.A. 102-197, the school counselor terminology change; and 5. Other continuous improvement.	☐
7:190-E3, Memorandum of Understanding	The Legal References are updated for continuous improvement. The exhibit and footnotes are updated in response to: 1. Juvenile Court Act of 1987, 705 ILCS 405/5-401.6, and Code of Criminal Procedure of 1963, 725 ILCS 5/103-2.2, added by P.A. 102-101, prohibiting law enforcement and juvenile officers from lying to minors suspected of a crime during interrogations; 2. 105 ILCS 5/27-23.7, amended by P.A. 102-241, expanding the definition of *restorative measures* to include those that increase student accountability if a bullying incident is based on religion, race, ethnicity, or any other category identified in the IHRA; and 3. Other continuous improvements.	☐
7:190-E4, Acknowledgement of Receiving Student Behavior Policy and Student Conduct Code	The exhibit is updated in response to a five-year review.	☐
7:200, Suspension Procedures	The policy, Legal References, and footnotes are updated in response to 105 ILCS 5/10-22.6(c), amended by P.A. 102-539, and for continuous improvement.	☐
7:200-E1, Short Term Out-of-School Suspension (1-3 Days) Reporting Form	The exhibit is updated in response to a five-year review.	☐
7:200-E2, Long Term Out-of-School Suspension (4-10 Days) Reporting Form	The exhibit is updated in response to a five-year review.	☐
7:210, Expulsion Procedures	The policy and footnotes are updated in response to 105 ILCS 5/10-22.6(c), amended by P.A. 102-539. Other continuous improvement updates are made to the policy, Legal References, and footnotes.	☐
7:210-E1, Notice of Expulsion Hearing	The exhibit is updated in response to a five-year review.	☐
7:240, Conduct Code for Participants in Extracurricular Activities	The policy, Legal Updates, and footnotes are updated in response to the U.S. Supreme Court's 2021 decision in Mahanoy Area Sch. Dist. v. B.L., and for continuous improvement.	☐

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

7:240-AP1, Code of Conduct for Extracurricular Activities	The procedure and footnote 1 are updated for the reasons stated in 7:240, *Conduct Code for Participants in Extracurricular Activities*, above.	☐
7:250, Student Support Services	The policy, Legal References, and footnotes are updated in response to *Erin's Law*, 105 ILCS 5/10-23.13(b)(2), (3), and (5), amended by P.A. 102-610. The policy includes a new ***Erin's Law* Counseling Options, Assistance, and Intervention** subhead. The footnotes are also updated in response to 105 ILCS 5/22-90 (final citation pending), added by P.A. 102-327, defining *school guidance counselors*, and for continuous improvement. The Legal References are also updated with a citation to 105 ILCS 21B-25 (school support personnel license endorsements) and to delete 105 ILCS 5/10-20.58, which applies to content not in this policy.	☐
7:250-AP2, Protocol for Responding to Students with Social, Emotional, or Mental Health Needs	The procedure is updated for the reason stated for the policy in 7:250, *Student Support Services*, and for continuous improvement. The procedure includes a new ***Erin's Law* Counseling Options, Assistance, and Intervention** subhead.	☐
7:260, Exemption from Physical Education	The policy and footnotes are updated in response to 105 ILCS 5/27-6(b-5), added by P.A. 102-405, requiring districts to excuse students from physical activity in P.E. during a period of religious fasting, upon written notice from the parent/guardian. The footnotes are also updated for continuous improvement.	☐
7:280-E2, Reporting and Exclusion Requirements for Common Communicable Diseases	The exhibit is updated in response to 77 Ill.Admin.Code §690.361, adding certain respiratory syndromes, including COVID-19, to the group of communicable diseases that must be immediately reported to the local health department. Continuous improvement updates are also made to the exhibit.	☐
7:290, Suicide and Depression Awareness and Prevention	The policy, Legal References, and footnotes are updated in response to: 1. 105 ILCS 5/2-3.166(c)(4), amended by P.A. 102-267, eff. 7-1-22, adding seven categories of students who may be identified as being at increased risk of suicide; and 2. 105 ILCS 5/10-20.73 (final citation pending), and 5/10-20.75 (final citation pending), added by P.A.s 102-134 and 102-416 respectively, requiring: (a) district-issued ID cards for students, and information on districts' websites) (P.A. 102-134); and (b) districts to insert either the Safe2Help Illinois helpline or a local suicide prevention hotline on ID cards, contacts to identify each helpline that may be contacted through text messaging, and the same information in student handbooks and planners (if a student planner is custom printed by a district or its schools for distribution to students in any of grades 6 through 12) (P.A. 102-416).	☐
7:290-AP, Resource Guide for Implementation of Suicide and Depression Awareness and Prevention Program	The procedure is updated for the reasons stated in 7:290, *Suicide and Depression Awareness and Prevention*, above.	☐
7:310, Restrictions on Publications; Elementary Schools	The policy, Legal References, and footnotes are updated in response to a five-year review.	☐

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

7:310-AP, Guidelines for Student Distribution of Non-School Sponsored Publications; Elementary Schools	The procedure is updated for continuous improvement and to align with discussion in the footnotes to policy 7:310, *Restrictions on Publications; Elementary Schools*.	☐
7:315, Restrictions on Publications; High Schools	The policy, Legal References, and footnotes are updated in response to feedback from the Student Law Press Center, a national non-profit student journalist advocacy group, and from Ill. Council of School Attorneys (ICSA) members. New options for boards that want to allow greater flexibility for student journalists and/or to require student media advisers to provide written justification to students when limiting their material for the reasons permitted by the Speech Rights of Student Journalists Act, 105 ILCS 80/, are found in footnotes 5 and 9, respectively. A new option for listing of policies that may not be violated is found in footnote 8. Other continuous improvements are also made throughout the policy and footnotes.	☐
7:315-AP, Guidelines for Student Distribution of Non-School Sponsored Publications; High Schools	The procedure is updated for the reasons stated in 7:315, *Restrictions on Publications; High Schools*, above and for continuous improvement.	☐
7:340, Student Records	The policy, Legal References, and footnotes are updated. The policy is updated in response to feedback from the PAB and 705 ILCS 405/5-905, amended by P.A. 98-61, increasing the age of delinquent minors to minors arrested or taken into custody before their 18th (formerly 17th) birthday. The Legal References are updated for continuous improvement. The footnotes are updated in response to 105 ILCS 10/6(a)(13), added by P.A. 102-557, permitting high school districts and their feeder elementary districts to enter into intergovernmental agreements to share student records and information, and for continuous improvement.	☐
7:340-AP1, School Student Records	The procedure is updated for the reasons stated in 7:340, *Student Records*. A new option in footnote 3 provides alternative language if a district uses a single district-level records custodian, rather than designating the building principal as the records custodian for each school.	☐
7:340-AP1, E1, Notice to Parents/Guardians and Students of Their Rights Concerning a Student's School Records	The exhibit is updated in response to 105 ILCS 10/6(a)(13), added by P.A. 102-557, PAB feedback, and for continuous improvement.	☐
7:345, Use of Educational Technologies; Student Data Privacy and Security	The Legal References and footnotes are updated in response to 23 Ill. Admin. Code Part 380, implementing the Student Online Personal Protection Act, 105 ILCS 85/. The footnotes are also updated in response to 105 ILCS 5/10-20.74, added by P.A. 101-654, requiring districts to submit to ISBE an annual report about their educational technology capacity and policies, and for continuous improvement.	☐
7:345-AP, Use of Educational Technologies; Student Data Privacy and Security	The procedure is updated for the reasons stated in 7:345, *Use of Educational Technologies; Student Data Privacy and Security*, above.	☐

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

7:345-AP, E4, Notice of Parent Rights Regarding Student Covered Information	The procedure is updated in response to 23 Ill. Admin. Code Part 380, implementing the Student Online Personal Protection Act, 105 ILCS 85/.	☐
7:345-AP, E5, Parent Request Form for Student Covered Information	**NEW.** The exhibit is created for the reason stated in 7:345-AP, E4, *Notice of Parent Rights Regarding Student Covered Information*.	☐
7:345-AP. E6, Parent Request Form for Correction of Student Covered Information	**NEW.** The exhibit is created for the reason stated in 7:345-AP, E4, *Notice of Parent Rights Regarding Student Covered Information*.	☐
8:70, Accommodating Individuals with Disabilities	The policy is unchanged. The Cross References are updated for continuous improvement. Footnote 2 is updated in response to 105 ILCS 5/10-20.75 (final citation pending), added by P.A. 103-238, eff. 8-1-22, requiring districts to ensure its Internet websites or web services comply with *Level AA of the Web Content Accessibility Guidelines 2.1* or any revised version of the guidelines, and for continuous improvement.	☐
8:95-AP, Parental Involvement	The procedure is updated in response to 105 ILCS 5/27-9.1a(d), added by P.A. 102-522, allowing parents/guardians to opt-out their children from NSES classes or courses, and 105 ILCS 5/27-9.1a(e), added by P.A. 102-522, giving parents/guardians the right to review instructional materials to be used in NSES classes or courses.	☐
8:100, Relations with Other Organizations and Agencies	The policy is unchanged. Continuous improvements are made to the footnotes in response to a five-year review. A new Cross Reference to 4:180, *Pandemic Preparedness; Management; and Recovery*, is added.	☐

Office of General Counsel

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 Employees

The following individuals provide us with excellent assistance between and during the drafting of **PRESS** Issues. We also thank them and appreciate their dedication and contributions to the quality of this service.

James Wagner, Office of General Counsel, preparation, formatting, quality assurance, editor, State and federal regulations monitor

Bridget Trojan, Office of General Counsel, State and federal regulations monitor, editor

Ummehani Faizullabhoy, Office of General Counsel, preparation, formatting, quality assurance, editor, State and federal regulations monitor

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Board of Education
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POWERS AND DUTIES OF THE SCHOOL BOARD; INDEMNIFICATION

The major powers and duties of the School Board include, but are not limited to:

1. Organizing the Board after each consolidated election by electing officers and establishing its regular meeting schedule and, thereafter, taking action during lawfully called meetings to faithfully fulfill the Board's responsibilities in accordance with State and federal law.
2. Formulating, adopting, and modifying Board policies, at its sole discretion, subject only to mandatory collective bargaining agreements and State and federal law.
3. Employing a Superintendent and other personnel, making employment decisions, dismissing personnel, including determining whether an employee has willfully or negligently failed to report an instance of suspected child abuse or neglect as required by 325 ILCS 5/, and establishing an equal employment opportunity policy that prohibits unlawful discrimination.
4. Directing, through policy, the Superintendent, in his or her charge of the District's administration.
5. Approving the annual budget, tax levies, major expenditures, payment of obligations, annual audit, and other aspects of the District's financial operation; and making available a statement of financial affairs as provided in State law.
6. Entering contracts using the public bidding procedure when required.

7. Providing, constructing, controlling, and maintaining adequate physical facilities; making school buildings available for use as civil defense shelters; and establishing a resource conservation policy.
8. Establishing an equal educational opportunities policy that prohibits unlawful discrimination.
9. Approving the curriculum, textbooks, and educational services.
10. Evaluating the educational program and approving School Improvement and District Improvement Plans.
11. Presenting the District report card and School report card(s) to parents/guardians and the community; these documents report District, School, and student performance.
12. Establishing and supporting student behavior policies designed to maintain an environment conducive to learning, including deciding individual student suspension or expulsion cases brought before it.
13. Establishing attendance units within the District and assigning students to the schools.
14. Establishing the school year.
15. Requiring a moment of silence to recognize veterans during any type of school event held at a District school on November 11.
16. Providing student transportation services pursuant to State law.
17. Entering into joint agreements with other boards to establish cooperative educational programs or provide educational facilities.
18. Complying with requirements in the Abused and Neglected Child Reporting Act (ANCRA). Specifically, each individual Board member must, if an allegation is raised to the member during an open or closed Board meeting

that a student is an abused child as defined in ANCRA, direct or cause the Board to direct the Superintendent or other equivalent school administrator to comply with ANCRA's requirements concerning the reporting of child abuse.

19. Notifying the State Superintendent of Education promptly and in writing of the name of a licensed teacher who was convicted of a felony, along with the conviction and the name and location of the court where the conviction occurred.

~~18.~~20. Notifying the Teachers' Retirement System (TRS) of the State of Ill. Board of Trustees promptly and in writing when it learns that a teacher as defined in the Ill. Pension Code was convicted of a felony, along with the name and location of the court where the conviction occurred, and the case number assigned by that court to the conviction.

~~19.~~21. Communicating the schools' activities and operations to the community and representing the needs and desires of the community in educational matters.

Indemnification

To the extent allowed by law, the Board shall defend, indemnify, and hold harmless School Board members, employees, volunteer personnel (pursuant to 105 ILCS 5/10-22.34, 10-22.34a and 10-22.34b), mentors of certified staff (pursuant to 105 ILCS 5/2-3.53a, 2-3.53b, and 105 ILCS 5/21A-5 et seq.), and student teachers who, in the course of discharging their official duties imposed or authorized by law, are sued as parties in a legal proceeding. Nothing herein, however, shall be construed as obligating the Board to defend, indemnify, or hold harmless any person who engages in criminal activity, official misconduct, fraud, intentional or

willful and wanton misconduct, or acts beyond the authority properly vested in the individual.

Legal Reference:
105 ILCS 5/10, 5/17-1, 5/21B-85, and 5/27-1
115 ILCS 5/, Ill. Educational Labor Relations Act
325 ILCS 5/, Abused and Neglected Child Reporting Act
Original Policy Adopted: 1981
Policy Reviewed and Adopted: 10/17/1991, 1/20/1994, 3/18/2010, 12/20/2012, 09/18/2014, 05/16/2019, 12/19/2019, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Board of Education
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QUALIFICATIONS, TERM, AND DUTIES OF BOARD OFFICERS

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

President

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

1. Preside at all meetings;
2. Focus the Board meeting agendas on appropriate content;
3. Make all Board committee appointments, unless specifically stated otherwise;
4. Attend and observe any Board committee meeting at his or her discretion;
5. Represent the Board on other boards or agencies;
6. Sign official District documents requiring the President's signature, including Board minutes and Certificate of Tax Levy;
7. Call special meetings of the Board;
8. Serve as the head of the public body for purposes of the Open Meetings Act and Freedom of Information Act;
9. Ensure that a quorum of the Board is physically present at all Board meetings, except as otherwise provided by the Open Meetings Act;
10. Administer the oath of office to new Board members;
11. Serve as or appoint the Board's official spokesperson to the media; ~~and~~
12. Except when the Board President is the subject of a complaint of sexual harassment, a witness, or otherwise conflicted, appoint a qualified outside investigator to conduct an independent review of allegations of sexual

harassment made against a Board member by another Board member or elected official; and

~~12.~~13. Ensure that the fingerprint-based criminal history records information checks and/or screenings required by State law and policy 5:30, *Hiring Process and Criteria*, are completed for the Superintendent.

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

The Vice President fills a vacancy in the Presidency.

Vice President

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

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

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

Secretary

The Board elects a Secretary for a two-year term. The secretary may be, but is not required to be, a Board member. The Secretary may receive reasonable compensation as determined by the Board before appointment. However, if the Secretary is a Board member, the compensation shall not to exceed $500 per year, as fixed by the Board at least 180 days before the beginning of the term.

The duties of the Secretary are to:

1. Keep minutes for all Board meetings and keep the verbatim record for all closed Board meetings;

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

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

Recording Secretary

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

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

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

Treasurer

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

The Treasurer must:

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

The Treasurer shall:

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

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

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Board of Education
S.B.P. File: 2:110 (Page 5 of 5)

Legal Reference:
5 ILCS 120/7 and 420/4A-106
105 ILCS 5/8-1, 5/8-2, 5/8-3, 5/8-6, 5/8-16, 5/8-17, 5/10-1, 5/10-5, 5/10-7, 5/10-8, 5/10-13, 5/10-13.1, 5/10-14, 5/10-16.5, 5/10-21.9, ~~and~~ 5/17-1, and 5/21B-85.
Original Policy Adopted: August 18, 1988
Policy Reviewed and Adopted: 10/17/1991, 1/20/1994, 3/18/2010, 03/21/2013, 04/17/2014, 08/15/2019, 12/19/2019, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Board of Education
S.B.P. File: 2:120 (Page 1 of 3)

BOARD MEMBER DEVELOPMENT

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

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

Mandatory Board Member Training

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

1. Each Board member elected or appointed to fill a vacancy of at least one year's duration must complete at least 4 hours of professional development leadership training in education and labor law, financial oversight and accountability, ~~and~~ fiduciary responsibilities, and (beginning in the fall of 2023) trauma-informed practices for students and staff within the first year of his or her first term.
2. Each Board member must complete training on the Open Meetings Act no later than 90 days after taking the oath of office for the first time. After completing the training, each Board member must file a copy of the certificate of completion with the Board. Training on the Open Meetings Act is only required once.
3. Each Board member must complete a training program on evaluations under the Performance Evaluation Reform Act (PERA) before participating in a vote on a tenured teacher's dismissal using the optional alternative

evaluation dismissal process. This dismissal process is available after the District's PERA implementation date.

The Superintendent or designee shall maintain on the District website a log identifying the complete training and development activities of each Board member, including both mandatory and non-mandatory training.

Professional Development: Adverse Consequences of School Exclusion: Student Behavior

The Board President or Superintendent, or their designees, will make reasonable efforts to provide ongoing professional development to Board members about the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, 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.

Board Self-Evaluation

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

New Board Member Orientation

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

1. The Board President or Superintendent, or their designees, shall give each new Board member a copy of or online access to the Board Policy Manual, the Board's regular meeting minutes for the past year, and other helpful information including material describing the District and explaining the Board's roles and responsibilities.

2. The Board President or designee shall schedule one or more special Board meetings, or schedule time during regular meetings, for Board members to become acquainted and to review Board processes and procedures.
3. The Board President may request a veteran Board member to mentor a new member.
4. All new members are encouraged to attend workshops for new members conducted by the Illinois Association of School Boards.

Candidates

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

Legal Reference:
5 ILCS 120/1.05 and 120/2,
105 ILCS 5/10-16a and 5/24-16.5
Original Policy Adopted: August 18, 1988
Policy Reviewed and Adopted: 10/17/1991, 1/20/1994, 3/18/2010, 4/19/2012, 12/15/2016, 12/20/2018, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Board of Education
S.B.P. File: 2:220 (Page 1 of 7)

SCHOOL BOARD MEETING PROCEDURE

Agenda

The School Board President is responsible for focusing the Board meeting agendas on appropriate content. The Superintendent shall prepare agendas in consultation with the Board President. The President shall designate a portion of the agenda as a consent agenda for those items that usually do not require extensive discussion before Board action. Upon the request of any Board member, an item will be withdrawn from the consent agenda and placed on the regular agenda for independent consideration.

Each Board meeting agenda shall contain the general subject matter of any item that will be the subject of final action at the meeting. Items submitted by Board members to the Superintendent or the President shall be placed on the agenda for an upcoming meeting. District residents may suggest inclusions for the agenda. The Board will take final action only on items contained in the posted agenda; items not on the agenda may still be discussed.

The Superintendent shall provide a copy of the agenda, with adequate data and background information, to each Board member at least 48 hours before each meeting, except a meeting held in the event of an emergency. The meeting agenda shall be posted in accordance with Board policy 2:200, *Types of School Board Meetings*.

The Board President shall determine the order of business at regular Board meetings. Upon consent of a majority of members present, the order of business at any meeting may be changed.

Voting Method

Unless otherwise provided by law, when a vote is taken upon any measure before the Board, with a quorum being present, a majority of the votes cast shall

determine its outcome. A vote of *abstain* or *present,* or a vote other than *yea* or *nay*, or failure to vote, is counted for the purposes of determining whether a quorum is present. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or failure to vote, however, is not counted in determining whether a measure has been passed by the Board, unless otherwise stated in law. The sequence for casting votes is rotated.

On all questions involving the expenditure of money and on all questions involving the closing of a meeting to the public, a roll call vote shall be taken and entered in the Board's minutes. An individual Board member may request that a roll call vote be taken on any other matter; the President or other presiding officer may approve or deny the request but a denial is subject to being overturned by a majority vote of the members present.

Minutes

The Board Secretary shall keep written minutes of all Board meetings (whether open or closed), which shall be signed by the President and the Secretary. The minutes include:

1. The meeting's date, time, and place;
2. Board members recorded as either present or absent;
3. A summary of the discussion on all matters proposed, deliberated, or decided, and a record of any votes taken;
4. On all matters requiring a roll call vote, a record of who voted *yea* and *nay*;
5. If the meeting is adjourned to another date, the time and place of the adjourned meeting;
6. The vote of each member present when a vote is taken to hold a closed meeting or portion of a meeting, and the reason for the closed meeting with a citation to the specific exception contained in the Open Meetings Act (OMA) authorizing the closed meeting;

7. A record of all motions, including individuals making and seconding motions;
8. Upon request by a Board member, a record of how he or she voted on a particular motion; and
9. The type of meeting, including any notices and, if a reconvened meeting, the original meeting's date.

The minutes shall be submitted to the Board for approval or modification at its next regularly scheduled open meeting. Minutes for open meetings must be approved within 30 days after the meeting or at the second subsequent regular meeting, whichever is later.

~~At least semi-annually~~Every six months, or as soon after as is practicable, in an open meeting, the Board: (1) reviews minutes from all closed meetings that are currently unavailable for public release, and (2) ~~decides~~ determines which, if any, no longer require confidential treatment and are available for public inspection. This is also referred to as a *semi-annual review*. The Board may meet in a prior closed session to review the minutes from closed meetings that are currently unavailable for public release, but it reports its determination in open session.

The Board's meeting minutes must be submitted to the Board Treasurer at such times as the Treasurer may require.

The official minutes are in the custody of the Board Secretary. Open meeting minutes are available for inspection during regular office hours within 10 days after the Board's approval; they may be inspected in the District's main office, in the presence of the Secretary, the Superintendent or designee, or any Board member.

Minutes from closed meetings are likewise available, but only if the Board has released them for public inspection, except that Board members may access closed session minutes not yet released for public inspection (1) in the District's administrative offices or their official storage location, and (2) in the presence of

the Recording Secretary, the Superintendent or designated administrator, or any elected Board member. The minutes, whether reviewed by members of the public or the Board, shall not be removed from the District's administrative offices or their official storage location except by vote of the Board or by court order.

The Board's open meeting minutes shall be posted on the District website within ten days after the Board approves them; the minutes will remain posted for at least 60 days.

Verbatim Record of Closed Meetings

The Superintendent, or the Board Secretary when the Superintendent is absent, shall audio record all closed meetings. If neither is present, the Board President or presiding officer shall assume this responsibility. After the closed meeting, the person making the audio recording shall label the recording with the date and store it in a secure location. The Superintendent shall ensure that: (1) an audio recording device and all necessary accompanying items are available to the Board for every closed meeting, and (2) a secure location for storing closed meeting audio recordings is maintained close to the Board's regular meeting location.

After 18 months have passed since being made, the audio recording of a closed meeting is destroyed provided the Board approved: (1) its destruction, and (2) minutes of the particular closed meeting.

Individual Board members may access verbatim recordings in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member. Access to the verbatim recordings is available at the District's administrative offices or the verbatim recording's official storage location. Requests shall be made to the Superintendent or Board President. While a Board member is listening to a verbatim recording, it shall not be re-recorded or removed from the District's main office or official storage location, except by vote of the Board or by court order.

Before making such requests, Board members should consider whether such requests are germane to their responsibilities, service to District, and/or Oath of Office in policy 2:80, *Board Member Oath and Conduct*. In the interest of encouraging free and open expression by Board members during closed meetings, the recordings of closed meetings should not be used by Board members to confirm or dispute the accuracy of recollections.

