

SCHOOL DISTRICT NO. 103
BOARD OF EDUCATION MEETING
June 25, 2024
6:00 PM

REGULAR MEETING CONSISTENT WITH THE REQUIREMENTS OF THE ILLINOIS REVISED STATUTES CHAPTER 102, PARAGRAPH 42.02 (OPEN MEETINGS ACT), NOTICES OF THIS MEETING HAVE BEEN POSTED. LOCATION OF THE MEETING IS CAFETERIA OF GEORGE WASHINGTON MIDDLE SCHOOL, 8101 OGDEN AVENUE, LYONS, ILLINOIS 60534, AT 6:00 PM.

AGENDA

I. Call to Order

II. Pledge of Allegiance

III. Roll Call

IV. Closed Session

The Board will go into Closed Executive Session to discuss the appointment, employment, performance or dismissal of specific employees pursuant to Section 2(c)(1) of the Open Meetings Act, 5 ILCS 120/2(c)(1); pending litigation of the public body pursuant to Section 2(c)(11) of the Open Meetings Act, 5 ILCS 120/2(c)(11); and student disciplinary cases pursuant to Section (c)(9) of the Open Meetings Act,

V. Return to Open Session

VI. Reading of Communications

VII. Year-to-Date Financials

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VIII. Public Comment

IX. Consent Agenda

A. Authorize Payment of Monthly Bills for June 2024

 1. Board Bills June 2024

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B. Approval of Minutes

 1. Regular Minutes of May 21, 2024

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C. Approval of Personnel Hires/Retirement/Resignation List #6.25.24

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D. Second Reading of Policies

 1. Policy 2:40 - Board Member Qualifications

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 2. Policy 2:260 - Uniform Grievance Procedure

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 3. Policy 2:265 - Title IX Grievance Procedure

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 4. Policy 4:190 - Targeted School Violence Prevention

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 5. Policy 5:10 - Equal Employment Opportunity and Minority Recruitment

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