Quorum and Participation by Audio or Video Means

A quorum of the Board must be physically present at all Board meetings. A majority of the full membership of the Board constitutes a quorum.

Provided a quorum is physically present, a Board member may attend a meeting by video or audio conference if he or she is prevented from physically attending because of: (1) personal illness or disability, (2) employment or District business, or (3) a family or other emergency. If a member wishes to attend a meeting by video or audio means, he or she must notify the recording secretary or Superintendent at least 24 hours before the meeting unless advance notice is impractical. The recording secretary or Superintendent will inform the Board President and make appropriate arrangements. A Board member, who attends a meeting by audio or video means, as provided in this policy, may participate in all aspects of the Board meeting including voting on any item.

No Physical Presence of Quorum and Participation by Audio or Video; Disaster Declaration

The ability of the Board to meet in person with a quorum physically present at its meeting location may be affected by the Governor or the Director of the Ill. Dept. of Public Health issuing a disaster declaration related to a public health emergency. The Board President or, if the office is vacant or the President is absent or unable to perform the office's duties, the Vice President determines that an in-person meeting or a meeting conducted under the **Quorum and Participation by Audio or Video Means** subhead above, is not practical or

prudent because of the disaster declaration; if neither the President nor Vice President are present or able to perform this determination, the Superintendent shall serve as the duly authorized designee for purposes of making this determination.

The individual who makes this determination for the Board shall put it in writing, include it on the Board's published notice and agenda for the audio or video meeting and in the meeting minutes, and ensure that the Board meets every OMA requirement for the Board to meet by video or audio conference without the physical presence of a quorum.

Rules of Order

Unless State law or Board-adopted rules apply, the Board President, as the presiding officer, will use the most recent edition of Robert's Rules of Order, Newly Revised ~~(11th Edition)~~ as a guide when a question arises concerning procedure.

Broadcasting and Recording Board Meetings

Any person may record or broadcast an open Board meeting. Special requests to facilitate recording or broadcasting an open Board meeting, such as seating, writing surfaces, lighting, and access to electrical power, should be directed to the Superintendent at least 24 hours before the meeting.

Recording meetings shall not distract or disturb Board members, other meeting participants, or members of the public. The Board President may designate a location for recording equipment, may restrict the movements of individuals who are using recording equipment, or may take such other steps as are deemed necessary to preserve decorum and facilitate the meeting.

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Board of Education
S.B.P. File: 2:220 (Page 7 of 7)

Legal Reference:
5 ILCS 120/2a, 120/2.02, 120/2.05, 120/2.06, and 120/7
105 ILCS 5/10-6, 5/10-7, 5/10-12, and 5/10-16.
Original Policy Adopted: 1981 and August 18, 1988
Policy Reviewed and Adopted: 10/17/1991, 01/20/1994, 12/18/2003, 08/17/2006, 3/18/2010, 12/20/2012, 12/15/2016, 12/19/2019, 08/20/2020, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Board of Education
S.B.P. File: 2:260 (Page 1 of 7)

UNIFORM GRIEVANCE PROCEDURE

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

1. Title II of the Americans with Disabilities Act, 42 U.S.C. §12101 et seq.
2. Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., excluding Title IX sexual harassment complaints governed by policy 2:265, *Title IX Sexual Harassment Grievance Procedure*
3. Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §791 et seq.
4. Title VI of the Civil Rights Act, 42 U.S.C. §2000d et seq.
5. Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. §2000e et seq.
6. Sexual harassment prohibited by the State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a); Illinois Human Rights Act, 775 ILCS 5/; and Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq. (Title IX sexual harassment complaints are addressed under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*)
7. Breastfeeding accommodations for students, 105 ILCS 5/10-20.60
8. Bullying, 105 ILCS 5/27-23.7
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, 820 ILCS 180/

12. Illinois Equal Pay Act of 2003, 820 ILCS 112/
13. Provision of services to homeless students
14. Illinois Whistleblower Act, 740 ILCS 174/
15. Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act, 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 cyber-bullying 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 parent(s)/guardian(s) that they may attend any investigatory meetings in which their child is involved. The complaint and identity

of the Complainant will not be disclosed except: (1) as required by law, ~~or~~ this policy, 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 ~~first class U.S. mail~~, as well as to the Complaint Manager. All decisions shall be based upon the *preponderance of evidence* standard.

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

Within 30 school business days 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 ~~of~~ 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 ~~first class U.S. mail~~ as well as to the Complaint Manager.

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

Appointing a Nondiscrimination Coordinator and Complaint Managers

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

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 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:

Christy Sefcik
Name

285 E. Grand Avenue,
Fox Lake IL 60020
Address

csefcik@grantbulldogs.org
Email

847-587-2561
Telephone

Complaint Managers:

Jeremy Schmidt
Name

285 E. Grand Avenue,
Fox Lake IL 60020
Address

jschmidt@grantbulldogs.org
Email

847-587-2561
Telephone

Beth Reich
Name

285 E. Grand Avenue,
Fox Lake IL 60020
Address

breich@grantbulldogs.org
Email

847-587-2561
Telephone

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Board of Education
S.B.P. File: 2:260 (Page 7 of 7)

Legal Reference:

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 Medical Leave Act
42 U.S.C. §2000d et seq., Title VI of the Civil Rights Act.
42 U.S.C. §2000e et seq., Equal Employment Opportunities Act (Title VII of the Civil Rights Act).
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, 5/24-4, 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/, Illinois Genetic Information Privacy Act.
740 ILCS 174/, ~~Illinois~~ Whistleblower Act.
740 ILCS 175/, Illinois False Claims Act.
775 ILCS 5/, Illinois 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 70/2523
Ill.Admin.Code §§1.240, 200.40, 226.50, and 226.570
Original Policy Adopted: February 18, 2010
Policy Reviewed and Adopted: 03/21/2013, 10/15/2015, 12/28/2017, 04/19/2018, 12/19/2019, 09/17/2020, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: General School Administration
S.B.P. File: 3:40 (Page 1 of 2)

SUPERINTENDENT

Duties and Authority

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

Qualifications

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

Evaluation

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

SCHOOL BOARD POLICY

Grant Community High School District 124

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

Compensation and Benefits

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

Legal Reference:
105 ILCS 5/10-16.7, 5/10-20.47, 5/10-21.4, 5/10-21.9, 5/10-23.8, 5/21B-20, 5/21B-25, 5/24-11 and 5/24A-3
23 Illinois Administrative Code §§ 1.310, 1.705, and 25.355
Original Policy Adopted: 12/21/2006
Policy Reviewed and Adopted: 06/18/2015, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Operational Services
S.B.P. File: 4:60 (Page 1 of 3)

PURCHASES AND CONTRACTS

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

Standards for Purchasing and Contracting

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

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

Adoption of the annual budget authorizes the Superintendent or designee to purchase budgeted supplies, equipment, and services, provided that State law is followed. Purchases of items outside budget parameters require prior Board approval, except in an emergency.

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

1. Supplies, materials, or work involving an expenditure in excess of $25,000 must comply with the State law bidding procedure, 105 ILCS 5/10-20.21, unless specifically exempted.
2. Construction, lease, or purchase of school buildings must comply with State law and Board policy 4:150, *Facility Management and Building Programs*.

3. Guaranteed energy savings must comply with 105 ILCS 5/19b-1 et seq.
4. Third party non-instructional services must comply with 105 ILCS 5/10-22.34c.
5. Goods and services that are intended to generate revenue and other remunerations for the District in excess of $1,000, including without limitation vending machine contracts, sports and other attire, class rings, and photographic services, must comply with 105 ILCS 5/10-20.21(b-5). The Superintendent or designee shall keep a record of: (1) each vendor, product, or service provided, (2) the actual net revenue and non-monetary remuneration from each contract or agreement, and (3) how the revenue was used and to whom the non-monetary remuneration was distributed. The Superintendent or designee shall report this information to the Board by completing the necessary forms that must be attached to the District's annual budget.
6. Any contract to purchase food with a bidder or offeror must comply with 105 ILCS 5/10-20.21(b-10).
7. The purchase of paper and paper products must comply with 105 ILCS 5/10-20.19c and Board policy 4:70 *Resource Conservation*.
8. Each contractor with the District is bound by each of the following:
    a. In accordance with 105 ILCS 5/10-21.9(f): (1) prohibit any of its employees who is or was found guilty of a criminal offense listed in 105 ILCS 5/21.9(c) and 5/21B-80(c) to have direct, daily contact at a District school or school-related activity with one or more student(s); ~~and~~ (2) prohibits any of the contractor's employees from having direct, daily contact with one or more students if the employee was found guilty of any offense in 5/21B-80(b) (certain drug offenses) until seven years following the end of the employee's sentence for the criminal offense; and (3) require each of its employees who will have direct, daily contact with student(s) to cooperate during the District's fingerprint-based criminal history records check on him or her.

b. In accordance with 105 ILCS 5/24-5: (1) concerning each new employee of a contractor that provides services to students or in schools, provide the District with evidence of physical fitness to perform the duties assigned and freedom from communicable disease if the employee will have direct, daily contact with one or more student(s); and (2) require any new or existing employee who has and will have direct, daily contact with one or more student(s) to complete additional health examinations as required by the District and be subject to additional health examinations, including tuberculosis screening, as required by the Illinois Department of Public Health rules or order of a local health official.

9. After 1/1/23, any pavement engineering project using a coal tar-based sealant product or high polycyclic aromatic hydrocarbon sealant product for pavement engineering-related use must comply with the Coal Tar Sealant Disclosure Act.

~~b.~~10. Purchases made with federal or State awards must comply with 2 C.F.R. Part 200 and 30 ILCS 708/, as applicable, and any terms of the award.

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

Legal Reference:
105 ILCS 5/10-20.19c, 5/10-20.21, 5/10-21.9, 5/10-22.34c, 5/19b-1 et seq. and 5/24-5
820 ILCS 130/
Original Policy Adopted: 1981
Policy Reviewed and Adopted: 10/17/1991, 05/19/1994, 10/20/2005, 11/20/2008, 03/21/2013, 09/18/2014, 12/15/2016, 12/19/2019, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Operational Services
S.B.P. File: 4:160

ENVIRONMENTAL QUALITY OF BUILDINGS AND GROUNDS

The Superintendent shall take all reasonable measures to protect: (1) the safety of District personnel, students, and visitors on District premises from risks associated with hazardous materials and (2) the environmental quality of the District's buildings and grounds.

Pesticides
Restricted use pesticides will not be applied on or within 500 feet of school property during normal school hours. Before pesticides are used on District premises, the Superintendent or designee shall notify employees and parents/guardians of students as required by the Structural Pest Control Act, 225 ILCS 235/, and the Lawn Care Products Application and Notice Act, 415 ILCS 65/.

Coal Tar Sealant
Beginning on 1-1-23, before coal tar-based sealant products or high polycyclic aromatic hydrocarbon sealant products are used on District premises, the Superintendent or designee shall notify employees and parents/guardians of students in writing or by telephone as required by the Coal Tar Sealant Disclosure Act.

SCHOOL BOARD POLICY

Grant Community High School District 124

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S.B.P. File: 4:160

Legal Reference:
105 ILCS 5/10-20.17a; 5/10-20.48.
29 C.F.R. ~~Part~~ §1910.1030, Occupational Exposure to Bloodborne Pathogens, as adopted by the Illinois Department of Labor, 56 Ill.Admin.Code §350.700(b).
29 C.F.R. §1910.1200. Occupational Safety and Health Administration Hazard Communication Standards, as adopted by 820 ILCS 255/1.5, Toxic Substances Disclosure to Employees Act.
20 ILCS 3130/, Green Buildings Act.
105 ILCS 135/, Toxic Art Supplies in Schools Act.
105 ILCS 140/, Green Cleaning School Act.
225 ILCS 235/, Structural Pest Control Act.
415 ILCS 60/14, Illinois Pesticide Act.
415 ILCS 65/, Lawn Care Products Application and Notice Act.
410 ILCS 170/, Coal Tar Sealant Disclosure Act.
820 ILCS 255/, Toxic Substances Disclosure to Employees Act. *(inoperative)*
23 Ill.Admin.Code §1.330.
Original Policy Adopted: July 20, 2000
Policy Reviewed and Adopted: 03/21/2013, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Operational Services
S.B.P. File: 4:165 (Page 1 of 3)

AWARENESS AND PREVENTION OF CHILD SEXUAL ABUSE AND GROOMING BEHAVIORS

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: (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, and define prohibited grooming behaviors, the Superintendent or designee shall implement an Awareness and Prevention of Sexual Abuse and Grooming Behaviors Program.

The Program will:

1. Educate students with:
    a. An age-appropriate and evidence-informed health and safety education curriculum that includes methods for how to report child sexual abuse and grooming behaviors to authorities, through policy 6:60, *Curriculum Content*;
    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, and (ii) community-based Children's Advocacy Centers and sexual assault crisis centers and how to access those serving the District.

2. Train District employees about child sexual abuse and grooming behaviors by January 31 of each school year with materials that include:

   a. A definition of prohibited grooming behaviors and boundary violations pursuant to policy 5:120, *Employee Ethics; Conduct; and Conflict of Interest*;

   b. Evidence-informed content on preventing, recognizing, reporting, and responding to child sexual abuse, grooming behaviors, and 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; Conduct; and Conflict of Interest*; and

   c. How to report child sexual abuse, grooming behaviors, and/or 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 of child sexual abuse, grooming behaviors, and boundary violations with evidence-informed educational information that also includes:

   a. Assistance, referral, or resource information, including how to recognize grooming behaviors, appropriate relationships between District employees and students based upon policy 5:120, *Employee Ethics; Conduct; and Conflict of Interest*, and how to prevent child sexual abuse from happening;

   b. Methods for how to report child sexual abuse, grooming behaviors, and/or 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*.

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Legal Reference:
105 ILCS 5/10-23.13, 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.
Original Policy Adopted: Month 00, 0000
Policy Reviewed and Updated:

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Grant Community High School District 124

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SAFETY

Safety and Security

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

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

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

School Safety Drill Plan

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

1. Three school evacuation drills to address and prepare students and school personnel for fire incidents. One of these three drills shall require the participation of the local fire department or district.
2. One bus evacuation drill

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

Annual Review

The Board or its designee will annually review each school building's emergency operations and crisis response plan(s), protocols, and procedures, as well as each building's compliance with the school safety drill plan. This annual review shall be in accordance with the School Safety Drill Act (105 ILCS 128/) and the Joint Rules of the Office of the State Fire Marshal and the Illinois State Board of Education (ISBE). 29 Ill.Admin.Code Part 1500.

Automated External Defibrillator (AED)

The Superintendent or designee shall implement a written plan for responding to medical emergencies at the District's physical fitness facilities in accordance with the Fitness Facility Medical Emergency Preparedness Act and shall file a copy of the plan with the Ill. Dept. of Public Health (IDPH). The plan shall provide for at least one automated external defibrillator (AED) to be available at every physical fitness facility on the premises according to State law requirements.

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

Carbon Monoxide Alarms

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

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

Soccer Goal Safety

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

Unsafe School Choice Option

The unsafe school choice option allows students to transfer to another District school or to a public charter school within the District. The unsafe school choice option is available to:

1. All students attending a persistently dangerous school, as defined by State law and identified by the ISBE.
2. Any student who is a victim of a violent criminal offense, as defined by 725 ILCS 120/3, that occurred on school grounds during regular school hours or during a school-sponsored event.

SCHOOL BOARD POLICY

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The Superintendent or designee shall develop procedures to implement the unsafe school choice option.

Lead Testing in Water

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

Emergency Closing

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

Legal Reference:
105 ILCS 5/10-20.2, 5/10-20.57, 5/18-12, 5/18-12.5.
105 ILCS 128/, School Safety Drill Act~~, implemented by~~ 29 Ill.Admin.Code Part 1500.
210 ILCS 74/, Physical Fitness Facility Medical Emergency Preparedness Act.
225 ILCS 320/35.5, Ill. Plumbing License Law.
Original Policy Adopted: 1981
Policy Reviewed and Adopted: 10/17/1991, 5/19/1994, 7/7/2005, 9/21/2006 and 7/19/2012, 7/17/2014, 01/21/2016, 12/28/2017, 12/20/2018, 00/00/0000

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CONVICTED CHILD SEX OFFENDER;
SCREENING; NOTIFICATIONS

Persons Prohibited on School Property without Prior Permission

State law prohibits a child sex offender from being present on school property or loitering within 500 feet of school property when persons under the age of 18 are present, unless the offender meets either of the following two exceptions:

1. The offender is a parent/guardian of a student attending the school and has notified the Building Principal of his or her presence at the school for the purpose of: (i) attending a conference with school personnel to discuss the progress of his or her child academically or socially, (ii) participating in child review conferences in which evaluation and placement decisions may be made with respect to his or her child regarding special education services, or (iii) attending conferences to discuss other student issues concerning his or her child such as retention and promotion; or

2. The offender received permission to be present from the School Board, Superintendent, or Superintendent's designee. If permission is granted, the Superintendent or Board President shall provide the details of the offender's upcoming visit to the Building Principal.

In all cases, the Superintendent or designee shall supervise a child sex offender whenever the offender is in a child's vicinity. If a student is a sex offender, the Superintendent or designee shall develop guidelines for managing his or her presence in school.

Screening

The Superintendent or designee shall perform fingerprint-based criminal history records information checks and/or screenings required by State law or Board policy for employees; student teachers; students doing field or clinical experience other than student teaching; contractors' employees who have direct, daily

contact with one or more children; and resource persons and volunteers. The Board President shall ensure that these checks are completed for the Superintendent. He or she shall take appropriate action based on the result of any criminal background check and/or screen.

Notification to Parents/Guardians

The Superintendent shall develop procedures for the distribution and use of information from law enforcement officials under the Sex Offender Community Notification Law and the Murderer and Violent Offender Against Youth Community Notification Law. The Superintendent or designee shall serve as the District contact person for purposes of these laws. The Superintendent and Building Principal shall manage a process for schools to notify the parents/guardians during school registration that information about sex offenders is available to the public as provided in the Sex Offender Community Notification Law. This notification must occur during school registration and at other times as the Superintendent or Building Principal determines advisable.

Legal Reference:
20 U.S.C. §7926, Elementary and Secondary Education Act.
20 ILCS 2635/, Uniform Conviction Information Act.
720 ILCS 5/11-9.3, Criminal Code of 2012.
730 ILCS 152/, Sex Offender Community Notification Law.
730 ILCS 154/75-105, Murderer and Violent Offender Against Youth Community Notification Law.
Original Policy Adopted: 07/17/2014
Policy Reviewed and Adopted: 12/15/2016, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Personnel
S.B.P. File: 5:10 (Page 1 of 5)

GENERAL PERSONNEL
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, ~~or~~ 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 Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she: (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or (2) initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Personnel
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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 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:
Christine A. Sefcik, Superintendent
285 E. Grand Avenue
Fox Lake, IL 60020
csefcik@grantbulldogs.org
Phone: 847/587-2561

Complaint Managers:

Beth Reich, Business Manager
Grant Community High School
285 East Grand Ave.
Fox Lake, IL. 60020
breich@grantbulldogs.org
847 587-2561

Jeremy Schmidt, Principal
Grant Community High School
285 E. Grand Ave.
Fox Lake, IL. 60020
jschmidt@grantbulldogs.org
847 587-2561

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.

SCHOOL BOARD POLICY

Grant Community High School District 124

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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.

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Legal Reference:

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. §621 et seq., Age Discrimination in Employment Act.
29 U.S.C. §701 et seq., Rehabilitation Act of 1973.
38 U.S.C. §4301 et seq., Uniformed Services Employment and Reemployment Rights Act (1994).
42 U.S.C. §1981 et seq., Civil Rights Act of 1991.
42 U.S.C. §2000e et seq., Title VII of the Civil Rights Act of 1964; 29 C.F.R. Part 1601.
42 U.S.C. §2000ff et seq., Genetic Information Nondiscrimination Act of 2008.
42 U.S.C. §2000d et seq., Title VI of the Civil Rights Act of 1964.
42 U.S.C. §2000e(k), Pregnancy Discrimination Act.
42 U.S.C. §12111 et seq., Americans With Disabilities Act, Title I
Ill. Constitution, Art. I, §§17, 18, and 19.
105 ILCS 5/10-20.7, 5/10-20.7a, 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.

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Section: Personnel
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Original Policy Adopted: November 16, 2006
Policy Reviewed and Adopted: 04/30/2013, 04/17/2014, 01/15/2015, 12/19/2019, 09/17/2020, 07/15/2021, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Personnel
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GENERAL PERSONNEL
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*; 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.

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

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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.

Non-Discrimination Coordinator

Christine Sefcik
Grant Community High School
285 East Grand Ave.
Fox Lake, IL. 60020
csefcik@grantbulldogs.org
847 587-2561

Complaint Managers

Beth Reich
Grant Community High School
285 East Grand Ave.
Fox Lake, IL. 60020
breich@grantbulldogs.org
847 587-2561

Jeremy Schmidt
Grant Community High School
285 E. Grand Ave.
Fox Lake, IL. 60020
jschmidt@grantbulldogs.org
847 587-2561

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 policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, should be initiated.

For any other alleged workplace harassment that does not require action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under policy 2:260, *Uniform Grievance Procedure*, and/or 5:120, *Employee Ethics; Conduct, and Conflict of Interest*, 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 policy 5:90, *Abused and Neglected Child Reporting*. In addition to reporting the suspected abuse, the complaint shall also be processed under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, or policy 2:260, *Uniform Grievance Procedure*.

Enforcement

A violation of this policy by an employee may result in discipline, up to and including discharge. A violation of this policy by a third party will be addressed in accordance

with the authority of the Board in the context of the relationship of the third party to the District, i.e., vendor, parent, 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 policy 2:260, *Uniform Grievance Procedure*), and depending upon the law governing the complaint, whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/).

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

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

Recourse to State and Federal Fair Employment Practice Agencies

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

The Superintendent shall also use reasonable measures to inform staff members, applicants, and nonemployees of this policy, which shall include posting on the

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District website and/or making this policy available in the District's administrative office, and including this policy in the appropriate handbooks.

Legal Reference:
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.
Burlington Industries v. Ellerth, 524 U.S. 742 (1998)
Berry v. Delta Airlines, 260 F.3d 803 (7th Cir. 2001)
Crawford v. Metro. Gov't of Nashville & Davidson Cty., 555 U.S. 271 (2009)
Faragher v. City of Boca Raton, 524 U.S. 775 (1998)
Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992)
Harris v. Forklift Systems, 510 U.S. 17 (1993)
Jackson v. Birmingham Board of Education, 544 U.S. 167 (2005)
Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986)
Oncale v. Sundown Offshore Servs., 523 U.S. 75 (1998)
Porter v. Erie Foods International, Inc., 576 F.3d 629 (7th Cir. 2009)
Sangamon County Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009)
Vance v. Ball State University, 133 S. Ct. 2434 (2013)
Williams v. Waste Mgmt., 361 F.3d 1021 (7th Cir. 2004).
Original Policy Adopted: June 18, 1992
Policy Reviewed and Adopted: 4/15/1993, 4/21/1994, 9/13/2000, 04/15/2010, 12/20/2012, 04/19/2018, 12/19/2019, 09/17/2020, 00/00/0000

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GENERAL PERSONNEL
HIRING PROCESS AND CRITERIA

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

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

Job Descriptions

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

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

Investigations

The Superintendent or designee shall ensure that a fingerprint-based criminal history records check and a check of the Statewide Sex Offender Database and Violent Offender Against Youth Database is performed on each applicant as required by State law. When the applicant is a successful superintendent candidate who has been offered employment by the Board, the Board President shall ensure that these checks are completed. The Superintendent or designee, or if the applicant is a successful superintendent candidate, then the Board

President shall notify an applicant if the applicant is identified in either database. The School Code requires the Board President to keep a conviction record confidential and share it only with the Superintendent, Regional Superintendent, State Superintendent, State Educator Preparation and Licensure Board, any other person necessary to the hiring decision, ~~or for purposes of clarifying the information,~~ the Ill. Dept. of State Police and/or Statewide Sex Offender Database for the purposes of clarifying the information, and/or the Teachers' Retirement System of the State of Illinois when required by law. The Board reserves its right to authorize additional background inquiries beyond a fingerprint-based criminal history records check when it deems it appropriate to do so, in accordance with applicable laws.

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

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

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

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

2. The District does not screen applicants based on their current or prior wages or salary histories, including benefits or other compensation, by requiring that the wage or salary history satisfy minimum or maximum criteria.
3. The District does not request or require a wage or salary history as a condition of being considered for employment, being interviewed, continuing to be considered for an offer of employment, an offer of employment, or an offer of compensation.
4. The District does not request or require an applicant to disclose wage or salary history as a condition of employment.
5. The District does not ask an applicant or applicant's current or previous employer about wage or salary history, including benefits or other compensation.

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

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

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

Physical Examinations

Each new employee must furnish evidence of physical fitness to perform assigned duties and freedom from communicable disease. The physical fitness examination must be performed by a physician licensed in Illinois, or any other state, to practice medicine and surgery in any of its branches, a licensed advanced practice nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations. The employee must

have the physical examination performed no more than 90 days before submitting evidence of it to the District.

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

Orientation Program

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

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Legal Reference:
42 U.S.C. §12112, Americans With Disabilities Act; 29 C.F.R. Part 1630.
15 U.S.C. § 1681 et seq., Fair Credit Reporting Act.
8 U.S.C. §1324a et seq., Immigration Reform and Control Act.
105 ILCS 5/10-16.7, 5/10-20.7, 5/10-21.4, 5/10-21.9, 5/10-22.34, 5/10-22.34b, 5/21B-10, 5/21B-80, 5/21B-85, ~~5/10-22.34, 5/10-22.34b,~~ 5/22-6.5, and 5/24-5.
20 ILCS 2630/3.3, Criminal Identification Act.
820 ILCS 55/, Right to Privacy in the Workplace Act.
820 ILCS 70/, Employee Credit Privacy Act.
Duldulao v. St. Mary of Nazareth Hospital, 136 Ill. App.3d 763 (1st Dist. 1985), *aff'd in part and remanded* 115 Ill.2d 482 (Ill., 1987).
Kaiser v. Dixon, 127 Ill. App. 3d 251 (2nd Dist. 1984).
Molitor v. Chicago Title & Trust Co., 325 Ill. App. 124 (1st Dist. 1945).
Original Policy Adopted: November 16, 2006
Policy Reviewed and Adopted: 4/15/2010, 12/20/2012, 09/18/2014, 12/20/2018, 12/19/2019, 00/00/0000

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GENERAL PERSONNEL
DRUG- AND ALCOHOL-FREE WORKPLACE;
E-CIGARETTE, TOBACCO, AND CANNABIS PROHIBITION

All District workplaces are drug- and alcohol-free workplaces.

All employees are prohibited from engaging in any of the following activities while on District premises or while performing work or being *on call* for the District:

1. Unlawful manufacture, dispensing, distribution, possession, or use of an illegal or controlled substance.
2. Distribution, consumption, use, possession, or being impaired by or under the influence of an alcoholic beverage; being present on District premises or while performing work for the District when alcohol consumption is detectible, regardless of when and/or where the use occurred.
3. Distribution, consumption, possession, use or being impaired by or under the influence of cannabis; being present on District premises or while performing work for the District when impaired by or under the influence of cannabis, regardless of when and/or where the use occurred, unless distribution, possession, and/or use is by a school nurse or school administrator pursuant to *Ashley's Law*, 105 ILCS 5/22-33.7. The District considers employees impaired by or under the influence of cannabis when there is a good faith belief that an employee manifests ~~the~~ specific articulable symptoms while working that decrease or lessen the employee's performance of the duties or tasks of the employee's job position ~~listed in the Cannabis Regulation and Tax Act (CRTA)~~.

Upon the Superintendent or designee's reasonable suspicion of an employee's violation of any of the prohibited activities stated above, the Superintendent or designee may direct the employee to undergo a drug and/or alcohol test to corroborate or refute the alleged violation. State law protects the District from

liability when it takes actions pursuant to a reasonable workplace drug policy, including but not limited to subjecting an employee or applicant to reasonable drug and alcohol testing, reasonable and nondiscriminatory random drug testing, discipline, termination of employment, or withdrawal of a job offer due to a failure of a drug test.

For purposes of this policy, a controlled substance means a substance that is:

1. Not legally obtainable,
2. Being used in a manner different than prescribed,
3. Legally obtainable, but has not been legally obtained, or
4. Referenced in federal or State controlled substance acts.

For purposes of this policy, *District premises* means workplace as defined in the Cannabis Regulation and Tax Act (CRTA) in addition to District and school buildings, grounds, and parking areas; vehicles used for school purposes; and any location used for a School Board meeting, school athletic event, or other school-sponsored or school-sanctioned events or activities. *School grounds* means the real property comprising any school, any conveyance used to transport students to school or a school-related activity, and any public way within 1,000 feet of any school ground, designated school bus stops where students are waiting for the school bus, and school-sponsored or school-sanctioned events or activities. "Vehicles used for school purposes" means school buses or other school vehicles.

As a condition of employment, each employee shall:

1. Abide by the terms of ~~the~~ this Board policy respecting a drug- and alcohol-free workplace; and

2. Notify his or her supervisor of his or her conviction under any criminal drug statute for a violation occurring on the District premises or while performing work for the District, no later than five calendar days after such a conviction.

Unless otherwise prohibited by this policy, prescription and over-the-counter medications are not prohibited when taken in standard dosages and/or according to prescriptions from the employee's licensed health care provider, provided that an employee's work performance is not impaired.

To make employees aware of the dangers of drug and alcohol abuse, the Superintendent or designee shall perform each of the following:

1. Provide each employee with a copy of this policy.
2. Post notice of this policy in a place where other information for employees is posted.
3. Make available materials from local, State, and national anti-drug and alcohol-abuse organizations.
4. Enlist the aid of community and State agencies with drug and alcohol informational and rehabilitation programs to provide information to District employees.
5. Establish a drug-free awareness program to inform employees about:
   a. The dangers of drug abuse in the workplace,
   b. Available drug and alcohol counseling, rehabilitation, re-entry, and any employee assistance programs, and
   c. The penalties that the District may impose upon employees for violations of this policy.
6. Remind employees that policy 6:60, *Curriculum Content*, requires the District to educate students, depending upon their grade, about drug and substance abuse prevention and relationships between drugs, alcohol, and violence.

E-Cigarette, Tobacco, and Cannabis Prohibition

All employees are covered by the conduct prohibitions contained in policy 8:30, *Visitors to and Conduct on School Property*. The prohibition on the use of e-cigarettes, tobacco, and cannabis products applies both (1) when an employee is

on school property, and (2) while an employee is performing work for the District at a school event regardless of the event's location.

Tobacco ~~shall have~~ has the meaning provided in 105 ILCS 5/10-20.5b.

Cannabis ~~shall have~~ has the meaning provided in the CRTA, 410 ILCS 705/1-10.

E-Cigarette is short for electronic cigarette and includes, but is not limited to, any electronic nicotine delivery system (ENDS), electronic cigar, electronic cigarillo, electronic pipe, electronic hookah, vape pen, or similar product or device, and any components or parts that can be used to build the product or device.

District Action Upon Violation of Policy

An employee who violates this policy may be subject to disciplinary action, including termination. In addition or alternatively, the Board may require an employee to successfully complete an appropriate drug- or alcohol-abuse rehabilitation program.

The Board shall take disciplinary action with respect to an employee convicted of a drug offense in the workplace within 30 days after receiving notice of the conviction.

Should District employees be engaged in the performance of work under a federal contract or grant, or under a State contract or grant of $5,000 or more, the Superintendent shall notify the appropriate State or federal agency from which the District receives contract or grant monies of the employee's conviction within 10 days after receiving notice of the conviction.

Disclaimer

The Board reserves the right to interpret, revise or discontinue any provision of this policy pursuant to the **Suspension of Policies** subhead in policy 2:240, *Board Policy Development*.

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Legal Reference:
42 U.S.C. § 12114, Americans With Disabilities Act.
21 U.S.C. §812; 21 C.F.R. §1308.11 – 1308.15, Controlled Substances Act.
41 U.S.C. §8101 et seq., Drug-Free Workplace Act of 1988.
20 U.S.C. §7101 et seq., Safe and Drug-Free School and Communities Act of 1994.
30 ILCS 580/, Drug-Free Workplace Act.
105 ILCS 5/10-20.5b.
410 ILCS 82/, Smoke Free Illinois Act.
410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act.
410 ILCS 705/1-1 et seq., Cannabis Regulation and Tax Act.
720 ILCS 675, Prevention of Tobacco Use by Persons under 21 Years of Age and Sale and Distribution of Tobacco Products Act.
820 ILCS 55/, Right to Privacy in the Workplace Act.
21 C.F.R. Parts 1100, 1140, and 1143.
23 Ill.Admin.Code §22.20.
Original Policy Adopted: April 15, 1993
Policy Reviewed and Adopted: 4/21/1994, 4/15/2010, 12/19/2013, 10/15/2015, 12/19/2019, 00/00/0000

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GENERAL PERSONNEL
ABUSED AND NEGLECTED CHILD REPORTING

Any District employee who suspects or receives knowledge that a student may be an abused or neglected child or, for a student aged 18 through ~~21~~22, an abused or neglected individual with a disability shall: (1) immediately report or cause a report to be made to the Illinois Department of Children and Family Services (DCFS) on its Child Abuse Hotline 1-800-25-ABUSE (1-800-252-2873)(within Illinois); 1-217-524-2606 (outside of Illinois); or 1-800-358-5117 (TTY), and (2) follow directions given by DCFS concerning filing a written report within 48 hours with the nearest DCFS field office. Any District employee who believes a student is in immediate danger of harm, shall first call 911. The employee shall also promptly notify the Superintendent or Building Principal that a report has been made. The Superintendent or Building Principal shall immediately coordinate any necessary notifications to the student's parent(s)/guardian(s) with DCFS, the applicable school resource officer (SRO), and/or local law enforcement. *Negligent failure to report* occurs when a District employee personally observes an instance of suspected child abuse or neglect and reasonably believes, in his or her professional or official capacity, that the instance constitutes an act of child abuse or neglect under the Abused and Neglected Child Reporting Act (ANCRA) and he or she, without willful intent, fails to immediately report or cause a report to be made of the suspected abuse or neglect to DCFS.

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

Any District employee who observes any act of hazing that does bodily harm to a student must report that act to the Building Principal, Superintendent, or designee who will investigate and take appropriate action. If the hazing results in death or

great bodily harm, the employee must first make the report to law enforcement and then to the Superintendent or Building Principal. Hazing is defined as any intentional, knowing, or reckless act directed to or required of a student for the purpose of being initiated into, affiliating with, holding office in, or maintaining membership in any group, organization, club, or athletic team whose members are or include other students.

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

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

All District employees shall:

1. Before beginning employment, sign the *Acknowledgement of Mandated Reporter Status* form provided by DCFS. The Superintendent or designee shall ensure that the signed forms are retained.
2. Complete mandated reporter training as required by law within three months of initial employment and at least every three years after that date.
3. Complete an annual evidence-informed training related to child sexual abuse, grooming behaviors, and boundary violations as required by law and policy 5:100, *Staff Development Program*.

~~The Superintendent will encourage all District educators to complete continuing professional development that addresses the traits and identifiers that may be evident in students who are victims of child sexual abuse, including recognizing and reporting child sexual abuse and providing appropriate follow-up and care for abused students as they return to the classroom setting.~~

Alleged Incidents of Sexual Abuse; Investigations

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A, that is alleged to have been perpetrated by school

personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

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

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

Special Superintendent Responsibilities

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

~~The Superintendent shall notify the State Superintendent and the Regional Superintendent in writing when~~ When the Superintendent ~~he or she~~ has reasonable cause to believe that a license holder committed an intentional act of abuse or neglect with the result of making a child an abused child or a neglected child under ANCRA, and that act resulted in the license holder's dismissal or resignation from the District, he or she shall notify the State Superintendent and the Regional Superintendent in writing, providing the Ill. Educator Identification Number as well as a brief description of the misconduct alleged ~~was dismissed or resigned from the District as a result of an act that made a child an abused or neglected child~~. The Superintendent must make the report within 30 days of the dismissal or resignation and mail a copy of the notification to the license holder.

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Special School Board Member Responsibilities

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

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

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

Legal Reference:
20 U.S.C. §7926, Elementary and Secondary Education Act.
105 ILCS 5/10-21.9, 5/10-23.13, and 5/21B-85.
20 ILCS 1305/1-1 et seq., Department of Human Services Act.
325 ILCS 5/, Abused and Neglected Child Reporting Act.
720 ILCS 5/12C-50.1, Criminal Code of 2012.
Original Policy Adopted: November 16, 2006
Policy Reviewed and Adopted: 4/15/2010, 04/30/2013, 12/19/2013, 01/21/2016, 12/28/2017, 12/19/2019, 00/00/0000

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GENERAL PERSONNEL
STAFF DEVELOPMENT PROGRAM

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

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

1. Staff development for local school site personnel who work with students in grades kindergarten through 8, in the detection, reporting, and prevention of child abuse and neglect.
2. 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.
3. By January 31, 2023, and every year after, all school personnel must complete evidence-informed training on preventing, reporting, and responding to child sexual abuse, grooming behaviors, and boundary violations.

The staff development program shall provide, at a minimum, at least once every 2 years, the in-service training of licensed school personnel and administrators on current best practices regarding the identification and treatment of attention deficit disorder and attention deficit hyperactivity disorder, the application of non-aversive

behavioral interventions in the school environment, and the use of psychotropic or psychostimulant medication for school-age children.

The staff development program shall provide, at a minimum, once every 2 years, the in-service training of all District staff on educator ethics, teacher-student conduct, and school employee-student conduct.

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*.

Legal Reference:

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, 5/10-20.17a, 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), and 5/24-5.
105 ILCS 25/1.15, Interscholastic Athletic Organization Act.
105 ILCS 150/25, Seizure Smart School Act.
105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.
325 ILCS 5/4, Abused and Neglected Child Reporting Act.
745 ILCS 49/, Good Samaritan Act.
775 ILCS 5/2-109, Ill. Human Rights Act.
23 Ill.Admin.Code §§ 22.20, 226.800, and Part 525.
77 Ill.Admin.Code §527.800.

Original Policy Adopted: May 20, 2010
Policy Reviewed and Adopted: 04/30/2013, 01/21/2016, 00/00/0000

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GENERAL PERSONNEL
EMPLOYEE ETHICS; CONDUCT; AND CONFLICT OF INTEREST

Professional and Appropriate Conduct

All District employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain professional and appropriate relationships with students, parents, staff members, and others. In addition, the *Code of Ethics for Illinois Educators*, adopted by the Illinois State Board of Education, is incorporated by reference into this policy. Any employee who sexually harasses a student, willfully or negligently fails to report an instance of suspected child abuse or neglect as required by the Abused and Neglected Child Reporting Act (325 ILCS 5.), engages in *grooming* as defined in 720 ILCS 5/11-25, engages in grooming behaviors, violates boundaries for appropriate school employee-student conduct, or otherwise violates an employee conduct standard will be subject to discipline up to and including dismissal.

The Superintendent or designee shall identify appropriate employee conduct standards and provide them to all District employees. Standards related to school employee-student conduct shall, at a minimum:

1. Incorporate the prohibitions noted in paragraph 1 of this policy;
2. Define prohibited grooming behaviors to include, at a minimum, *sexual misconduct. Sexual misconduct* is (i) any act, including but not limited to, any verbal, nonverbal, written, or electronic communication or physical activity, (ii) by an employee with direct contact with a student, (iii) 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:
    a. A sexual or romantic invitation
    b. Dating or soliciting a date

c. Engaging in sexualized or romantic dialogue

d. Making sexually suggestive comments that are directed toward or with a student

e. Self-disclosure or physical exposure of a sexual, romantic, or erotic nature

f. A sexual, indecent, romantic, or erotic contact with the student

3. Identify expectations for employees to maintain professional relationships with students, including expectations for employee-student boundaries based upon students' ages, grade levels, and developmental levels. Such expectations shall establish guidelines for specific areas, including but not limited to:

   a. Transporting a student

   b. Taking or possessing a photo or video of a student

   c. Meeting with a student or contacting a student outside the employee's professional role

4. Reference employee reporting requirements of the Abused and Neglected Child Reporting Act (325 ILCS 5/), Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 et seq.), and the Elementary and Secondary Education Act (20 U.S.C. § 7926);

5. Outline how employees can 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*; and

6. Reference required employee training related to educator ethics, child abuse, grooming behaviors, and 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*.

Statement of Economic Interests

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

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

Ethics and Gift Ban

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

Prohibited Interests; Conflict of Interest; and Limitation of Authority

In accordance with Section 22-5 of the School Code, "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 the Illinois State Board of Education and adopted for use by the Board. An employee having an interest in instructional materials must file an annual statement with the Board Secretary.

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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 federal award or State award governed by the Grant Accountability and Transparency Act (GATA) (30 ILCS 708/) when the employee has a real or apparent conflict of interest. A conflict of interest arises when an employee or any of the following individuals has a financial or other interest in the entity selected for the contract:

1. Any person that has a close personal relationship with an employee that may compromise or impair the employee's fairness and impartiality, including a member of the employee's immediate family or household;
2. An employee's business partner; or
3. An entity that employs or is about to employ the employee or one of the individuals listed in one or two above.

Employees shall nether solicit nor accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to agreements or contracts. 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*.

Guidance Counselor Gift Ban

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 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 of 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 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.

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

Legal References:

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, ~~and~~ 5/22-5, and 5/22-90 (final citation pending).
325 ILCS 5/, Abused and Neglected Child Reporting Act.
775 ILCS 5/5A-102, Ill. Human Rights Act.
23 Ill.Admin.Code Part 22, Code of Ethics for ~~Illinois~~ Ill. Educators.
Pickering v. Board of Township H.S. Dist. 205, 391 U.S. 563 (1968).
Garcetti v. Ceballos, 547 U.S. 410 (2006).
Original Policy Adopted: June 17, 1999
Policy Reviewed and Adopted: 4/15/2004, 4/15/2010, 04/30/2013, 06/18/2015, 04/20/2017, 12/19/2019, 00/00/0000

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PERSONAL TECHNOLOGY AND SOCIAL MEDIA:
USAGE AND CONDUCT

Introduction

Grant Community High School District 124 recognizes the increasingly-important role that technology plays in the educational process as well as in the personal lives of the students, their families, and District employees. This Policy is intended to foster a thoughtful, responsible use of social media and related technological communication tools in a way that does not disrupt, create unnecessary distractions to, or adversely impact the educational process or the interpersonal relationships among the students and District employees.

Definitions

Includes – Means "includes without limitation" or "includes, but is not limited to."

Social media – Media for social interaction, using highly accessible communication techniques through the use of web-based and mobile technologies to turn communication into interactive dialogue. This includes, but is not limited to, services such as *Facebook, LinkedIn, Twitter, Instagram, Snapchat, and YouTube.*

Personal technology – Any device that is not owned or leased by the District or otherwise authorized for District use and: (1) transmits sounds, images, text, messages, videos, or electronic information, (2) electronically records, plays, or stores information, or (3) accesses the Internet, or private communication or information networks. This includes laptop computers (e.g., laptops, ultrabooks, and chromebooks), tablets (e.g., iPads®, Kindle®, Microsoft Surface®, and other Android® platform or Windows® devices), smartphones (e.g., iPhone®, BlackBerry®, Android® platform phones, and Windows Phone®), and other devices (e.g., iPods®).

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Usage and Conduct

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

1. Adhere to the high standards for Professional and Appropriate Conduct ~~appropriate school relationships~~ required by policy 5:120, *Ethics and Conduct* at all times, regardless of the ever-changing social media and personal technology platforms available. This includes District employees posting images or private information about themselves or others in a manner accessible to students and other employees that is inappropriate as defined by policy 5:20, *Workplace Harassment Prohibited*; 5:100, *Staff Development Program;* 5:120, *Ethics and Conduct*; 6:235, *Access to Electronic Networks*; 7:20, *Harassment of Students Prohibited*; and the Ill. Code of Educator Ethics, 23 Ill.Admin.Code §22.20.
2. Choose a District-provided or supported method whenever possible to communicate with students and their parents/guardians.
3. Not interfere with or disrupt the educational or working environment, or the delivery of education or educational support services.
4. Inform their immediate supervisor if a student initiates inappropriate contact with them via any form of personal technology or social media.
5. Report instances of suspected abuse or neglect discovered through the use of social media or personal technology pursuant to a school employee's obligations under policy 5:90, *Abused and Neglected Child Reporting.*
6. Not disclose student record information, including student work, photographs of students, names of students, or any other personally identifiable information about students, in compliance ~~Comply~~ with policy 5:130, *Responsibilities Concerning Internal Information*. ~~This means that personal technology and social media may not be used to share, publish, or transmit information about or images of students and/or District employees without proper approval.~~ For District employees, proper approval may include implied consent under the circumstances.

~~5~~7. Refrain from using the District's logos without permission and follow Board policy 5:170, *Copyright*, and all District copyright compliance procedures.

~~6~~8. Use personal technology and social media for personal purposes only during non-work times or hours. Any duty-free use must occur during times and places that the use will not interfere with job duties or otherwise be disruptive to the school environment or its operation.

~~7~~9. Assume all risks associated with the use of personal technology and social media at school or school-sponsored activities, including students; viewing of inappropriate Internet materials through the District employee's personal technology or social media. The Board expressly disclaims any responsibility for imposing content filters, blocking lists, or monitoring of its employees' personal technology and social media.

~~8~~10. Be subject to remedial and any other appropriate disciplinary action for violations of this policy ranging from prohibiting the employee from possessing or using any personal technology or social media at school to dismissal and/or indemnification of the District for any losses, costs, or damages, including reasonable attorney fees, incurred by the District relating to, or arising out of, any violation of this policy.

The Superintendent shall:

1. Inform District employees about this policy during the in-service on educator ethics, teacher-student conduct, and school employee-student conduct required by Board policy 5:120, *Ethics and Conduct*.
2. Direct Building Principals to annually:
    a. Provide their building staff with a copy of this policy.
    b. Inform their building staff about the importance of maintaining high standards in their school relationships.

c. Remind their building staff that those who violate this policy will be subject to remedial and any other appropriate disciplinary action up to and including dismissal.

3. Build awareness of this policy with students, parents, and the community.
4. Ensure that ~~no one for~~ neither the District, nor anyone on its behalf, ~~requests of~~commits an act prohibited by the Right to Privacy in the Workplace Act, 820 ILCS 55/10; i.e., the *Facebook Password Law* ~~employee or applicant access in any manner to his or her social networking website or requests passwords to such sites~~.
5. Periodically review this policy and any procedures with District employee representatives and electronic network system administrator(s) and present proposed changes to the Board.

Legal Reference:
105 ILCS 5/21B-75 and 5/21-80.
775 ILCS 5/5A-102, Ill. Human Rights Act.
820 ILCS 55/10, Right to Privacy in the Workplace Act.
23 Ill.Admin. Code §22.20, Code of Ethics for Ill. Educators.
Garcetti v.Ceballos, 547 U.S. 410 (2006)
Pickering v. High School Dist. 205, 391 U.S. 563 (1968)
Mayer v. Monroe County Community School Corp., 474 F.3d 477 (7th Cir. 2007)
Original Policy Adopted: 12/20/2012
Policy Reviewed and Adopted: 12/15/2016, 00/00/0000

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GENERAL PERSONNEL
PERSONNEL RECORDS

Maintenance and Access to Records

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

Access to personnel records is available as follows:

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

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

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

1. ~~execute~~ Execute the requirements in the Abused and Neglected Child Reporting Act whenever another school district asks for a reference concerning an applicant who is or was a District employee and was the subject of a report made by a District employee to Ill. Dept. of Children and Family Services (DCFS); and
2. Comply with the federal law prohibiting the District from providing a recommendation of employment for an employee, contractor, or agent that the District knows, or has probable cause to believe, has engaged in sexual misconduct with a student or minor in violation of the law, but the Superintendent or designee may follow routine procedures regarding the transmission of administrative or personnel files for that employee.

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

Legal Reference:
20 U.S.C. §7926.
325 ILCS 5/4, Abused and Neglected Child Reporting Act.
745 ILCS 46/10, Employment Record Disclosure Act.
820 ILCS 40/1, Personal Record Review Act.
23 Ill. Admin. Code §1.660.
Original Policy Adopted: May 20, 2010
Policy Reviewed and Adopted: 04/30/2013, 00/00/0000

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GENERAL PERSONNEL FAMILY AND MEDICAL LEAVE

Leave Description

An eligible employee may use unpaid family and medical leave (FMLA leave), guaranteed by the federal Family and Medical Leave Act. The U.S. Department of Labor's rules (federal rules) implementing FMLA, as they may be amended from time to time, control FMLA leave.

An eligible employee may take FMLA leave for up to a combined total of 12 weeks each 12-month period, beginning September 1 and ending August 31 of the next year.

During a single 12-month period, an eligible employee's FMLA leave entitlement may be extended to a total of 26 weeks of unpaid leave to care for a covered service member (defined in the federal rules) with a serious injury or illness. The "single 12-month period" is measured forward from the date the employee's first FMLA leave to care for the covered service member begins.

While FMLA leave is normally unpaid, the District will substitute an employee's accrued compensatory time-off and/or paid leave for unpaid FMLA leave, provided such leave is available for use in accordance with Board policies and rules. In addition, ~~All~~ all policies and rules regarding the use of paid leave apply when paid leave is substituted for unpaid FMLA leave. Any substitution of paid leave for unpaid FMLA leave will count against the employee's FMLA leave entitlement. Use of FMLA leave shall not preclude the use of other applicable unpaid leave that will extend the employee's leave beyond 12 weeks, provided that the use of FMLA leave shall not serve to extend such other unpaid leave. Any full workweek period during which the employee would not have been required to work, including summer break, winter break and spring break, is not counted against the employee's FMLA leave entitlement.

FMLA leave is available in one or more of the following instances:

1. The birth and first-year care of a son or daughter.
2. The adoption or foster placement of a son or daughter, including absences from work that are necessary for the adoption or foster care to proceed and expiring at the end of the 12-month period beginning on the placement date.
3. The serious health condition of an employee's spouse, child, or parent.
4. The employee's own serious health condition that makes the employee unable to perform the functions of his or her job.
5. The existence of a qualifying exigency arising out of the fact that the employee's spouse, child, or parent is a military member on covered active duty or has been notified of an impending call or order to active duty, as provided by federal rules
6. To care for the employee's spouse, child, parent, or next of kin who is a covered service member with a serious injury or illness, as provided by federal rules.

If spouses are employed by the District, they may together take only 12-weeks for FMLA leaves when the reason for the leave is 1 or 2, above, or to care for a parent with a serious health condition, or a combined total of 26 weeks for item 6 above.

An employee may be permitted to work on an intermittent or reduced-leave schedule in accordance with federal rules.

Eligibility

To be eligible for FMLA leave, an employee must be employed at a worksite where at least 50 employees are employed within 75 miles. In addition, one of the following provisions must describe the employee:

1. The employee has been employed by the District for at least 12 months and has been employed for at least ~~1,250~~1,000 hours of service during the 12-

month period immediately before the beginning of the leave. The 12 months an employee must have been employed by the District need not be consecutive. However, the District will not consider any period of previous employment that occurred more than 7 years before the date of the most recent hiring, except when the service break is due to fulfillment of a covered service obligation under the employee's Uniformed Services Employment and Reemployment Rights Act (USERRA), 38 U.S.C. 4301, *et seq.,* or when a written agreement exists concerning the District's intention to rehire the employee.

2. The employee is a full-time classroom teacher.

Requesting Leave

If the need for the FMLA leave is foreseeable, an employee must provide the Superintendent or designee with at least 30 days' advance notice before the leave is to begin. If 30 days' advance notice is not practicable, the notice must be given as soon as practicable. The employee shall make a reasonable effort to schedule a planned medical treatment so as not to disrupt the District's operations, subject to the approval of the health care provider administering the treatment. The employee shall provide at least verbal notice sufficient to make the Superintendent or designee aware that he or she needs FMLA leave, and the anticipated timing and duration of the leave. Failure to give the required notice for a foreseeable leave may result in a delay in granting the requested leave until at least 30 days after the date the employee provides notice.

Certification

Within 15 calendar days after the Superintendent or designee makes a request for certification for a FMLA leave, an employee must provide one of the following:

1. When the leave is to care for the employee's covered family member with a serious health condition, the employee must provide a complete and sufficient certificate signed by the family member's health care provider.

2. When the leave is due to the employee's own serious health condition, the employee must provide a complete and sufficient certificate signed by the employee's health care provider.
3. When the leave is to care for a covered service member with a serious illness or injury, the employee must provide a complete and sufficient certificate signed by an authorized health care provider for the covered service member.
4. When the leave is because of a qualified exigency, the employee must provide: (a) a copy of the covered military member's active duty orders or other documentation issued by the military indicating that the military member is on active duty or call to active duty status, and the dates of the covered military member's active duty service, and (b) a statement or description, signed by the employee, of appropriate facts regarding the qualifying exigency for which FMLA leave is requested.

The District may require an employee to obtain a second and third opinion at its expense when it has reason to doubt the validity of a medical certification.

The District may require recertification at reasonable intervals, but not more often than once every 30 days. Regardless of the length of time since the last request, the District may request recertification when the, (1) employee requests a leave extension, (2) circumstances described by the original certification change significantly, or (3) District receives information that casts doubt upon the continuing validity of the original certification. Recertification is at the employee's expense and must be provided to the District within 15 calendar days after the request. The District may request recertification every
6 months in connection with any absence by an employee needing an intermittent or reduced schedule leave for conditions with a duration in excess of 6 months.

Failure to furnish a complete and sufficient certification on forms provided by the District may result in a denial of the leave request.

Continuation of Health Benefits

During FMLA leave, employees are entitled to continuation of health benefits that would have been provided if they were working. Any share of health plan premiums being paid by the employee before taking the leave, must continue to be paid by the employee during the FMLA leave. A District's obligation to maintain health insurance coverage ceases if an employee's premium payment is more than 30 days late and the District notifies the employee at least 15 days before coverage will cease.

Changed Circumstances and Intent to Return

An employee must provide the Superintendent or designee reasonable notice of changed circumstances (i.e., within 2 business days if the changed circumstances are foreseeable) that will alter the duration of the FMLA leave. The Superintendent or designee, taking into consideration all of the relevant facts and circumstances related to an individual's leave situation, may ask an employee who has been on FMLA leave for 8 consecutive weeks whether he or she intends to return to work.

Return to Work

If returning from FMLA leave occasioned by the employee's own serious health condition, the employee is required to obtain and present certification from the employee's health care provider that he or she is able to resume work.

An employee returning from FMLA leave will be given an equivalent position to his or her position before the leave, subject to: (1) permissible limitations the District may impose as provided in the FMLA or implementing regulations, and (2) the District's reassignment policies and practices.

Classroom teachers may be required to wait to return to work until the next semester in certain situations as provided by the FMLA regulations.

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Implementation

The Superintendent or designee shall ensure that: (1) all required notices and responses to leave requests are provided to employees in accordance with the FMLA; and (2) this policy is implemented in accordance with the FMLA. In the event of a conflict between the policy and the FMLA or its regulations, the latter shall control. The terms used in this policy shall be defined as in the FMLA regulations.

Legal Reference:
29 U.S.C. §2601 et seq., Family and Medical Leave Act; 29 C.F.R. Part 825.
105 ILCS 5/24-6.4.
Original Policy Adopted: February 15, 1996
Policy Reviewed and Adopted: 05/21/2009, 01/15/2015, 12/15/2016, 00/00/0000

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PROFESSIONAL PERSONNEL
TERMS AND CONDITIONS OF EMPLOYMENT AND DISMISSAL

The School Board delegates authority and responsibility to the Superintendent to manage the terms and conditions for the employment of professional personnel. The Superintendent shall act reasonably and comply with State and federal law as well as any applicable individual employment contract or collective bargaining agreement in effect. The Superintendent is responsible for making dismissal recommendations to the Board consistent with the Board's goal of having a highly qualified, high performing staff.

School Year

Teachers shall work according to the school calendar adopted by the Board, which shall have a minimum of 176 student attendance days and a minimum of 180 teacher work days, including teacher institute days. Teachers are not required to work on legal school holidays unless the District has followed applicable State law that allows it to hold school or schedule teachers' institutes, parent-teacher conferences, staff development on the third Monday in January (the Birthday of Dr. Martin Luther King, Jr.); February 12 (The Birthday of President Abraham Lincoln); the first Monday in March (known as Casimir Pulaski's birthday); the second Monday in October (Columbus Day); and November 11 (Veterans' Day).

School Day

Teachers are required to work the school day adopted by the Board. Teachers employed for at least 4 hours per day shall receive a duty-free lunch equivalent to the student lunch period, or 30 minutes, whichever is longer.

The District accommodates employees who are nursing mothers according to provisions in State and federal law.

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Salary

Teachers shall be paid according to the salaries fixed by the Board, but in no case less than the minimum salary provided by the School Code. Teachers shall be paid at least monthly on a 10- or 12-month basis.

Assignments and Transfers

The Superintendent is authorized to make teaching, study hall, extra class duty, and extracurricular assignments. In order of priority, assignments shall be made based on the District's needs and best interests, employee qualifications, and employee desires.

School Social Worker Services Outside of District Employment

School social workers may not provide services outside of their District employment to any student(s) attending school in the District. *School social worker* has the meaning stated in 105 ILCS 5/14-1.09a.

Dismissal

The District will follow State law when dismissing a teacher.

Evaluation

The District's teacher evaluation system will be conducted under the plan developed pursuant to State law.

On an annual basis, the Superintendent will provide the Board with a written report which outlines the results of the District's teacher evaluation system.

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Legal Reference:
105 ILCS 5/10-19, 5/10-19.05, 5/10-20.65, 5/14-1.09a, 5/22.4, 5/24-16.5, 5/24-2, 5/24-8, 5/24-9, 5/24-11, 5/24-12, 5/24-21, 5/24A-1 through 24A-20.
820 ILCS 260/, Nursing Mothers in the Workplace Act.
23 Ill.Admin.Code Parts 50 (Evaluation of Educator Licensed Employees) and 51 (Dismissal of Tenured Teachers).
Cleveland Board of Education v. Loudermill, 470 U.S. 532 (1985)
Original Policy Adopted: May 20, 2010
Policy Reviewed and Adopted: 04/30/2013, 12/28/2017, 00/00/0000

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PROFESSIONAL PERSONNEL
SUBSTITUTE TEACHERS

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

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

1. A substitute teacher holding a substitute license may teach for any one licensed teacher under contract with the District only for a period not to exceed 90 paid school days in any one school term.
2. A teacher holding a Professional Educator License or Educator License with Stipulations may teach for any one licensed teacher under contract with the District only for a period not to exceed 120 paid school days.
3. A short-term substitute teacher holding a short-term substitute teaching license may teach for any one licensed teacher under contract with the District only for a period not to exceed five consecutive school days.

The ~~Illinois~~ Ill. Teachers' Retirement System (TRS) limits a substitute teacher who is a TRS annuitant to substitute teaching for a period not to exceed 120 paid days or 600 paid hours in each school year, but not more than 100 paid days in the same classroom. Beginning July 1, ~~2021~~2023, a substitute teacher who is a TRS annuitant may substitute teach for a period not to exceed 100 paid days or 500 paid hours in any school year, unless the subject area is one where the Regional Superintendent has certified that a personnel shortage exists.

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The School Board establishes a daily rate of pay for substitute teachers. Substitute teachers receive only monetary compensation for time worked and no other benefits.

Short-Term Substitute Teachers

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

Emergency Situations

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

Legal Reference:
105 ILCS 5/10-20.68, 5/21B-20(2), 5/21B-20(3), and 5/21B-20(4).
23 Ill.Admin.Code §1.790 (Substitute Teacher) and §25.520 (Substitute Teaching License).
Original Policy Adopted: May 20, 2010
Policy Reviewed and Adopted: 09/20/2012, 01/15/2015, 12/28/2017, 12/20/2018, 09/17/2020, 00/00/0000

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PROFESSIONAL PERSONNEL
LEAVES OF ABSENCE

Each of the provisions in this policy applies to all professional personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

Sick and Bereavement Leave

Each full-time professional staff member is granted 13 days sick leave each school year at full pay. Unused days are allowed to accumulate to 390 days. Sick leave is defined in State law as personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, ~~or~~ placement for adoption, or the acceptance of a child in need of foster care.

As a condition for paying sick leave after three days absence for personal illness ~~or 30 days for birth~~ or as the Board or Superintendent deem necessary in other cases, the Board or Superintendent may require that the staff member provide a certificate from: (1) a physician licensed in Illinois to practice medicine and surgery in all its branches, (2) a chiropractic physician licensed under the Medical Practice Act, (3) a licensed advanced practice registered nurse, (4) a licensed physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or (5) if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee's faith. If the Board or Superintendent requires a certificate during a leave of less than three days for personal illness, the District shall pay the expenses incurred by the employee.

Staff members are entitled to use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Such

days may be used at any time within the 12-month period following the birth of the child. Intervening periods of nonworking days or school not being in session, such as breaks and holidays, do not count towards the 30 working school days. As a condition of paying sick leave beyond the 30 working school days, the Board or Superintendent may require medical certification.

~~The use of paid sick leave for~~ For purposes of adoption or placement for adoption, or acceptance of a child in need of foster care, paid sick leave may be used for reasons related to the formal adoption or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, and for taking custody of the child or accepting the child in need of foster care. Such leave is limited to 30 days, unless a longer leave is provided in an applicable collective bargaining agreement, and need not be used consecutively once the formal adoption or foster care process is underway. The Board or Superintendent may require that the employee provide evidence that the formal adoption or foster care process is underway.

Child Bereavement Leave

State law allows a maximum of 10 unpaid work days for eligible employees (Family and Medical Leave Act of 1993, 20 U.S.C. §2601 et seq.) to take child bereavement leave. The purpose, requirements, scheduling, and all other terms of the leave are governed by the Child Bereavement Leave Act. Child bereavement leave allows for: (1) attendance by the bereaved staff member at the funeral or alternative to a funeral of his or her child, (2) making arrangements necessitated by the death of the staff member's child, or (3) grieving the death of the staff member's child, without any adverse employment action.

The leave must be completed within 60 days after the date on which the employee received notice of the death of his or her child. However, in the event of the death of more than one child in a 12-month period, an employee is entitled to up to a total of six weeks of bereavement leave during the 12-month period, subject to certain restrictions under State and federal law. Other existing forms

of leave may be substituted for the leave provided in the Child Bereavement Leave Act. This policy does not create any right for an employee to take child bereavement leave that is inconsistent with the Child Bereavement Leave Act.

Sabbatical Leave

Sabbatical leave may be granted in accordance with the School Code.

Personal Leave

Professional staff members are granted two personal leave days per year. A personal leave day is defined as a day to allow professional personnel time to conduct personal business (but not vacation, travel, or work stoppage), which is impossible to schedule at a time other than during a school day. Any unused personal leave day in a school year will be credited to the cumulative sick leave.

The use of a personal day is subject to the following conditions:

1. Except in cases of emergency or unavoidable situations, personal leave requests should be submitted to the Superintendent or designee 2 days in advance of the requested date,
2. No personal leave days may be used immediately before or immediately after a holiday unless the Superintendent grants prior approval,
3. Personal leave may not be used in increments of less than one-half day,
4. Personal leave days are subject to a substitute's availability,
5. Personal leave days may not be used during the first and/or last three days of the school year.

Leave of Absence without Pay

The Board may grant a leave of absence without pay to tenured professional staff members who have rendered satisfactory service and desire to return to employment in a similar capacity at a time determined by the Board.

Each leave of absence shall be of the shortest possible duration required to meet the leave's purpose consistent with a reasonable continuity of instruction for students.

Leave to Serve as an Election Judge

Any staff member who was appointed to serve as an election judge under State law may, after giving at least 20-days' written notice to the District, be absent without pay for the purpose of serving as an election judge. The staff member is not required to use any form of paid leave to serve as an election judge. No more than 10% of the District's employees may be absent to serve as election judges on the same Election Day.

Child-Rearing Leave

The Board shall grant a professional staff member's request for a non-paid, child-rearing leave, not to exceed the balance of the school year plus one additional school year (but in no event shall such leave exceed 3 semesters), provided the request complies with this policy. Nothing in this section shall prohibit a professional staff member from using paid sick days as provided in this policy.

A teacher should request, if possible, a child-rearing leave by notifying the Superintendent in writing no later than 90 days before the requested leave's beginning date. The request should include the proposed leave dates. The leave shall end before a new school year begins or before the first day of school after winter recess.

Subject to the insurance carrier's approval, the teacher may maintain insurance benefits at his or her own expense during a child-rearing leave.

A professional staff member desiring to return before the leave's expiration will be assigned to an available vacancy for which the teacher is qualified, subject to scheduling efficiency and instruction continuity.

Leaves for Service in the Military

Leaves for service in the U.S. Armed Services or any of its reserve components and the National Guard, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in military service does not acquire tenure.

General Assembly Leave

Leaves for service in the General Assembly, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in the General Assembly does not acquire tenure.

Leave for Employment in Department of Defense

The Board may grant teachers a leave of absence to accept employment in a Department of Defense overseas school.

School Visitation Leave

An eligible professional staff member is entitled to eight hours during any school year, no more than four hours of which may be taken on any given day, to attend school conferences, behavioral meetings, or academic meetings related to the teacher's child, if the conference or meeting cannot be scheduled during non-work hours. Professional staff members must first use all accrued vacation leave, personal leave, compensatory leave, and any other leave that may be granted to the professional staff member, except sick, and disability leave.

The Superintendent shall develop administrative procedures implementing this policy consistent with the School Visitation Rights Act.

Leaves for Victims of Domestic Violence, Sexual Violence, ~~or~~ Gender Violence, or Other Crime of Violence

An unpaid leave from work is available to any staff member who: (1) is a victim of domestic violence, sexual violence, ~~or~~ gender violence, or any other crime of violence or (2) has a family or household member who is a victim of such violence whose interests are not adverse to the employee as it relates to the domestic violence, sexual violence, ~~or~~ gender violence, or any other crime of violence. The unpaid leave allows the employee to seek medical help, legal assistance, counseling, safety planning, and other assistance without suffering adverse employment action.

The Victims' Economic Security and Safety Act governs the purpose, requirements, scheduling, and continuity of benefits, and all other terms of the leave. Accordingly, if the District employs at least 50 employees, an employee is entitled to a total of 12 work weeks of unpaid leave during any 12-month period. Neither the law nor this policy creates a right for an employee to take unpaid leave that exceeds the unpaid leave time allowed under, or is in addition to the unpaid leave time permitted by, the federal Family and Medical Leave Act of 1993 (29 U.S.C. §2601 et seq.).

Leaves to Serve as an Officer or Trustee of a Specific Organization

Upon request, the Board will grant: (1) an unpaid leave of absence to an elected officer of a State or national teacher organization that represents teachers in collective bargaining negotiations, (2) twenty days of paid leave of absence per year to a trustee of the Teachers' Retirement System in accordance with 105 ILCS 5/24-6.3, and (3) a paid leave of absence for the local association president of a State teacher association that is an exclusive bargaining agent in the District,

or his or her designee, to attend meetings, workshops, or seminars as described in 105 ILCS 5/24-6.2.

Legal Reference:
10 ILCS 5/13-2.5.
105 ILCS 5/24-6, 5/24-6.1, 5/24-6.2, 5/24-6.3, 5/24-13, and 5/24-13.1.
330 ILCS 61/, Service Member Employment and Reemployment Rights Act.
820 ILCS 147/, School Visitation Rights Act.
820 ILCS 154/, Child Bereavement Leave Act.
820 ILCS 180/, Victims' Economic Security and Safety Act.
Original Policy Adopted: 02/21/2013
Policy Reviewed and Adopted: 01/15/2015, 12/15/2016, 05/16/2019, 12/19/2019, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Personnel
S.B.P. File: 5:330 (Page 1 of 4)

EDUCATIONAL SUPPORT PERSONNEL
SICK DAYS, VACATION, HOLIDAYS, AND LEAVES

Each of the provisions in this policy applies to all educational support personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

Sick and Bereavement Leave

Full or part-time educational support personnel who work at least 600 hours per year receive sick leave days according to the Classified Handbook schedule. Part-time employees will receive sick leave pay equivalent to their regular workday. Unused sick leave shall accumulate to a maximum of 180 days, including the leave of the current year.

Sick leave is defined in State law as personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, ~~or~~ placement for adoption, or the acceptance of a child in need of foster care. The Superintendent and/or designee shall monitor the use of sick leave.

As a condition for paying sick leave after three days absence for personal illness ~~or 30 days for birth~~ or as the Board or Superintendent deem necessary in other cases, the Board or Superintendent may require that the staff member provide a certificate from: (1) a physician licensed in Illinois to practice medicine and surgery in all its branches, (2) a chiropractic physician licensed under the Medical Practice Act, (3) a licensed advanced practice registered nurse, (4) a licensed physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or (5) if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee's faith. If the Board or Superintendent ~~re~~quires a certificate during a leave of less

than three days for personal illness, the District shall pay the expenses incurred by the employee.

Employees are entitled to use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Such days may be used at any time within the 12-month period following the birth of the child. Intervening periods of nonworking days or school not being in session, such as breaks and holidays, do not count towards the 30 working school days. As a condition of paying sick leave beyond the 30 working school days, the Board or the Superintendent may require medical certification.

~~The use of paid sick leave for~~ For purposes of adoption, ~~or~~ placement for adoption, or acceptance of a child in need of foster care, paid sick leave may be used for reasons related to the formal adoption or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, and for taking custody of the child or accepting the child in need of foster care. Such leave is limited to 30 days unless a longer leave is provided in an applicable collective bargaining agreement, and need not be used consecutively once the formal adoption or foster care process is underway. The Board or Superintendent may require that the employee provide evidence that the formal adoption or foster care process is underway.

Vacation

Twelve-month employees shall be eligible for paid vacation days according to the Classified Handbook schedule. The Superintendent will determine procedure for requesting vacation.

Vacation days earned in one fiscal year must be used by the end of the following fiscal year; they do not accumulate. Employees resigning or whose employment is terminated are entitled to the monetary equivalent of all earned vacation.

Holidays

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Unless the District has a waiver or modification of the School Code pursuant to Section 2-3.25g or 24-2(b) allowing it to schedule school on a holiday listed below, District employees will not be required to work on:

New Year's Day
Martin Luther King Jr.'s Birthday
Presidents' Day
Memorial Day
Juneteenth National Freedom Day
Independence Day
Labor Day
Columbus Day
2022 Election Day
Thanksgiving Day
Christmas Day

A holiday will not cause a deduction from an employee's time or compensation. The District may require educational support personnel to work on a school holiday during an emergency or for the continued operation and maintenance of facilities or property.

Personal Leave

Full-time educational support personnel have two paid personal leave days per year. The use of a personal day is subject to the following conditions:

1. Except in cases of emergency or unavoidable situations, a personal leave request should be submitted to the Building Principal two days before the requested date.
2. No personal leave day may be used immediately before or immediately after a holiday, or during the first and/or last three days of the school year, unless the Superintendent grants prior approval.
3. Personal leave may not be used in increments of less than one-half day.
4. Personal leave is subject to any necessary replacement's availability.
5. Personal leave may not be used when the employee's absence would create an undue hardship.

SCHOOL BOARD POLICY

Grant Community High School District 124

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Leave to Serve as a Trustee of the Ill. Municipal Retirement Fund

Upon request, the Board will grant 20 days of paid leave of absence per year to a trustee of the Illinois Municipal Retirement Fund in accordance with 105 ILCS 5/24-6.3.

Other Leaves

Educational support personnel receive the following leaves on the same terms and conditions granted professional personnel in Board policy 5:250, *Leaves of Absence:*

1. Leaves for Service in the Military ~~and General Assembly~~.
~~1.~~2. Leave for Service in the General Assembly.
~~2.~~3. School Visitation Leave.
~~3.~~4. Leaves for Victims of Domestic Violence, Sexual Violence, ~~or~~ Gender Violence or Other Crime of Violence.
~~4.~~5. Child Bereavement Leave.
~~5.~~6. Leave to serve as an election judge.

Legal Reference:
105 ILCS 5/10-20.7b, 5/24-2, and 5/24-6.
330 ILCS 61/, Service Member Employment and Reemployment Rights Act.
820 ILCS 147, School Visitation Rights Act.
820 ILCS 154/, Child Bereavement Leave Act.
820 ILCS 180/, Victims' Economic Security and Safety Act.
School Dist. 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987); Elder v. School Dist. No. 127 1/2, 60 Ill.App.2d 56 (1st Dist. 1965).
Original Policy Adopted: 02/21/2013
Policy Reviewed and Adopted: 12/15/2016, 05/16/2019, 12/19/2019, 09/17/2020, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Instruction
S.B.P. File: 6:20

SCHOOL YEAR CALENDAR AND DAY

School Calendar

The School Board, upon the Superintendent's recommendation and subject to State regulations, annually establishes the dates for opening and closing classes, teacher institutes and in-services, the length and dates of vacations, and the days designated as legal school holidays. The school calendar shall have a minimum of 185 days to ensure a minimum of 176 days of actual student attendance.

Commemorative Holidays

The teachers and students shall devote a portion of the school day on each commemorative holiday designated in the School Code to study and honor the commemorated person or occasion. The Board may, from time to time, designate a regular school day as a commemorative holiday.

School Day

The Board establishes the length of the school day with the recommendation of the Superintendent and subject to State law requirements. The Superintendent or designee shall ensure that observances required by State law are followed during each day of school attendance.

Legal Reference:
105 ILCS 5/10-19, 5/10-19.05, 5/10-20.56, 5/10-24.46, 5/10-30, 5/18-12, 5/18-12.5, 5/24-2, 5/27-3, 5/27-18, 5/27-19, 5/27-20, 5/27-20.1, 5/27-20.2, and 20/1.
10 ILCS 5/11-4.1.
5 ILCS 490/, State Commemorative Dates Act.
23 Ill.Admin.Code §1.420(f)
Metzl v. Leininger, 850 F.Supp. 740 (N.D. Ill., 1994), *aff'd by* 57 F.3d 618 (7th Cir., 1995).
Original Policy Adopted: July 15, 2010
Policy Reviewed and Adopted: 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Instruction
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SCHOOL WELLNESS

Student wellness, including good nutrition and physical activity, shall be promoted in Grant Community High School's educational program, school-based activities, and meal programs. This policy shall be interpreted consistently with Section 204 of the *Child Nutrition and WIC Reauthorization Act of 2004* and the *Healthy Hunger-Free Kids Act of 2010* (HHFKA).

The Superintendent will ensure:

1. Each school building complies with this policy;
2. The policy is available to the community on an annual basis through copies of, or online access to, the Board Policy Manual; and
3. The community is informed about the progress of this policy's implementation.

Goals for Nutrition Education and Nutrition Promotion

The goals for addressing nutrition education and nutrition promotion include the following:

- Grant will support and promote sound nutrition for students.
- Grant will foster the positive relationship between sound nutrition, physical activity, and the capacity of students to develop and learn.
- Nutrition education will be part of the District's comprehensive health education curriculum. See Board policy 6:60, *Curriculum Content*.

Goals for Physical Activity

The goals for addressing physical activity include the following:

- Grant will support and promote an active lifestyle for students.

- Physical education will be taught in all grades and shall include a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle. See ~~Board policy~~ policies 6:60, *Curriculum Content* and ~~Board policy~~ 7:260, *Exemption from Physical Education*.
- During the school day, all students will be required to engage in a daily physical education course, unless otherwise exempted. See ~~Board policy~~ policies 6:60, *Curriculum Content* and ~~Board policy~~ 7:260, *Exemption from Physical Education*.
- The curriculum will be consistent with and incorporate relevant *Illinois Learning Standards for Physical Development and Health* as established by the ~~Illinois~~ Ill. State Board of Education (ISBE).

Nutrition Guidelines for Foods Available During the School Day; Marketing Prohibited

Students will be offered, and Grant will promote, nutritious food and beverage choices during the day that are consistent with Board policy 4:120, *Food Services* (requiring compliance with the nutrition standards specified in the U.S. Dept. of Agriculture's (USDA) *Smart Snacks* rules).

In addition, in order to promote student health and reduce childhood obesity, the Superintendent or designee shall:

1. Restrict the sale of *competitive foods*, as defined by the USDA, in the food service areas during the meal periods;
2. Comply with all ISBE rules; and
3. Prohibit marketing during the school day of foods and beverages that do not meet the standards listed in Board policy 4:120, *Food Services*, i.e., in-school

marketing of food and beverage items must meet *competitive foods* standards.

Competitive foods standards do not apply to foods and beverages available, but not sold in school during the school day; e.g., brown bag lunches, foods for classroom parties, school celebrations, and reward incentives.

Exempted Fundraising Day (EFD) Requests

All food and beverages sold to students on the school campuses of participating schools during the school day must comply with the "general nutrition standards for competitive foods" specified in federal law.

The Superintendent or designee in a participating school may grant an EFD for grades 9 through 12 in participating schools. To request an EFD and learn more about the District's related procedure(s), contact the Superintendent or designee. The District's procedures are subject to change. The number of EFDs for grades 9 through 12 in participating schools is set by ISBE rule.

Guidelines for Reimbursable School Meals

Reimbursable school meals served shall meet, at a minimum, the nutrition requirements and regulations for the National School Lunch Program and/or School Breakfast Program.

Unused Food Sharing Plan

In collaboration with the District's local health department, the Superintendent or designee will:

1. Develop and support a food sharing plan (Plan) for unused food that is focused on needy students.
2. Implement the Plan throughout the District.

3. Ensure the Plan complies with the Richard B. Russell National School Lunch Act, as well as accompanying guidance from the U.S. Department of Agriculture on the Food Donation Program.
4. Ensure that any leftover food items are properly donated to combat potential food insecurity in the District's community. *Properly* means in accordance with all federal regulations and State and local health and sanitation codes.

Monitoring

At least every three years, the Superintendent shall provide implementation data and/or reports to the Board concerning this policy's implementation sufficient to allow the Board to monitor and adjust the policy (a triennial report). This triennial report must include without limitation each of the following:

- An assessment of the District's implementation of the policy
- The extent to which schools in the District are in compliance with the policy
- The extent to which the policy compares to model local school wellness policies
- A description of the progress made in attaining the goals of the policy
- Where the District will retain records of the assessment

The Board will monitor and adjust the policy pursuant to policy 2:240, *Board Policy Development.*

Community Involvement

The Board and Superintendent will actively invite suggestions and comments concerning the development, implementation, periodic reviews, and updates of the school wellness policy from parents, students, representatives of the school food authority, teachers of physical education, school health professionals, the school board, school administrators, and community. Community involvement methods shall align their suggestions and comments to policy 2:140, *Communications To*

and From the Board and/or the **Community Engagement** subhead in policy 8:10, *Connection with the Community*.

Recordkeeping

The Superintendent shall retain records to document compliance with this policy, the District's records retention protocols, and the Local Records Act.

Legal Reference:
Pub. L. 108-265, Sec. 204, Child Nutrition and WIC Reauthorization Act of 2004.
42 U.S.C. §1771 et seq., Child Nutrition Act of 1966.
42 U.S.C. §1751 et seq., National School Lunch Act.
42 U.S.C. §1758b, Pub. L. 111-296, Healthy, Hunger-Free Kids Act of 2010.
42 U.S.C. §1779, as implemented by 7 C.F.R. §§210.11 and 210.31.
50 ILCS 205/, Local Records Act.
105 ILCS 5/2-3.139
23 Ill.Admin.Code Part 305, Food Program
ISBE's School Wellness Policy Goal, adopted Oct. 2007.
Original Policy Adopted: May 18, 2006
Policy Reviewed and Adopted: 6/17/2010, 01/21/2016, 12/15/2016, 12/28/2017, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Instruction
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CURRICULUM CONTENT

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

1. Subjects include: (a) language arts, (b) writing intensive courses, (c) science, (d) mathematics, (e) social studies including U.S. history, American government and one semester of civics, (f) foreign language, (g) music, (h) art, (i) driver and safety education, and (j) vocational education.

   Students otherwise eligible to take a driver education course must receive a passing grade in at least eight courses during the previous two semesters before enrolling in the course. The Superintendent or designee may waive this requirement if he or she believes a waiver to be in the student's best interest. The course shall include: (a) instruction necessary for the safe operation of motor vehicles, including motorcycles, to the extent that they can be taught in the classroom, (b) classroom instruction on distracted driving as a major traffic safety issue, (c) instruction on required safety and driving precautions that must be observed at emergency situations, highway construction and maintenance zones, and railroad crossings and their approaches, and (d) instruction concerning law enforcement procedures for traffic stops, including a demonstration of the proper actions to be taken during a traffic stop and appropriate interactions with law enforcement. Automobile safety instruction covering traffic regulations and highway safety must include instruction on the consequences of alcohol consumption and the operation of a motor vehicle. The eligibility requirements contained in State law for the receipt of a certificate of completion from the Secretary of State shall be provided to students in writing at the time of their registration.

2. Steroid abuse prevention must be taught, as well as in interscholastic athletic programs.

3. Provided it can be funded by private grants or the federal government, violence prevention and conflict resolution must be stressed, including (a) causes of conflict, (b) consequences of violent behavior, (c) non-violent resolution, and (d) relationships between drugs, alcohol, and violence.

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

~~4.~~5. Developmentally appropriate opportunities to gain computer literacy skills that are embedded in the curriculum.

~~5.~~6. Character education must be taught including respect, responsibility, fairness, caring, trustworthiness, and citizenship in order to raise students' honesty, kindness, justice, discipline, respect for others, and moral courage. Instruction in all grades will include examples of behaviors that violate policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*.

~~6.~~7. Citizenship values must be taught, including: (a) American patriotism, (b) ~~democratic~~ principles of representative government (the American Declaration of Independence, the Constitution of the United States of America and the Constitution of the State of Illinois) ~~freedom, justice, and equality~~, (c) proper use and display of the American flag, (d) the Pledge of Allegiance, and (e) the voting process.

~~7.~~8. Physical education must be taught including a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle. Unless otherwise exempted, all students are required to engage

in a physical education course with such frequency as determined by the Board after recommendation from the Superintendent, but at a minimum of three days per five-day week. For exemptions and substitutions, see policies 6:310-*High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students* and 7:260-*Exemption from Physical Education.*

~~8.~~9. Health education must be stressed, including: (a) proper nutrition, (b) physical fitness, (c) components necessary to develop a sound mind in a healthy body, (d) dangers and avoidance of abduction, and (e) age-appropriate and evidence-informed sexual abuse and assault awareness and prevention education in all grades. The Superintendent shall implement a comprehensive health education program in accordance with State law.

~~9.~~10. Career/vocational education must be taught, including: (a) the importance of work, (b) the development of basic skills to enter the world of work and/or continue formal education, (c) good work habits and values, (d) the relationship between learning and work, and (e) if possible, a student work program that provides the student with work experience as an extension of the regular classroom. A career awareness and exploration program must be available at all grade levels.

11. Consumer education must be taught, including: (a) financial literacy, including consumer debt and installment purchasing (including credit scoring, managing credit debt, and completing a loan application); budgeting; savings and investing; banking (including balancing a checkbook, opening a deposit account, and the use of interest rates); understanding simple contracts; State and federal income taxes; personal insurance policies; the comparison of prices; higher education student loans; identity-theft security; and homeownership (including the basic process of obtaining a mortgage and the concepts of fixed and adjustable rate mortgages, subprime loans, and predatory lending); and (b) the roles of consumers interacting with agriculture, business, labor unions and

government in formulating and achieving the goals of the mixed free enterprise system.

12. Beginning in the fall of 2022, intensive instruction in computer literacy, which may be included as a part of English, social studies, or any other subject.

13. Beginning in the fall of 2022, a unit of instruction on media literacy that includes, but is not limited to, all of the following topics: (a) accessing information to evaluate multiple media platforms and better understand the general landscape and economics of the platforms, and issues regarding the trustworthiness of the source of information; (b) analyzing and evaluating media messages to deconstruct media representations according to the authors, target audience, techniques, agenda setting, stereotypes, and authenticity to distinguish fact from opinion; (c) creating media to convey a coherent message using multimodal practices to a specific target audience that includes, but is not limited to, writing blogs, composing songs, designing video games, producing podcasts, making videos, or coding a mobile or software application; (d) reflecting on media consumption to assess how media affects the consumption of information and how it triggers emotions and behavior; and (e) social responsibility and civics to suggest a plan of action in the class, school, or community for engaging others in a respectful, thoughtful, and inclusive dialogue over a specific issue using facts and reason.

~~10.~~14. Beginning in the fall of 2023, an opportunity for students to take at least one computer science course aligned to Illinois learning standards. *Computer science* means the study of computers and algorithms, including their principles, hardware and software designs, implementation, and impact on society. Computer science does not include the study of everyday uses of computers and computer applications; e.g., keyboarding or accessing the Internet.

~~11.~~15. Conservation of natural resources must be taught, including: (a) home ecology, (b) endangered species, (c) threats to the environment, and (d) the importance of the environment to life as we know it.

~~9.~~16. United States (U.S.) history must be taught, including: (a) the principles of representative government, (b) the Constitutions of the U.S. and Illinois, (c) the role of the U.S. in world affairs, (d) the role of labor unions, (e) the role and contributions of ethnic groups, including but not limited to, the African Americans, Albanians, Asian Americans, Bohemians, Czechs, French, Germans, Hispanics, (including the events related to the forceful removal and illegal deportation of Mexican-American U.S. citizens during the Great Depression), Hungarians, Irish, Italians, Lithuanians, Polish, Russians, Scots, and Slovakians in the history of this country and State, (f) a study of the roles and contributions of lesbian, gay, bisexual, and transgender (LGBT) people in the history of the U.S. and Illinois, ~~and~~ (g) Illinois history, and (h) the contributions made to society by Americans of different faith practices, including, but not limited to, Muslim Americans, Jewish Americans, Christian Americans, Hindu Americans, Sikh Americans, Buddhist Americans, and any other collective community of faith that has shaped America.

In addition, hold an educational program on the United States Constitution on Constitution Day, each September 17, commemorating the September 17, 1787 signing of the Constitution. However, when September 17 falls on a Saturday, Sunday, or holiday, Constitution Day shall be held during the preceding or following week.

~~10.~~17. Courses concerning U.S. history or a combination of U.S. history and American government, students must view a Congressional Medal of Honor film made by the Congressional Medal of Honor Foundation, provided there is no cost for the film.

~~11.~~18. The curriculum includes instruction as determined by the Superintendent or designee on the Holocaust and crimes of genocide, including Nazi atrocities of 1933-1945, Armenian Genocide, the Famine-

Genocide in Ukraine, and more recent atrocities in Cambodia, Bosnia, Rwanda, and Sudan.

~~12.~~19. The curriculum includes instruction as determined by the Superintendent or designee on the history, struggles, and contributions of women.

~~13.~~20. The curriculum includes instruction as determined by the Superintendent or designee on Black History, including the history of the pre-enslavement of Black people from 3,000 BCE to AD 1619, the African slave trade, slavery in America, the study of the reasons why Black people came to be enslaved, ~~and~~ the vestiges of slavery in this country, the study of the American civil rights renaissance, as well as the struggles and contributions of African-Americans.

21. Instruction during courses as determined by the Superintendent or designee on disability history, awareness, and the disability rights movement.

~~14.~~22. Beginning in the fall of 2022, instruction as determined by the Superintendent or designee on the events of Asian American history, including the history of Asian Americans in Illinois and the Midwest, as well as the contributions of Asian Americans toward advancing civil rights from the 19th century onward, which must include the contributions made by individual Asian Americans in government and the arts, humanities, and sciences, as well as the contributions of Asian American communities to the economic, cultural, social, and political development of the United States.

SCHOOL BOARD POLICY

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Legal Reference:
Pub. L. No. 108-447, Section 111 of Division J., Consolidated Appropriations Act of 2005.
Pub. L. No. 110-385, Title II, 122 stat. 4096 (2008), Protecting Children in the 21st Century Act.
47 C.F.R. §54.520.
5 ILCS 465/3 and 465/3a.
20 ILCS 2605/2605-480.
105 ILCS 5/2-3.80(e) and (f), 5/10-20.73 (final citation pending), 5/10-23.13, 5/27-3, 5/27-3.5, 5/27-5, 5/27-6, 27/6.5, 5/27-7, 5/27-12, 5/27-12.1, 5/27-13.1, 5/27-13.2, 5/27-20.08, 5/27-20.3, 5/27-20.4, 5/27-20.5, 5/27-20.7, 5/27-20.8, 5/27-21, 5/27-22, 5/27-23.3, 5/27-23.4, 5/27-23.7, 5/27-23.8, 5/27-23.10, 5/27-23.11, 5/27-23.15, 5/27-24.1, and 5/27-24.2.
105 ILCS ~~435/, and~~ 110/3, Comprehensive Health Education Program.
105 ILCS 435/, Vocational Education Act.
625 ILCS 5/6-408.5, Ill. Vehicle Code.
23 Ill.Admin.Code §§1.420, 1.425, 1.430, and 1.440.
Original Policy Adopted: March 19, 2009
Policy Reviewed and Adopted: 09/20/2012, 01/15/2015, 01/21/2016, 12/15/2016, 12/28/2017, 12/20/2018, 12/19/2019, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Instruction
S.B.P. File: 6:120 (Page 1 of 2)

EDUCATION OF CHILDREN WITH DISABILITIES

The School District shall provide a free appropriate public education in the least restrictive environment and necessary related services to all children with disabilities enrolled in the District, as required by the Individuals With Disabilities Education Act (IDEA) and implementing provisions of the School Code, Section 504 of the Rehabilitation Act of 1973, and the Americans With Disabilities Act. The term *children with disabilities*, as used in this policy, means children between ages 3 and 21 (inclusive) for whom it is determined, through definitions and procedures described in the Illinois State Board of Education (ISBE) *Special Education* rules, that special education services are needed. Children with disabilities who turn 22 years old during the school year are eligible for such services through the end of the school year.

It is the intent of the District to ensure that students who are disabled within the definition of Section 504 of the Rehabilitation Act of 1973 are identified, evaluated, and provided with appropriate educational services. Students may be disabled within the meaning of Section 504 of the Rehabilitation Act even though they do not require services pursuant to ~~the~~ IDEA.

For students eligible for services under IDEA, the District shall follow procedures for identification, evaluation, placement, and delivery of services to children with disabilities provided in the ISBE *Special Education* rules. For those students who are not eligible for services under IDEA, but, because of disability as defined by Section 504 of the Rehabilitation Act of 1973, need or are believed to need special instruction or related services, the District shall establish and implement a system of procedural safeguards. The safeguards shall cover students' identification, evaluation, and educational placement. This system shall include notice, an opportunity for the student's parent(s)/guardian(s) to examine relevant records, an impartial hearing with opportunity for participation by the Student's parent(s)/guardian(s), representation by counsel, and a review procedure.

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Instruction
S.B.P. File: 6:120 (Page 2 of 2)

The District may maintain membership in one or more cooperative associations of school districts that shall assist the District in fulfilling its obligations to the District's ~~disabled~~ students with disabilities.

If necessary, students may also be placed in nonpublic special education programs or education facilities.

Legal Reference:
20 U.S.C. § 1400 et seq., Individuals With Disabilities Education Improvement Act of 2004.
29 U.S.C. § 794, Rehabilitation Act of 1973, Section 504.
42 U.S.C. § 12101 et seq., Americans With Disabilities Act.
34 C.F.R. Part 106.
34 C.F.R. §Part 300.
105 ILCS 5/14-1.01 et seq., 5/14-7.02, and 5/14-7.02b.
23 Ill.Admin.Code Part 226.
Original Policy Adopted: July 15, 2010
Policy Reviewed and Adopted: 07/19/2018, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Instruction
S.B.P. File: 6:135 (Page 1 of 2)

ACCELERATED PLACEMENT PROGRAM

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

The Superintendent or designee shall implement an APP that includes:

1. Decision-making processes that are fair, equitable, and involve multiple individuals, e.g. District administrators, teachers, and school support personnel, and a student's parent(s)/guardian(s);
2. Notification processes that notify a student's parent(s)/guardian(s) of a decision affecting a student's participation in the APP; ~~and~~
3. Assessment processes that include multiple valid, reliable indicators; and
4. By the fall of 2023, the automatic enrollment, in the following school term, of a student into the next most rigorous level of advanced coursework offered by the high school if the student meets or exceeds State standards in English language arts, mathematics, or science on a State assessment administered under 105 ILCS 5/2-3.64a-5, as follows:
    a. A student who meets or exceeds State standards in English language arts shall be automatically enrolled into the next most rigorous level of

advanced coursework in English, social studies, humanities, or related subjects.

b. A student who meets or exceeds State standards in mathematics shall be automatically enrolled into the next most rigorous level of advanced coursework in mathematics.

~~3.~~ c. A student who meets or exceeds State standards in science shall be automatically enrolled into the next most rigorous level of advanced coursework in science.

Legal Reference:
105 ILCS 5/14A.
23 Ill.Admin.Code Part 227, Gifted Education.
Original Policy Adopted: July 19, 2018
Policy Reviewed and Adopted: 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Students
S.B.P. File: 7:60 (Page 1 of 4)

RESIDENCE

Resident Students

Only students who are residents of the District may attend a District school without a tuition charge, except as otherwise provided below or in State law. A student's residence is the same as the person who has legal custody of the student.

A person asserting legal custody over a student, who is not the child's natural or adoptive parent, shall complete a signed statement, stating: (a) that he or she has assumed and exercised legal responsibility for the child, (b) the reason the child lives with him or her, other than to receive an education in the District, and (c) that he or she exercises full control over the child regarding daily educational and medical decisions in case of emergency. In addition, the child's natural or adoptive parent, if available, shall complete a signed statement or ~~Power of Attorney~~affidavit stating: (a) the role and responsibility of the person with whom their child is living, and (b) that the person with whom the child is living has full control over the child regarding daily educational and medical decisions in case of emergency.

Proof of Residency within the District 124 boundaries must be verified prior to enrollment by presenting items from the following approved list. If verification is not provided within 3 school days of application, enrollment will be denied.

Each document must show the parent's or guardian's name and the address that is within the District 124 boundaries.

Homeowners must provide at least three (3) of the following documents to establish residency:

Executed Closing Documents
Mortgage Statement
Most Recent Property Tax Bill
Current Utility Bill (natural gas, electric, water, sewer, cable)
Valid Driver's License

Homeowners Insurance Policy
Vehicle Insurance Policy
Bank Statement or Credit Card Bill
Voter Registration Card
Public Aid Card

Renters must provide at least three (3) of the following, accompanied by the Signed Landlord Affidavit.

Copy of Current Lease
Current Utility Bill (natural gas, electric, water, sewer, cable)
Valid Driver's License
Renters Insurance Policy
Vehicle Insurance
Bank Statement or Credit Card Bill
Voter Registration Card
Public Aid Card

A student whose family moves out of the District during the school year will be permitted to attend school for the remainder of the year without payment of tuition.

When a student's change of residence is due to the military service obligations of the student's legal custodian, the student's residence is deemed to be unchanged for the duration of the custodian's military service obligation if the student's custodian made a written request. The District, however, is not responsible for the student's transportation to or from school.

If, at the time of enrollment, a dependent child of military personnel is housed in temporary housing located outside of the District, but will be living within the District within ~~60 days~~six months after the time of initial enrollment, the child is allowed to enroll, subject to the requirements of State law, and must not be charged tuition.

Requests for Non-Resident Student Admission

Non-resident students may attend District schools upon the approval of a request submitted by the student's parent(s)/guardian(s) for non-resident admission. The Superintendent may approve the request subject to the following:

1. The student will attend on a year-to-year basis. Approval for any one year is not authorization to attend a following year.
2. The student will be accepted only if there is sufficient room.
3. The student's parent(s)/guardian(s) will be charged the maximum amount of tuition as allowed by State law.
4. The student's parent(s)/guardian(s) will be responsible for transporting the student to and from school.

Admission of Non-Resident Students Pursuant to an Agreement or Order

Non-resident students may attend District schools tuition-free pursuant to:

1. A written agreement with an adjacent school district to provide for tuition-free attendance by a student of that district, provided both the Superintendent or designee and the adjacent district determine that the student's health and safety will be served by such attendance.
2. A written agreement with cultural exchange organizations and institutions supported by charity to provide for tuition-free attendance by foreign exchange students and non-resident pupils of charitable institutions.
3. According to an intergovernmental agreement.
4. Whenever any State or federal law or a court order mandates the acceptance of a non-resident student.

Homeless Children

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

implementing administrative procedure, govern the enrollment of homeless children.

Challenging a Student's Residence Status

If the Superintendent or designee determines that a student attending school on a tuition-free basis is a non-resident of the District for whom tuition is required to be charged, he or she on behalf of the Board shall notify the person who enrolled the student of the tuition amount that is due. The notice shall be given by certified mail, return receipt requested. The person who enrolled the student may challenge this determination and request a hearing as provided by The School Code, 105 ILCS 5/10-20.12b.

Legal Reference:

42 U.S.C. § 11431 et seq., McKinney Homeless Assistance Act.
105 ILCS 5/10-20.12a, 5/10-20.12b ~~and~~ 5/10-22.5, and 5/10-22.5a.
105 ILCS 45/~~1-5~~, Education for Homeless Children Act.
105 ILCS 70/, Educational Opportunity for Military Children Act.
23 Ill.Admin.Code § 1.240~~(e)~~.
Israel S. by Owens v. B~~oar~~d. of Educ. Of Oak Park and River Forest High ~~School~~ Sch. Dist. 200, ~~601 N.E.2d 1264~~ 235 Ill.App.3d 652 (~~Ill. App.,~~ 5th Dist. 1992).
Joel R. v. Board of Educ. of Manheim School District 83, ~~686 N.E.2d 650~~ 292 Ill.App.3d 607 (~~Ill.App.1,~~1st Dist. 1997).
Kraut v. Rachford, ~~366 N.E.2d 497~~ Ill.App.3d 206 (~~Ill.App.1,~~1st Dist. 1977).
Original Policy Adopted: June 19, 2008
Policy Reviewed and Adopted: 09/15/2011, 04/30/2013, 04/19/2018, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Students
S.B.P. File: 7:70 (Page 1 of 4)

ATTENDANCE AND TRUANCY

Compulsory School Attendance

This policy applies to individuals who have custody or control of a child: (a) between the ages of six (on or before September 1) and 17 years (unless the child has graduated from high school), or (b) who is enrolled in any grades, kindergarten through 12, in the public school regardless of age.

Subject to specific requirements in State law, the following children are not required to attend public school: (1) any child attending a private school (including a home school) or parochial school, (2) any child who is physically or mentally unable to attend school (including a pregnant student suffering medical complications as certified by her physician), (3) any child lawfully and necessarily employed, (4) any child over 12 and under 14 years of age while in confirmation classes, (5) any child absent because of religious reasons, including to observe a religious holiday, for religious instruction, or because his or her religion forbids secular activity on a particular day(s) or time of day, and (6) any child 16 years of age or older who is employed and is enrolled in a graduation incentives program.

The parent/guardian of a student who is enrolled must authorize all absences from school and notify the school in advance or at the time of the student's absence. A valid cause for absence includes illness (including mental or behavioral health of the student), observance of a religious holiday, death in the immediate family, family emergency, other situations beyond the control of the student as determined by the Board, voting pursuant to policy 7:90, *Release During School Hours* (10 ILCS 5/7-42 and 5/17-15), other circumstances that cause reasonable concern to the parent/guardian for the student's mental, emotional or physical health or safety, or other reason as approved by the Superintendent or designee. Students absent for a valid cause may make up missed homework and classwork assignments in a reasonable timeframe.

Absenteeism and Truancy Program

The Superintendent or designee shall manage an absenteeism and truancy program in accordance with the School Code and School Board policy. The program shall include but not be limited to:

1. A protocol for excusing a student from attendance who is necessarily and lawfully employed. The Superintendent or designee is authorized to determine when the student's absence is justified.
2. A protocol for excusing a student in grades 6 through 12 from attendance to sound *Taps* at a military honors funeral held in Illinois for a deceased veteran.
3. A protocol for excusing a student from attendance on a particular day(s) or at a particular time of day when his/her parent/guardian is an active duty member of the uniformed services and has been called to duty for, is on leave from, or has immediately returned from deployment to a combat zone or combat-support postings.
4. A process to telephone, within two hours after the first class, the parents/guardians of students in grade 8 or below who are absent without prior parent/guardian notification.
5. A process to identify and track students who are truants, chronic or habitual truants, or truant minors as defined in 105 ILCS 5/26-2a.
6. A description of diagnostic procedures for identifying the cause(s) of a student's unexcused absenteeism, including interviews with the student, his or her parent(s)/guardian(s), and staff members or other people who may have information about the reasons for the student's attendance problem.
7. The identification of supportive services that may be offered to truant, chronically truant, or chronically absent students, including parent-teacher conferences, student and/or family counseling, or information about community agency services. See Board policy 6:110, *Programs for Students*

At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program.

8. A process for the collection and review of chronic absence data and to:

   a. Determine what systems of support and resources are needed to engage chronically absent students and their families, and

   ~~7.~~b. Encourage the habit of daily attendance and promote success.

~~8.~~9. Reasonable efforts to provide ongoing professional development to teachers, administrators, Board members, school resource officers, and staff on the appropriate and available supportive services for the promotion of student attendance and engagement.

~~9.~~10. A process to request the assistance and resources of outside agencies, such as, the juvenile officer of the local police department or the truant office of the appropriate Regional Office of Education, if truancy continues after supportive services have been offered.

~~10.~~11. A protocol for cooperating with non-District agencies including County or municipal authorities, the Regional Superintendent, truant officers, the Community Truancy Review Board, and a comprehensive community based youth service agency. Any disclosure of school student records must be consistent with Board policy 7:340, *Student Records*, as well as State and federal law concerning school student records.

~~11.~~12. An acknowledgement that no punitive action, including out-of-school suspension, expulsions, or court action, shall be taken against a truant minor for his or her truancy unless available supportive services and other school resources have been provided to the student.

~~10.~~13. The criteria to determine whether a student's non-attendance is due to extraordinary circumstances shall include economic or medical necessity or family hardship and such other criteria that the Superintendent believes qualifies.

14. A process for a 17-year-old resident to participate in the District's various programs and resources for truants. The student must provide documentation of his/her dropout status for the previous six months. A request from an individual 19 years of age or older to re-enroll after having dropped out of school is handled according to provisions in 7:50, *School Admissions and Student Transfers To and From Non-District Schools*.
15. A process for the temporary exclusion of a student 17 years of age or older for failing to meet minimum attendance standards according to provisions in State law. A parent/guardian has the right to appeal a decision to exclude a student.

Legal Reference:
105 ILCS 5/26-1 through ~~16~~18.
705 ILCS 405/3-33.5, Juvenile Court Act of 1987.
23 Ill.Admin.Code §§1.242 and 1.290.
Original Policy Adopted: 1981
Policy Reviewed and Adopted: 12/21/1988, 11/21/1991, 4/21/1994, 10/21/2010, 04/30/2013, 04/17/2014, 12/15/2016, 12/28/2017, 12/20/2018, 06/18/2020, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Students
S.B.P. File: 7:80

RELEASE TIME FOR RELIGIOUS INSTRUCTION/OBSERVANCE

A student shall be released from school, as an excused absence, because of religious reasons, including to observe a religious holiday, ~~or~~ for religious instruction, or because the student's religion forbids secular activity on a particular day(s) or time of day. The student's parent/guardian must give written notice to the Building Principal at least 5 calendar days before the student's anticipated absence(s). ~~This notice shall satisfy the District's requirement for a written excuse when the student returns to school.~~

The Superintendent or designee shall develop and distribute to teachers appropriate procedures regarding student absences for religious reasons ~~and include a list of religious holidays on which a student shall be excused from school attendance~~, including how teachers are notified of a student's impending absence, and the State law requirement that teachers provide the student with an equivalent opportunity to make up any examination, study, or work requirement.

Legal Reference:
105 ILCS 5/26-1 and 5/26-2b.
775 ILCS 35/5, Religious Freedom Restoration Act.
Original Policy Adopted: 02/21/2013
Policy Reviewed and Adopted: 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Students
S.B.P. File: 7:150 (Page 1 of 2)

AGENCY AND POLICE INTERVIEWS

The Superintendent shall develop procedures to manage requests by agency officials or police officers to interview students at school. Procedures will:

1. Recognize individual student rights and privacy,
2. Recognize the potential impact an interview may have on an individual student,
3. Minimize potential disruption,
4. Foster a cooperative relationship with public agencies and law enforcement, and
5. Comply with State law including, but not limited to, ensuring that before a law enforcement officer, school resource officer, or other school security person detains and questions on school grounds a student under 18 years of age who is suspected of committing a criminal act, the Superintendent or designee will:
    a. Notify or attempt to notify the student's parent/guardian and document the time and manner in writing;
    b. Make reasonable efforts to ensure the student's parent/guardian is present during questioning or, if they are not present, ensure that school employees (including, but not limited to, a school social worker, psychologist, nurse, ~~guidance~~ counselor, or any other mental health professional) are present during the questioning; and
    c. If practicable, make reasonable efforts to ensure a trained law enforcement officer to promote safe interactions and communications with the student is present during questioning.

SCHOOL BOARD POLICY

Grant Community High School District 124

Legal Reference:
105 ILCS 5/10-20.64, 5/22-~~85~~ 88 ~~(final citation pending)~~.
55 ILCS 80/, Children's Advocacy Center Act.
325 ILCS 5/, Abused and Neglected Child Reporting Act.
720 ILCS 5/31-1 et seq., Interference with Public Officers Act.
725 ILCS 120/, Rights of Crime Victims and Witnesses Act.
Original Policy Adopted: August 19, 2010
Policy Reviewed and Adopted: 04/21/2016, 12/19/2019, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Students
S.B.P. File: 7:160

STUDENT APPEARANCE

A ~~Student~~ student's appearance, including dress and ~~grooming~~hygiene, must not disrupt the educational process, ~~interfere with the maintenance of a positive teaching/learning climate,~~ or compromise ~~reasonable~~ standards of health~~,~~ and safety ~~and decency~~. The District does not prohibit hairstyles historically associated with race, ethnicity, or hair texture, including, but not limited to, protective hairstyles such as braids, locks, and twists. Students who disrupt the education process or compromise standards of health and safety must modify their appearance. Procedures for guiding student appearance, ~~handling students who dress or groom inappropriately~~ will be developed by the Superintendent or designee and included in the *Student Handbook(s)*.

Legal Reference:
105 ILCS 5/2-3.25 and 5/10-22.25b.
Tinker v. Des Moines Indep. Sch. Dist., 393 U.S. 503 (1969).
Original Policy Adopted: 1981
Policy Reviewed and Adopted: 12/21/1988, 11/21/1991, 4/21/1994, 03/19/2009, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Students
S.B.P. File: 7:180 (Page 1 of 9)

PREVENTION OF AND RESPONSE TO
BULLYING, INTIMIDATION, AND HARASSMENT

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

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

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by 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, ~~and~~ (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school, 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 ~~guidance~~ counselors, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers, school resource officers, and security guards.

Bullying Prevention and Response Plan

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

Nondiscrimination Coordinator:
Dr. Christine Sefcik, Superintendent
Grant Community High School
285 E. Grand Avenue
Fox Lake, IL 60020
CSefcik@grantbulldogs.org
847-587-2561

Complaint Managers

Mrs. Beth Reich, Business Manager
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Fox Lake, IL 60020
BReich@grantbulldogs.org

Mr. Jeremy Schmidt, Principal
Grant Community High School
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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 student involved in an alleged incident of bullying and discuss, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.

5. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:

   a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of 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 ~~student's~~ 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~~treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions~~.

8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, a person who is found to have~~knowingly making a~~ falsely ~~accusation~~ accused another of bullying, as a means of retaliation, as a means of bullying, or ~~providing~~ provided ~~knowingly~~ 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 ~~must be~~ 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 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 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 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.

    c. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.

    d. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.

    e. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.

    f. 7:20, *Harassment of Students Prohibited*. This policy prohibits *any* person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).

    g. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.

    h. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.

i. 7:315, *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 Reference:
105 ILCS 5/10-20.14, 5/10-22.6(b-20), 5/24-24, and 5/27-23.7.
405 ILS 49/, Children's Mental Health Act.
23 Ill.Admin.Code §1.240 and §1.280.
Original Policy Adopted: August 19, 2010
Policy Reviewed and Adopted: 09/20/2012, 04/17/2014, 09/18/2014, 12/28/2017, 11/14/2019, 12/19/2019, 09/17/2020, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Students
S.B.P. File: 7:190 (Page 1 of 12)

STUDENT BEHAVIOR

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

When and *Where* Conduct Rules Apply

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

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

Prohibited Student Conduct

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

1. Using, possessing, distributing, purchasing, or selling tobacco or nicotine materials, including without limitation, electronic cigarettes.
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who are under the influence of an alcoholic beverage are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, selling, or offering for sale:
    a. Any illegal drug or controlled substance, or cannabis (including marijuana, hashish, and medical cannabis unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*).
    b. Any anabolic steroid unless it is being administered in accordance with a physician's or licensed practitioner's prescription.
    c. Any performance-enhancing substance on the Illinois High School Association's most current banned substance list unless administered in accordance with a physician's or licensed practitioner's prescription.
    d. Any prescription drug when not prescribed for the student by a physician or licensed practitioner, or when used in a manner inconsistent with the prescription or prescribing physician's or licensed practitioner's instructions. The use or possession of medical cannabis, even by a student for whom medical cannabis has been prescribed, is prohibited unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*.
    e. Any inhalant, regardless of whether it contains an illegal drug or controlled substance: (a) that a student believes is, or represents to be capable of, causing intoxication, hallucination, excitement, or dulling of the brain or nervous system; or (b) about which the student engaged in behavior that would lead a reasonable person to believe that the student intended the inhalant to cause intoxication, hallucination, excitement, or dulling of the brain or nervous system. The prohibition

in this section does not apply to a student's use of asthma or other legally prescribed inhalant medications.

f. Any substance inhaled, injected, smoked, consumed, or otherwise ingested or absorbed with the intention of causing a physiological or psychological change in the body, including without limitation, pure caffeine in tablet or powdered form.

g. *Look-alike* or counterfeit drugs, including a substance that is not prohibited by this policy, but one: (a) that a student believes to be, or represents to be, an illegal drug, controlled substance, or other substance that is prohibited by this policy; or (b) about which a student engaged in behavior that would lead a reasonable person to believe that the student expressly or impliedly represented to be an illegal drug, controlled substance, or other substance that is prohibited by this policy.

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

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

4. Using, possessing, controlling, or transferring a *weapon* as that term is defined in the **Weapons** section of this policy, or violating the **Weapons** section of this policy.

5. Using or possessing an electronic paging device. Using a cellular telephone, video recording device, personal digital assistant (PDA), or other electronic device in any manner that disrupts the educational environment or violates the rights of others, including using the device to take photographs in locker rooms or bathrooms, cheat, or otherwise violate student conduct rules. Prohibited conduct specifically includes, without

limitation, creating, sending, sharing, viewing, receiving, or possessing an indecent visual depiction of oneself or another person through the use of a computer, electronic communication device, or cellular phone. Unless otherwise banned under this policy or by the Building Principal, all electronic devices must be kept powered-off or silenced and out-of-sight during the regular school day unless: (a) the supervising teacher grants permission; (b) use of the device is provided in a student's individualized education program (IEP); (c) it is used, with headphones, during passing periods, during the student's lunch period, or during the student's study hall; or (d) it is needed in an emergency that threatens the safety of students, staff, or other individuals.

6. Using or possessing a laser pointer unless under a staff member's direct supervision and in the context of instruction.

7. Disobeying rules of student conduct or directives from staff members or school officials. Examples of disobeying staff directives include refusing a District staff member's request to stop, present school identification, or submit to a search.

8. Engaging in academic dishonesty, including cheating, intentionally plagiarizing, wrongfully giving or receiving help during an academic examination, altering report cards, and wrongfully obtaining test copies or scores.

9. Engaging in hazing or any kind of bullying or aggressive behavior that does physical or psychological harm to a staff person or another student, or urging other students to engage in such conduct. Prohibited conduct specifically includes, without limitation, any use of violence, intimidation, force, noise, coercion, threats, stalking, harassment, sexual harassment, public humiliation, theft or destruction of property, retaliation, hazing, bullying, bullying using a school computer or a school computer network, or other comparable conduct.

10. Engaging in any sexual activity, including without limitation, offensive touching, sexual harassment, indecent exposure (including mooning), and

sexual assault. This does not include the non-disruptive: (a) expression of gender or sexual orientation or preference, or (b) display of affection during non-instructional time.

11. Teen dating violence, as described in Board policy 7:185, *Teen Dating Violence Prohibited.*
12. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
13. Entering school property or a school facility without proper authorization.
14. In the absence of a reasonable belief that an emergency exists, calling emergency responders (such as calling 911); signaling or setting off alarms or signals indicating the presence of an emergency; or indicating the presence of a bomb or explosive device on school grounds, school bus, or at any school activity.
15. Being absent without a recognized excuse; State law and School Board policy regarding truancy control will be used with chronic and habitual truants.
16. Being involved with any public school fraternity, sorority, or secret society, by: (a) being a member; (b) promising to join; (c) pledging to become a member; or (d) soliciting any other person to join, promise to join, or be pledged to become a member.
17. Being involved in gangs or gang-related activities, including displaying gang symbols or paraphernalia.
18. Violating any criminal law, including but not limited to, assault, battery, arson, theft, gambling, eavesdropping, vandalism, and hazing.
19. Making an explicit threat on an Internet website against a school employee, a student, or any school-related personnel if the Internet website through which the threat was made is a site that was accessible within the school at the time the threat was made or was available to third parties who worked or studied within the school grounds at the time the threat was made, and the threat could be reasonably interpreted as threatening to the safety and

security of the threatened individual because of his or her duties or employment status or status as a student inside the school.

20. Operating an unmanned aircraft system (UAS) or drone for any purpose on school grounds or at any school event unless granted permission by the Superintendent or designee.
21. Engaging in any activity, on or off campus, that interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

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

Efforts, including the use of positive interventions and supports, shall be made to deter students, while at school or a school-related event, from engaging in aggressive behavior that may reasonably produce physical or psychological harm to someone else. The Superintendent or designee shall ensure that the parent/guardian of a student who engages in aggressive behavior is notified of the incident. The failure to provide such notification does not limit the Board's authority to impose discipline, including suspension or expulsion, for such behavior.

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

SCHOOL BOARD POLICY

Grant Community High School District 124

Disciplinary Measures

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

1. Notifying parent(s)/guardian(s).
2. Disciplinary conference.
3. Withholding of privileges.
4. Temporary removal from the classroom.
5. Return of property or restitution for lost, stolen, or damaged property.
6. In-school suspension. The Building Principal or designee shall ensure that the student is properly supervised.
7. After-school study or Saturday study provided the student's parent/guardian has been notified. If transportation arrangements cannot be agreed upon, an alternative disciplinary measure must be used. The student must be supervised by the detaining teacher or the Building Principal or designee.
8. Community service with local public and non-profit agencies that enhances community efforts to meet human, educational, environmental, or public safety needs. The District will not provide transportation. School administration shall use this option only as an alternative to another disciplinary measure, giving the student and/or parent/guardian the choice.
9. Seizure of contraband; confiscation and temporary retention of personal property that was used to violate this policy or school disciplinary rules.
10. Suspension of bus riding privileges in accordance with Board policy 7:220, *Bus Conduct.*

11. Out-of-school suspension from school and all school activities in accordance with Board policy 7:200, *Suspension Procedures*. A student who has been suspended may also be restricted from being on school grounds and at school activities.
12. Expulsion from school and all school activities for a definite time period not to exceed ~~2~~ two calendar years in accordance with Board policy 7:210, *Expulsion Procedures*. A student who has been expelled may also be restricted from being on school grounds and at school activities.
13. Transfer to an alternative program if the student is expelled or otherwise qualifies for the transfer under State law. The transfer shall be in the manner provided in Article 13A or 13B of the School Code.
14. Notifying juvenile authorities or other law enforcement whenever the conduct involves criminal activity, including but not limited to, illegal drugs (controlled substances), *look-alikes*, alcohol, or weapons or in other circumstances as authorized by the reciprocal reporting agreement between the District and local law enforcement agencies.

The above list of disciplinary measures is a range of options that will not always be applicable in every case. In some circumstances, it may not be possible to avoid suspending or expelling a student because behavioral interventions, other than a suspension and expulsion, will not be appropriate and available, and the only reasonable and practical way to resolve the threat and/or address the disruption is a suspension or expulsion.

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

Isolated Time Out, Time Out, and Physical Restraint

Neither isolated time out, time out, nor physical restraint shall be used to discipline or punish a student. These methods are only authorized for use as permitted in 105 ILCS 5/10-20.33, State Board of Education rules (23 Ill.Admin.Code §§ 1.280, 1.285), and the District's procedures(s).

Weapons

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

1. A *firearm*, meaning any gun, rifle, shotgun, or weapon as defined by Section 921 of Title 18 of the United States Code (18 U.S.C. § 921), firearm as defined in Section 1.1 of the Firearm Owners Identification Card Act (430 ILCS 65/), or firearm as defined in Section 24-1 of the Criminal Code of 1961 (720 ILCS 5/24-1).
2. A knife, brass knuckles, or other knuckle weapon regardless of its composition, a billy club, or any other object if used or attempted to be used to cause bodily harm, including *look-alikes* of any *firearm* as defined above.

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

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

Re-Engagement of Returning Students

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

Required Notices

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

Delegation of Authority

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

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

Student Handbook

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

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

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Students
S.B.P. File: 7:190 (Page 12 of 12)

Legal Reference:
20 U.S.C. §6081, Pro-Children Act of 1994.
20 U.S.C. §7961 et seq., Gun-Free Schools Act.
105 ILCS 5/10-20.5b, 5/10-20.14, 5/10-20.28, 5/10-20.36, 5/10-21.7, 5/10-21.10, 5/10-22.6, 5/10-27.1A, 5/10-27.1B, 5/22-33, 5/24-24, 5/26-12, 5/27-23.7, and 5/31-3 ~~and 110/3.10~~.
105 ILCS 110/3.10, Critical Health Problems and Comprehensive Health Education Act.
410 ILCS 130/, Compassionate Use of Medical Cannabis Pilot Program.
410 ILCS 647/, Powdered Caffeine Control and Education Act.
430 ILCS 66/, Firearm Concealed Carry Act.
23 Ill.Admin.Code §§ 1.280, 1.285.
Original Policy Adopted: 11/21/1991
Policy Reviewed and Adopted: 02/21/2002, 11/17/2005, 08/19/2010, 04/19/2012, 05/16/2013, 04/17/2014, 04/21/2016, 12/20/2018, 08/20/2020, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Students
S.B.P. File: 7:200 (Page 1 of 3)

SUSPENSION PROCEDURES

This policy becomes effective and replaces the policy on *Suspension Procedures* on the first student attendance day of the 2016/17 school year.

In-School Suspension

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

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

Out-of-School Suspension

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

1. A conference during which the charges will be explained and the student will be given an opportunity to respond to the charges before he or she may be suspended.
2. A pre-suspension conference is not required and the student can be immediately suspended when the student's presence poses a continuing danger to persons or property or an ongoing threat of disruption to the educational process. In such cases, the notice and conference shall follow as soon as practicable.
3. An attempted phone call to the student's parent(s)/guardian(s).
4. A written notice of the suspension to the parent(s)/guardian(s) and the student, which shall:

a. Provide notice to the parent(s)/guardian(s) of their child's right to a review of the suspension;

b. Include information about an opportunity to make up work missed during the suspension for equivalent academic credit;

c. Detail of specific act of gross disobedience or misconduct resulting in the decision to suspend;

d. Provide rationale or an explanation of how the chosen number of suspension days will address the threat or disruption posed by the student or his or her act of gross disobedience or misconduct; and

e. Depending upon the length of the out-of-school suspension, include the following applicable information:

   i. For a suspension of 3 school days or less, an explanation that the student's continuing presence in school would either pose:

      a) A threat to school safety, or

      b) A disruption to other students' learning opportunities.

   ii. For a suspension of 4 or more school days, an explanation:

      a) That other appropriate and available behavioral and disciplinary interventions have been exhausted,

      b) As to whether school officials attempted other interventions or determined that no other interventions were available for the student, and

      c) That the student's continuing presence in school would either:

         i.) Pose a threat to the safety of other students, staff, or members of the school community, or

         ii.) Substantially disrupt, impede, or interfere with the operation of the school

         iii.) For a suspension of 5 or more school days, the information listed in section 4.e.ii., above, along with documentation by

the Superintendent or designee determining what, if any, appropriate and available support services will be provided to the student during the length of his or her suspension.

5. A summary of the notice, including the reason for the suspension and the suspension length, must be given to the Board by the Superintendent or designee.

6. Upon request of the parent(s)/guardian(s), a review of the suspension shall be conducted by the Board or a hearing officer appointed by the Board. At the review, the student's parent(s)/guardian(s) may appear and discuss the suspension with the Board or its hearing officer and may be represented by counsel. Whenever there is evidence that mental illness may be the cause for the suspension, the Superintendent or designee shall invite a representative from ~~the Department of Human Services~~a local mental health agency to consult with the Board. After presentation of the evidence or receipt of the hearing officer's report, the Board shall take such action as it finds appropriate. If the suspension is upheld, the Board's written suspension decision shall specifically detail items (a) and (e) in number 4, above.

Legal Reference:

Goss v. Lopez, ~~95 S.Ct. 729~~419 U.S. 565 (1975)
~~*Sieck v. Oak Park River-Forest High School*, 807 F.Supp. 73 (N.D. Ill., E.D., 1992)~~
105 ILCS 5/10-20.14, 5/10-22.6.
23 Ill.Admin.Code §1.280.

Original Policy Adopted: August 19, 2010
Policy Reviewed and Adopted: 04/21/2016, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Students
S.B.P. File: 7:210 (Page 1 of 3)

EXPULSION PROCEDURES

This policy becomes effective and replaces the current policy on *Expulsion Procedures* on the first student attendance day of the 2016/17 school year.

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

1. Before a student may be expelled, the student and his or her parent(s)/guardian(s) shall be provided a written request to appear at a hearing to determine whether the student should be expelled. The request shall be sent by registered or certified mail, return receipt requested. The request shall:
    a. Include the time, date, and place for the hearing.
    b. Briefly describe what will happen during the hearing.
    c. Detail the specific act of gross disobedience or misconduct resulting in the decision to recommend expulsion.
    d. List the student's prior suspension(s).
    e. State that The School Code allows the School Board to expel a student for a definite period of time not to exceed 2 calendar years, as determined on a case-by-case basis.
    f. Ask that the student or parent(s)/guardian(s) or attorney inform the Superintendent or Board Attorney if the student will be represented by an attorney and, if so, the attorney's name and contact information.
2. Unless the student and parent(s)/guardian(s) indicate that they do not want a hearing or fail to appear at the designated time and place, the hearing will proceed. It shall be conducted by the Board or hearing officer appointed by it. If a hearing officer is appointed, he or she shall report to the Board the evidence presented at the hearing and the Board shall take such final action as it finds appropriate. Whenever there is evidence that mental illness may

be the cause for the recommended expulsion, the Superintendent or designee shall invite a representative from ~~the Dept. of Human Services~~a local mental health agency to consult with the Board.

3. During the expulsion hearing, the Board or hearing officer shall hear evidence concerning whether the student is guilty of the gross disobedience or misconduct as charged. School officials must provide: (1) testimony of any other interventions attempted and exhausted or of their determination that no other appropriate and available interventions were available for the student, and (2) evidence of the threat or disruption posed by the student. The student and his or her parent(s)/guardian(s) may be represented by counsel, offer evidence, present witnesses, cross-examine witnesses who testified, and otherwise present reasons why the student should not be expelled. After presentation of the evidence or receipt of the hearing officer's report, the Board shall decide the issue of guilt and take such action as it finds appropriate.
4. If the Board acts to expel the student, its written expulsion decision shall:
    a. Detail the specific reason why removing the student from his or her learning environment is in the best interest of the school.
    b. Provide a rationale for the specific duration of the recommended expulsion.
    c. Document how school officials determined that all behavioral and disciplinary interventions have been exhausted by specifying which interventions were attempted or whether school officials determined that no other appropriate and available interventions existed for the student.
    d. Document how the student's continuing presence in school would (1) pose a threat to the safety of other students, staff, or members of the school community, or (2) substantially disrupt, impede, or interfere with the operation of the school.

5. Upon expulsion, the District may refer the student to appropriate and available support services.

When the Superintendent or designee identifies a student as having committed gross disobedience or misconduct and recommends expulsion of the student as an appropriate disciplinary measure, the Superintendent is authorized to, but not required to, enter into an agreement with the student's parent(s)/guardian(s) or with any student having reached the age of majority allowing for the student's voluntary enrollment in an alternative school authorized by Article 13A of the School Code in lieu of proceeding with an expulsion hearing before the School Board. Such agreement shall be conditioned on the student's successful completion of the alternative program as determined and monitored by the Superintendent.

Legal Reference:
Goss v. Lopez, ~~95 S.Ct. 729~~419 U.S. 565 (1975)
105 ILCS 5/10-20.14, 5/10-22.6~~(a)~~.
Original Policy Adopted: August 19, 2010
Policy Reviewed and Adopted: 04/21/2016, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Students
S.B.P. File: 7:240 (Page 1 of 2)

CONDUCT CODE FOR PARTICIPANTS IN EXTRACURRICULAR ACTIVITIES

The Superintendent or designee, using input from coaches and sponsors of extracurricular activities, shall develop a conduct code for all participants in extracurricular activities consistent with School Board policy. The conduct code shall: (1) require participants in extracurricular activities to conduct themselves as good citizens and exemplars of their school at all times, including after school, on days when school is not in session, and whether on or off school property; (2) emphasize that hazing and bullying activities are strictly prohibited; and (3) notify participants that failure to abide by it could result in discipline, up to and including removal from the activity. Participants who violate the conduct code will be allowed to give an explanation before being progressively disciplined. The conduct code shall be reviewed by the Building Principal periodically at his or her discretion and presented to the Board.

Participants in extracurricular activities must abide by the conduct code for the activity and Board policy 7:190, *Student Behavior*. All coaches and sponsors of extracurricular activities shall annually review the conduct code with participants and provide participants with a copy. In addition, coaches and sponsors of interscholastic athletic programs shall provide instruction on steroid abuse prevention to students in grades 7 through 12 participating in these programs.

Performance Enhancing Drug Testing of High School Student Athletes

The Illinois High School Association (IHSA) prohibits participants in an athletic activity sponsored or sanctioned by IHSA from ingesting or otherwise using any performance-enhancing substance on its banned substance list, without a written prescription and medical documentation provided by a licensed physician who evaluated the student-athlete for a legitimate medical condition.

IHSA administers a performance-enhancing substance testing program. Under this program, student-athletes are subject to random drug testing for the presence in their bodies of performance-enhancing substances on the IHSA's banned substance list. In addition to being penalized by IHSA, a student may be disciplined according to Board policy 7:190, *Student Behavior*.

Legal Reference:

Mahanoy Area Sch. Dist. v. B.L., 141 S.Ct. 2038 (2021).
Bd. of Educ. of Independent Sch. Dist. No. 92 v. Earls, 536 U.S. 822 ~~122 S.Ct. 2559~~ (2002).
Vernonia Sch. Dist. 475 v. Acton, 515 U.S. 646 (1995).
Clements v. Bd. of Educ. of Decatur, 133 Ill.App.3d (4th Dist. 1985)~~478 N.E.2d 1209 (Ill.App.4, 1985)~~.
Kevin Jordan v. O'Fallon THSD 203, 302 Ill.App.3d 1070 (5th Dist. 1999)~~706 N.E.2d 137 (Ill.App.5, 1999)~~.
Todd v. Rush County Schs., 133 F.3d 984 (7th Cir., 1998).
105 ILCS 5/24-24, 5/27-23.3, 25/2.
Original Policy Adopted: August 17, 1995
Policy Reviewed and Adopted: 9/20/2001, 8/18/2005, 10/21/2010, 09/18/2014, 04/21/2016, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Students
S.B.P. File: 7:250 (Page 1 of 2)

STUDENT SUPPORT SERVICES

The following student support services may be provided by the School District:

1. Health services supervised by a qualified school nurse. The Superintendent or designee may implement procedures to further a healthy school environment and prevent or reduce the spread of disease.
2. Educational and psychological testing services and the services of a school psychologist as needed. In all cases, written permission to administer a psychological examination must be obtained from a student's parent(s)/guardian(s). The results will be given to the parent(s)/guardian(s), with interpretation, as well as to the appropriate professional staff.
3. The services of a school social worker. A student's parent(s)/guardian(s) must consent to regular or continuing services from a social worker.
4. Guidance and school counseling services.
5. A liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Illinois Department of Children and Family Services when enrolling in or changing schools.

The Superintendent or designee shall develop protocols for responding to students with social, emotional, or mental health needs that impact learning ability. The District, however, assumes no liability for preventing, identifying, or treating such needs.

Erin's Law Counseling Options, Assistance, and Intervention

The Superintendent or designee will ensure that each school building's Student Support Committee identifies counseling options for students who are affected by sexual abuse, along with District and community-based options for victims of sexual abuse to obtain assistance and intervention. Community-based options must include a Children's Advocacy Center and sexual assault crisis center(s) that serve the District, if any.

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Students
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This policy shall be implemented in a manner consistent with State and federal laws, including the Individuals with Disabilities Education Act, 42 U.S.C. §12101 et seq.

Legal Reference:
105 ILCS 5/10-23.13(b) and 5/21B-25(G).
405 ILCS 49/, Children's Mental Health Act of 2003.
740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.
~~105 ILCS 5/10-20.58~~
Original Policy Adopted: 1981
Policy Reviewed and Adopted: 12/21/1988, 11/21/1991, 4/21/1994, 7/15/2004, 12/15/2016, 12/28/2017, 12/20/2018, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

Section: Students
S.B.P. File: 7:260 (Page 1 of 2)

EXEMPTION FROM PHYSICAL EDUCATION

In order to be excused from participation in physical education, a student must present an appropriate excuse from his or her parent/guardian or from a person licensed under the Medical Practice Act. The excuse may be based on medical or religious prohibitions. An excuse because of medical reasons must include a signed statement from a person licensed under the Medical Practice Act that corroborates the medical reason for the request. An excuse based on religious reasons must include a signed statement from a member of the clergy that corroborates the religious reason for the request. Upon written notice from a student's parent/guardian, a student will be excused from engaging in the physical activity components of physical education during a period of religious fasting.

Special activities in physical education will be provided for a student whose physical or emotional condition, as determined by a person licensed under the Medical Practice Act, prevents his or her participation in the physical education course.

State law prohibits the Board from honoring parental excuses based upon a student's participation in athletic training, activities, or competitions conducted outside the auspices of the School District.

A student who is eligible for special education may be excused from physical education courses in either of the following situations:

1. He or she (a) is in grades 3-12, (b) his or her IEP requires that special education support and services be provided during physical education time, and (c) the parent/guardian agrees or the IEP team makes the determination; or

2. He or she (a) has an IEP, (b) is participating in an adaptive athletic program outside of the school setting, and (c) the parent/guardian documents the student's participation as required by the Superintendent or designee.

SCHOOL BOARD POLICY

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A student requiring adapted physical education must receive that service in accordance with his or her Individualized Educational Program/Plan (IEP).

A student in grades 9-12, unless otherwise stated, may submit a written request to the Building Principal to be excused from physical education courses for the reasons stated in 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*.

The Superintendent or designee shall maintain records showing that the criteria set forth in this policy were applied to the student's individual circumstances, as appropriate.

Students who have been excused from physical education shall return to the course as soon as practical. The following considerations will be used to determine when a student shall return to a physical education course:

1. The Time of year when the student's participation ceases;
2. The student's class schedule; and
3. The student's future or planned additional participation in activities qualifying for substitutions for physical education as outlined in policy 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students.*

Legal Reference:
105 ILCS 5/27-6
225 ILCS 60/, Medical Practice Act.
23 Ill.Admin.Code §1.420(p) and §1.425(d), (e)
Original Policy Adopted: March 16, 1995
Policy Reviewed and Adopted: 10/21/2010, 08/15/2013, 10/17/2013, 12/15/2016, 12/20/2018, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

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SUICIDE AND DEPRESSION AWARENESS AND PREVENTION

Youth suicide impacts the safety of the school environment. It also affects the school community, diminishing the ability of surviving students to learn and the school's ability to educate. Suicide and depression awareness and prevention are important Board goals.

Suicide and Depression Awareness and Prevention Program

The Superintendent or designee shall develop, implement, and maintain a suicide and depression awareness and prevention program (Program) that advances the Board's goals of increasing awareness and prevention of depression and suicide. This program must be consistent with the requirements of *Ann Marie's Law* listed below; each listed requirement, 1-6, corresponds with the list of required policy components in the School Code Section 5/2-3.166(c)(2)-(7). The Program shall include:

1. Protocols for administering youth suicide awareness and prevention education to students and staff.
    a. For students, implementation will incorporate Board policy 6:60, *Curriculum Content*, which implements 105 ILCS 5-/2-3.139 and 105 ILCS 5/27-7 (requiring education for students to develop a sound mind and a healthy body).
    b. For staff, implementation will incorporate Board policy 5:100, *Staff Development Program*, and teacher's institutes under 105 ILCS 5/3-14.8 (requiring coverage of the warning signs of suicidal behavior).
2. Procedures for methods of suicide prevention with the goal of early identification and referral of students possibly at risk of suicide. Implementation will incorporate:
    a. The training required by 105 ILCS 5/10-22.39 for licensed school personnel and administrators who work with students to identify the warning signs of suicidal behavior in youth along with appropriate

intervention and referral techniques, including methods of prevention, procedures for early identification, and referral of students at risk of suicide; and

b. Illinois State Board of Education (ISBE)-recommended guidelines and educational materials for staff training and professional development, along with ISBE-recommended resources for students containing age-appropriate educational materials on youth suicide and awareness, if available pursuant to *Ann Marie's Law* on ISBE's website.

3. Methods of intervention, including procedures that address an emotional or mental health safety plan for use during the school day and at school-sponsored events for a student identified as being at increased risk of suicide including those students who: (A) suffer from a mental health disorder; (B) suffer from a substance abuse disorder; (C) engage in self-harm or have previously attempted suicide; (D) reside in an out-of-home placement; (E) are experiencing homelessness; (F) are lesbian, gay, bisexual, transgender, or questioning (LGBTQ); (G) are bereaved by suicide; or (H) have a medical condition or certain types of disabilities.. Implementation will incorporate paragraph number 2, above, along with Board policies:

   a. ~~Board policy~~ 6:65, *Student Social and Emotional Development*, implementing the goals and benchmarks of the Ill. Learning Standards and 405 ILCS 49/15(b) (requiring student social and emotional development in the District's educational program);

   b. 6:120, *Education of Children with Disabilities*, implementing special education requirements for the District;

   ~~a.~~c. 6:140, *Education of Homeless Children*, implementing provision of District services to students who are homeless;

   d. ~~Board policy~~ 6:270, *Guidance and Counseling Program*, implementing guidance and counseling program(s) for students, and 105 ILCS 5/10-22.24a and 22.24b, which allow a qualified guidance specialist or any licensed staff member to provide school counseling services.

e. 7:10, *Equal Educational Opportunities*, and its implementing administrative procedure and exhibit, implementing supports for equal education opportunities for students who are LGBTQ;

~~b.~~f. 7:50, *School Admissions and Student Transfers To and From Non-District Schools*, implementing State law requirements related to students who are in foster care;

~~c.~~g. ~~Board policy~~ 7:250, *Student Support Services*, implementing the Children's Mental Health Act of 2003, 405 ILCS 49/ (requiring protocols for responding to students with social, emotional, or mental health issues that impact learning ability); and

~~d.~~h. State and/or federal resources that address emotional or mental health safety plans for students who are possibly at an increased risk for suicide, if available on the ISBE's website pursuant to *Ann Marie's Law*.

4. Methods of responding to a student or staff suicide or suicide attempt. Implementation of this requirement shall incorporate building-level Student Support Committee(s) established through Board policy 7:250, *Student Support Services.*
5. Reporting procedures. Implementation of this requirement shall incorporate Board policy 6:270, *Guidance and Counseling Program*, and Board policy 7:250, *Student Support Services*, in addition to other State and/or federal resources that address reporting procedures.
6. A process to incorporate ISBE-recommended resources on youth suicide awareness and prevention programs, including current contact information for such programs in the District's Suicide and Depression Awareness and Prevention Program.

Illinois Suicide Prevention Strategic Planning Committee

The Superintendent or designee shall attempt to develop a relationship between the District and the Illinois Suicide Prevention Strategic Planning Committee, the

Illinois Suicide Prevention Coalition Alliance, and/or a community mental health agency. The purpose of the relationship is to discuss how to incorporate the goals and objectives of the Illinois Suicide Prevention Strategic Plan into the District's Suicide Prevention and Depression Awareness Program.

Monitoring

The Board will review and update this policy pursuant to *Ann Marie's Law* and Board policy 2:240, *Board Policy Development*.

Information to Staff, Parents/Guardians, and Students

The Superintendent shall inform each school district employee about this policy and ensure its posting on the District's website. The Superintendent or designee shall provide a copy of this policy to the parent or legal guardian of each student enrolled in the District. Student identification (ID) cards, the District's website, and student handbooks and planners will contain the support information as required by State law.

Implementation

This policy shall be implemented in a manner consistent with State and federal laws, including the Children's Mental Health Act of 2003, 405 ILCS 49/, Mental Health and Developmental Disabilities Confidentiality Act, 740 ILCS 110/, and the Individuals with Disabilities Education Act, 42 U.S.C. §12101 et seq.

The District, Board, and its staff are protected from liability by the Local Governmental and Governmental Employees Tort Immunity Act. Services provided pursuant to this policy: (1) do not replace the care of a physician licensed to practice medicine in all of its branches or a licensed medical practitioner or professional trained in suicide prevention, assessments and counseling services, (2) are strictly limited to the available resources with the District, (3) do not extend beyond the school day and/or school-sponsored events, and (4) cannot guarantee or ensure the safety of a student or the student body.

SCHOOL BOARD POLICY

Grant Community High School District 124

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Legal Reference:
42 U.S.C. § 1202 et seq., Individuals with Disabilities Education Act.
105 ILCS 5/2-3.166, 105 ILCS 5/2-3.139, 5/3-14.8, 5/10-20.73 (final citation pending), 5/14-1.01 et seq., 5/14-7.02, and 5/14-7.02b, 5/27-7.
405 ILCS 49, Children's Mental Health Act of 2003.
740 ILCS 110/ Mental Health and Developmental Disabilities Confidentiality Act.
745 ILCS 10/, Local Governmental and Governmental Tort Immunity Act.
Original Policy Adopted: 01/21/2016
Policy Reviewed and Adopted: 12/20/2018, 00/00/0000

SCHOOL BOARD POLICY

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RESTRICTIONS ON PUBLICATIONS

Definitions

Libel means the willful or negligent publication of provably false and unprivileged statements of fact that do demonstrable harm to a living person's reputation.

Obscene means lewd; impure; indecent; calculated to shock the moral sense of humans by a disregard of chastity or modesty. Objectionable or offensive to accepted standards of decency.

School *official* means a Building Principal or designee.

School-sponsored media means any material that is prepared, substantially written, published, or broadcast by a student journalist, distributed or generally made available to members of the student body, and prepared under the direction of a student media advisor. It does not include media intended for distribution or transmission solely in the classroom in which the media is produced.

Slander means the speaking of false statements of fact that seriously harm a living person's reputation.

Student journalist means a public high school student who gathers, compiles, writes, edits, photographs, records, or prepares information for dissemination in school-sponsored media.

Student media adviser means an individual employed, appointed, or designated by the District to supervise or provide instruction relating to school-sponsored media.

School-Sponsored Media

School-sponsored publications, productions, and websites are governed by the Speech Rights of Student Journalists Act and ~~the~~ School Board policies, and

student journalists are responsible for determining the news, opinion, feature, and advertising content of those publications, productions, and websites.

Student journalists must:

1. Make decisions based upon news value and guided by the Code of Ethics provided by the Society of Professional Journalists, National Scholastic Press Association, Journalism Education Association, or other relevant group;
2. Produce media based upon professional standards of accuracy, objectivity, and fairness;
3. Review material to improve sentence structure, grammar, spelling, and punctuation;
4. Check and verify all facts and verify the accuracy of all quotations;
5. In the use of personal opinions, editorial statements, and/or letters to the editor, provide opportunity and space for the expression of differing opinions within the same media to align with the District's media literacy curriculum mandate in 105 ILCS 5/27-20.08; and
6. Include an author's name with any personal opinions and editorial statements, if appropriate.

Student journalists may not create, produce, or distribute ~~use~~ school sponsored media that:

1. Is libelous, slanderous, or obscene;
2. Constitutes an unwarranted invasion of privacy;
3. Violates federal or State law, including the constitutional rights of third parties; or
4. Incites students to:
    a. Commit an unlawful act;

b. Violate any of the District's policies~~, including but not limited to (1) its educational mission in policies 1:30, *School District Philosophy* and 6:10, *Educational Philosophy and Objectives*, and (2) speech that is socially inappropriate or inappropriate due to the maturity of the students pursuant to policies 6:65, *Student Social and Emotional Development*, and 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*~~; or

c. Materially and substantially disrupt the orderly operation of the school.

~~All school-sponsored media shall comply with the ethics and rules of responsible journalism.~~ The District will not engage in prior restraint of material prepared by student journalists for school-sponsored media, unless the material ~~Text that~~ fits into ~~numbers~~ one of the four prohibited categories listed ~~(1) through four (4)~~ above, in which case ~~will not be tolerated and school officials~~ the Superintendent or designee and/or student media adviser~~s~~ may review, edit, and ~~or~~ delete such media material before publication or distribution of the media.

~~The author's name will accompany personal opinions and editorial statements. An opportunity for the expression of differing opinions from those published/produced will be provided within the same media.~~

No expression made by students in the exercise of freedom of speech or freedom of the press under this policy shall be deemed to be an expression of the District or an expression of Board policy.

Non-School Sponsored Publications Accessed or Distributed On-Campus

For the purposes of this section and the following section, a *publication* includes, without limitation: (1) written or electronic print material, (2) audio-visual material on any medium including electromagnetic media (e.g. images, digital files ~~MP3 files~~, flash memory, etc.), or combinations of these whether off-line (e.g., a printed book, digital files ~~CD-ROM~~, etc.) or on-line (e.g., any website, social networking site, database for information retrieval, etc.), or (3) information or material on

electronic devices (e.g., ~~data~~ text or voice messages delivered by cell phones, tablets, and other hand-held devices).

Creating, distributing and/or accessing non-school sponsored publications shall occur at a time and place and in a manner that will not cause disruption, be coercive, or result in the perception that the distribution or the publication is endorsed by the School District.

Students are prohibited from creating, distributing and/or accessing at school any publication that:

1. Will cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities;
2. Violates the rights of others, including but not limited to material that is libelous, slanderous, or obscene, ~~or~~ invades the privacy of others, or infringes on a copyright;
3. Is socially inappropriate or inappropriate due to maturity level of the students, including but not limited to material that is obscene, pornographic, or pervasively lewd and vulgar, contains indecent and vulgar language, or *sexting* as defined by School Board policy and Student Handbooks;
4. Is reasonably viewed as promoting illegal drug use;
5. Is distributed in kindergarten through eighth grade and is primarily prepared by non-students, unless it is being used for school purposes. However, material from outside sources or the citation to such sources may be allowed, as long as the material to be distributed or accessed is primarily prepared by students; or
6. Incites students to violate any Board policies.

Accessing or distributing *on-campus* includes accessing or distributing on school property or at school-related activities. A student engages in gross disobedience and misconduct and may be disciplined for: (1) accessing or distributing forbidden

material, or (2) for writing, creating, or publishing such material intending for it to be accessed or distributed at school.

Non-School Sponsored Publications Accessed or Distributed Off-Campus

A student engages in gross disobedience and misconduct and may be disciplined for creating and/or distributing a publication that: (1) causes substantial disruption or a foreseeable risk of a substantial disruption to school operations, or (2) interferes with the rights of other students or staff members.

Bullying and Cyberbullying

The Superintendent or designee shall treat behavior that is *bullying* and/or *cyberbullying* according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

Legal Reference:
105 ILCS 5/27-20.08 and 5/27-23.7.
105 ILCS 80/, Speech Rights of Student Journalists Act.
Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503(1969).
Hazelwood v. Kuhlmeier, 484 U.S. 260 (1988).
Morse v. Frederick, 551 U.S. 393 (2007).
Hedges v. Wauconda Cmty. Unit Sch. Dist. No. 118, 9 F.3d 1295 (7th cir. 1993).
Original Policy Adopted: August 19, 2010
Policy Reviewed and Adopted: 9/20/2012, 10/15/2015, 12/15/2016, 00/00/0000

SCHOOL BOARD POLICY

Grant Community High School District 124

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S.B.P. File: 7:340 (Page 1 of 2)

STUDENT RECORDS

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

1. Records kept in a staff member's sole possession.
2. Records maintained by law enforcement officers working in the school.
3. Video and other electronic recordings (including without limitation, electronic recordings made on school buses) that are created in part for law enforcement, security, or safety reasons or purposes. The content of these recordings may become part of a school student record to the extent school officials create, use, and maintain this content, or it becomes available to them by law enforcement officials, for disciplinary or special education purposes regarding a particular student.
4. Any information, either written or oral, received from law enforcement officials concerning a student less than the age of ~~17~~ 18 years who has been arrested or taken into custody.

State and federal law grants students and parents/guardians certain rights, including the right to inspect, copy, and challenge school student records. The information contained in school student records shall be kept current, accurate, clear, and relevant. All information maintained concerning a student receiving special education services shall be directly related to the provision of services to that child. The District may release directory information as permitted by law, but a parent/guardian shall have the right to opt-out of the release of directory information regarding his or her child. ~~However, t~~The District will comply with State or federal law with regard to release of~~n *ex parte* court order requiring it to permit~~

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~~the U.S. Attorney General or designee to have access to~~ a student's school records, including, where applicable, without notice to, or the consent of, the student's parent/guardian or eligible student. Upon request, the District discloses school student records without parent consent to the official records custodian of another school in which a student has enrolled or intends to enroll, as well as to any other person as specifically required or permitted by State or federal law.

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

Legal Reference:
20 U.S.C. §1232g, Family Educational Rights and Privacy Act, implemented by 34 C.F.R. Part 99
50 ILCS 205/7
105 ILCS 5/10-20.21b, 20.37, 20.40, and 5/14-1.01 et seq.
105 ILCS 10/, Ill. School Student Records Act
105 ILCS 85/, Student Online Personal Protection Act
325 ILCS 17/, Children's Privacy Protection and Parental Empowerment Act,
750 ILCS 5/602.11, Ill. Marriage and Dissolution of Marriage Act
23 Ill.Admin.Code Parts 226 and 375
Owasso I.S.D. No. I-011 v. Falvo, 122 S.Ct. 934 (2002)
Chicago Tribune Co. v. Chicago Bd. Of Ed., 773 N.E.2s 674 (Ill.App.1, 2002)
Original Policy Adopted: February 15, 2007
Policy Reviewed and Adopted: 04/30/2013, 01/21/2016, 08/20/2020, 00/00/0000

To: Dr. Sefcik and members of the Board of Education

From: Assistant Principal Dr. Nate Miller

Date: December 1, 2021

Re: Speech Team Overnight Trip Request for February 2022

Dear esteemed members of the Board of Education,

Pursuant to our yearly competition schedule, we will be competing in the IHSA tournaments. The Sectionals tournament has been assigned to Dekalb High School. The event begins at 7:00 am on Saturday, February 12th. With travel times approximated to be around 100 minutes, the team would prefer to leave on Friday after school and stay overnight.

Coach Trisha Crambes and I have discussed the logistics of the trip, and we both feel that an overnight stay is warranted to ensure that our competitors arrive on time and are well rested. We want to put our best foot forward competitively. Trisha plans to leave Grant Community High School after school Friday, February 11th with no more than 28 competitors in two activity busses. The Speech Team will be paying for the cost of all accommodations from their activity fund. The district will pay for competition entry fees. Students will be asked to provide their own money to pay for meals on Friday and Saturday. Trisha will be accompanied by the assistant coach Emmy Diana.

You have been supportive of our student groups and we'd love the opportunity to bring home a sectional or state trophy this year to Grant Community High School. Thank you for your time and your consideration.

Sincerely,



Dr. Nate Miller

Assistant Principal

12/8/2021

Re: Gloria Roedl - Retire

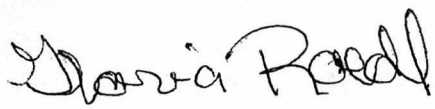
Dear Board of Education,

I would like to inform you that I will be retiring at the end of this 21/22 school year.

I have truly enjoyed working in our kitchen over the past 18 years.

Thank you,

Gloria Roedl



With my oldest child entering elementary school in the fall, and my wife beginning a new job with less flexibility in start and end time, I will be unable to coach the girl's tennis team in the fall and tennis seasons in the near future. This document serves as my official letter of resignation from the varsity girls tennis team. Thank you for allowing me to serve as the head coach for the past 9 years. I hope to continue coaching if the opportunity presents itself again.

- Shea Wintersteen

Principal's Report to the Board of Education
Jeremy Schmidt, Principal
December 2021

Semester 1 Final Exams

As the first semester concludes, we are prepared to administer final exams. All classes administer a final exam to all students, but exam types vary in format from objective, to essay, to performance, to portfolios. All freshmen, sophomores, and juniors take finals in all classes. Some senior students are exempt from final exams if they have met SAT benchmark scores or have earned a cumulative grade of an A for that class. Students required to quarantine/isolate during finals will complete exams in a variety of ways depending on the specific assessment, format, and class. Alternatives may include modified assessments, remote assessments, or completing finals in person after break. Any incomplete student grades must be made up within 10 days of returning from Winter Break. Semester exams take place over the course of three consecutive days and will be completed by Friday, December 17.

Opt-In Remote Learning

All students who have been approved to participate in fully remote learning for the first semester have received written and personal communication regarding their eligibility for remote learning second semester. Eligibility for remote learning second semester is based on success during the first semester. Students who are passing all their classes are eligible to continue remote learning, if they wish. Students who have not been successful, are required to transition back to in person learning for the second semester. Students have until December 17 to successfully complete their courses with passing grades and remain eligible for continuing in the remote learning program.

Feeder School Articulations and Eight Grade Placements

December 10 was our second Principal Articulation Meeting of the year. With 8th Grade Enrollment Night right around the corner on January 19 and 20, student placement is a pressing topic.

Our freshman placement process has evolved to move the 8th grade teacher recommendation process back to May, as opposed to December. This process is more effective for 8th grade teachers and ultimately results in fewer disruptive course changes at the start of freshman year, making it better for our students.

The process now follows a streamlined process where initial placements in core subjects are being made by MAP Test cut scores. These placements are adjusted based on Spring MAP scores and 8th grade teacher recommendations in May. Therefore, at 8th Grade Enrollment Night student schedules will indicate that they are enrolled in a math, science, and English class along with the MAP scores required for each course level.

Eight Grade Enrollment Night Preparations

The planning is well underway for the 2022 8th Grade Enrollment Nights. 8th Grade Enrollment nights run over the course of two evenings at the end of January. The nights are multifaceted and accomplish four major objectives: (1) obtain demographic information needed to enroll all incoming freshmen, (2) introduce students to the Grant curriculum and select elective courses, (3) learn about activities and athletic offerings, and (4) establish relationships with incoming students and parents.

Much was learned in executing last year's fully-remote 8th Grade Nights, and we are looking forward to keeping the best elements of the remote and in-person iterations of this important event. The first objective (demographic information) is operationally essential, time-sensitive, and we learned that it was convenient and effective when digitized. The demographic information exchange will run independent of the in-person nights. The demographic information exchange has historically been paper-pencil, but we have digitized the process. Incoming families will be given Skyward access in January, and the demographic information process has been digitized to run in a very similar way to our annual reenrollment process. Families will have approximately a month window to submit enrollment demographic information digitally.

The remaining three elements of 8th Grade Enrollment Nights, we learned, are best done in person. We believe that meeting with counselors face to face helps new families become comfortable with transitioning into high school. And we know that talking with coaches, sponsors, and current student participants goes a long way with establishing relationships for extracurricular activities. Therefore, we are working to keep these the focus of our in-person nights.

We will continue to monitor local COVID conditions, put mitigation efforts in place, and adjust plans if necessary, but we are excited to be planning on meeting our newest Bulldogs in person next month.

Performing Arts Society

The Performing Arts Society (PAS) has had an exceptionally productive and busy few weeks. The theater's fall play performances of *Eurydice* and *Metamorphoses* were held on November 20 and 21. The Jazz Ensemble performed their Winter Concert on December 3. The Holiday Band Concert featuring the Jazz Band, Concert Band, Symphonic Band, and Wind Ensemble performed on December 6 and 7, and the Winter Choir Concert was held on December 9 in the Fieldhouse. Following mitigation guidelines, Grant performers, musicians, and singers showcased their work to excited parents, peers, and community members.









A Proposal For

Grant Community High School

From Quest Food Management Services










About Quest

Quest Food Service Management Services began operations in Chicagoland, serving K-12 institutions, over 35 years ago with a focus on providing fresh food and intensely personal service.

Today, we have grown to over $70M in annual revenue through our partnerships with over 80 K-12 clients in and around Chicagoland, roughly two-thirds of whom are public schools. We serve schools participating in the National School Lunch Program (NSLP), public schools outside of the National School Lunch Program (NSLP), private schools, colleges/ universities, and business and industry clients. We have a depth of experience in facility and equipment design and construction, offer a wealth of expertise in nutrition, marketing, food safety and sanitation, staff management and community building.

Specifically, we provide consulting to several self-operated school districts in the Chicago metro area, including Lake Forest High School D115, JS Morton High School D201, Minooka K-8 Schools D111, and Prairie Hills D144. In these relationships, the District employs the non-exempt staff, pays all invoices, and maintains ultimate control of the program.

We provide the professional oversight, menu/ nutrition guidance, purchasing direction, culinary training, facility planning and recommendations, and a myriad of other supports to help execute high quality food service programs.

We have grown to this level through a thoughtful growth strategy focused on an ability to deliver what we promise and selecting the right clients to work with, and by staying true to our core founding principles. Our vision statement today is to "build the most enduring relationships in the industry by what we do and how we do it", and our mission statement is to "provide the communities we serve with fresh, high-quality food, exceptional responsiveness and intensely personal service."

Integrity: We do the right thing at all times.

Responsiveness: We listen and respond quickly to provide you with the best solutions.

Accountability: We do what we say we will do and accept responsibility for the results.

Respect: We treat others better than we expect to be treated ourselves.

Excellence: We deliver the best experience possible.

Scope of Work

Quest is proposing a tiered approach to a food service program review that would allow the District to partner with us to evaluate the program at a high level over a short period of time to a more in-depth review over a more extended period of time. As we are unsure of the District's ultimate needs and desires moving forward with the plan, we hope this approach provides a sense of the flexible nature of our approach and desire to meet the District's needs.

15-20 business days of work, to include on-site evaluations and off-site document review.

Program Standards

- Basic safety & sanitation audit of the food service environment, including staff behaviors
- Menu review & suggestions to evaluate opportunities for more contemporary, fresh and diverse options
- Review & evaluation of the food service facility and equipment, with suggestions on cleaning, preventative maintenance and replacement needs
- Evaluation of staff uniforms and presentation to ensure the most professional presentation and appearance possible to inspire the confidence of the D124 community

Program Analysis

- High level financial review & comments on program performance
- In-depth onsite evaluation of production habits of the staff, to include: staffing levels, current scheduling practices, staff skill set & training needs, review of production records, etc.
- Labor analysis to evaluate pay rates and benefits of food service positions v. market rates
- Evaluation of student throughput & recommendations to increase efficiency and decrease wait times
- Audit of fresh v. processed foods used in program, and suggestions on opportunities to utilize more fresh food
- Detailed safety & sanitation audit to evaluate record keeping practices, food recall policies/ practices in place, as well as items identified in basic audit above
- Purchasing analysis to identify products purchased and price for top/most frequently used items, vendors utilized, payment terms, credit management process, etc.

Program Longevity

- Food service program merchandising & signage review and suggestions for enhancements
- Review of job descriptions, organizational chart & suggestions
- Retail pricing evaluation & suggestions
- Purchasing analysis to identify products purchased and price for top/most frequently used items, vendors utilized, payment terms, credit management process, etc.
- Food service program merchandising & signage review and suggestions for enhancements
- Review of job descriptions, organizational chart & suggestions
- Retail pricing evaluation & suggestions
- Feasibility study for the District to go off the National School Lunch Program (NSLP)

Cost: $12,000



Deliverables:

- Sanitation audit findings and recommended corrective actions
- Analysis of and recommendations to enhance menu to provide more popular, fresh and contemporary options
- Analysis of and recommendations for regular cleaning schedule (i.e. daily/weekly/monthly/annually) and recommendations on equipment life expectancy and replacement considerations
- Analysis of and recommendations on staff uniform enhancements
- Analysis of and review of financial performance and comparison to similar/peer districts to highlight opportunities and successes
- Recommendations for staffing schedule and level (headcount), staff training needs, improving production habits and efficiency, and improving record keeping to ensure efficient food production
- Comparison of current positions and pay/benefits v. current market rates
- Analysis of and recommendations to improve student throughput, including means in which food is displayed/ prepared, line queuing/flow, etc.
- Analysis of amount of processed foods used in the program and detailed recommendations to bring in fresh product to replace those products
- In-depth analysis of food safety and sanitation practices, recommended corrective actions; review of food recall policies and procedures and record keeping processes and recommended adjustments
- Analysis of purchasing habits and processes and recommendations to purchase more efficiently and purchase better products
- Analysis of current merchandising and signage practices and recommendations to improve customer appeal of food service space
- Analysis of org chart, job descriptions and recommendations on how to best structure and evaluate work force
- Analysis of current pricing matrix and recommendations for changes to increase student purchases and improve margins
- Financial analysis of non-NSLP program transition, based on years of experience transitioning other high schools off the program
- Community survey to publish to gauge interest in non-NSLP options, portion sizes, quantities, etc.
- Sample menus and concept ideas for non-NSLP program design



Ongoing Consulting

Ongoing Consulting Option & Leadership of Food Service Program

Quest would be excited to partner with the District for an ongoing consulting partnership after the initial scope of work outlined in this proposal.

In this model, we would recommend placing an onsite Consultant/Manager in the District to lead the direction of the program. This is the model we follow at Lake Forest D115, JS Morton 201, and Minooka D111. This Consultant would act as the program's Director, and would lead the development of culinary talent, ensure the delivery of a high-quality food program for the District, partner with the District on the development of a revised staffing plan and equipment plan (if necessary) to support the program enhancements, provide branding support for the new program, and conduct regular business and finance reviews with District administration.

The deliverables Quest would offer in this model include:

- Identify and document the food experience/program the Grant High School community desires,
- Develop an operational and training plan to deliver food experience/program to Grant High School,
- Identify and implement any equipment and/or facility needs required to execute the food program,
- Based on food program needs, revamp menu, recipes, order guides and procurement methods to deliver program expectations,
- Revamp merchandising and branding efforts and facility with new packaging, branded concepts and signage,
- Provide the culinary training and direction to ensure program execution,
- Provide daily on-the-ground oversight and leadership to ensure program success, and
- Improve financial sustainability of food service program, including extension of Quest's purchasing agreements as needed.

Transition Plan

A draft transition timeline for such a partnership could roll out as follows:

Activity	***Date***
Conduct research w/ D124 community to identify program needs and desires (focus groups with students, parents, faculty/staff, formal survey of D124 community, etc.)	February – March 2022
Develop capital plan for food program enhancements	March 2022
Present clear program deliverables, sample menus and estimated pricing ranges to D124 community for input/approval	April 2022
Name on-site leadership to provide daily support for D124 program in fall semester	June 2022
Develop detailed operational plan to identify production methods, vendor selection and order guide recommendations, staffing levels needed, etc. to execute program deliverables	June–July 2022
Lay out training plan* for D124 staff members, including onsite training at D124 and at other Quest locations	June–July 2022
Begin execution of training plan for D124 food service program leadership	July 2022
Begin execution of training plan for D124 food service staff members	August 2022
Begin daily on-site support of D124 food service program	August 2022
Begin weekly check-ins with D124 administration to evaluate program success, and monthly check-ins to review financial performance	September 2022
Conduct student/community focus groups to evaluate program success and make necessary adjustments	September/October 2022
Conduct end of semester review & recommendations for next steps	December 2022

Anticipated Training Plan:

- Food Service Director & Lead Cook–two weeks of offsite training before start of school year
- Hourly Staff–4 days of offsite training before start of school year
- Full food service team–5 days of onsite training before start of school year

Key Leadership Bios

Mike McTaggart

CEO & Owner

Mike McTaggart serves as CEO and Owner of Quest Food Management Services, Inc. Mike's personal experience in the food industry began outside of Quest, where after graduating from the University of Illinois, he began working for US Foods. At US Foods, a large food distributor, Mike learned the purchasing side of the food business and quickly moved up the ranks into a large sales leadership role by his mid-20's.

After a few years at US Foods, Mike joined Quest, the company his father Dave founded and owned at the time. After learning the food service management business from the ground up, Mike took over as Quest's President and owner from his father some 10 years ago. At that time, Quest's annual revenues were $3 million per year. Through Mike's leadership in developing quality programs and building lasting relationships, Mike has led Quest's growth to where it is today while ensuring its financial sustainability along the way.

Nick Saccaro

President

Nicholas Saccaro serves as the President of Quest Food Management Services, leading Quest's daily operations. Nicholas most recently served as Vice President of Operations for Creative Dining Services, overseeing the organization's partnerships throughout the Midwest.

A proven innovator and leader in the foodservice industry, Nicholas also served as Vice President and General Manager for a Revolution Foods in Colorado. Prior to this, Nicholas served as the CEO for two Feeding America food bank network members.

Nicholas graduated summa cum laude from Missouri Western State University with a Bachelor's of Science degree in Business Management and later earned his Master's in Business Administration from Morehead State University. Nicholas and his wife, Kimberly, reside in Lake Bluff with their son.

Josh Bain

National School Lunch Program Division Vice President

Josh Bain serves as the NSLP Division Vice President for Quest Food Management Services. Over the course of his decade in food service leadership, Josh has developed a reputation as a forward-thinker who excels at motivating and developing his team members. He's overseen NSLP partnerships in Texas, Pennsylvania, and across the Midwest, managing accounts ranging from 300-22,000 students. He excels at identifying the specific needs of each district partner; developing fiscally sound operational strategies; and, ultimately, delivering a high-quality end product to students.

Josh has received national recognition for his innovative work in K12 foodservice, being named an Action for Healthy Kids Healthy School Hero in 2017 and a Food Service Director Magazine Rising Star in 2020. He resides in Naperville with his wife, Michele, and three children.



Ensuring Success

Preparing for Success

In order to ensure the effectiveness of the review, it will be critical for D124 administration to pave the way for the review with the D124 food service staff. The food service staff will need to understand the objective of the review is to improve the program and support them in delivering an even better program through the shared expertise of an organization serving dozens of schools. The objective of the review is not to criticize current practices or staff, not is it to "take over" the program, and the staff should be made aware of this as well.

Additionally, it will be necessary for D124 administration to convey their expectation to the food service staff regarding their willingness to openly (and non-defensively) answer questions, demonstrate current practices and explain challenges, successes and opportunities. Without these measures in place, the staff will undoubtedly feel threatened, defensive and will obstruct the process of the review. This may lead to some internal politics and drama during the review process among food service staff and D124 personnel.

Post Review

Following the review, Quest is willing to evaluate opportunities with D124 to continue the work of the review and lay out a plan and process to implement some of the changes recommended based on the budget, priorities and timelines that work for D124.

Thank You

Visit our website or follow us to see what we're doing at our locations!

Website | www.QuestFMS.com

Facebook | facebook.com/QuestFood

Twitter | twitter.com/QuestFoodMgt

LinkedIn | linkedin.com/company/questfoodmgt



BOE MEETING DECEMBER 16, 2021
FREEDOM OF INFORMATION REQUESTS FULFILLED

Date of Request	Requestor	Documents Requested	Date of Response
11/14/2021	Zoe Yalcin, SmartProcure.com	Purchasing records from 8/16/2021 to current.	11/19/2021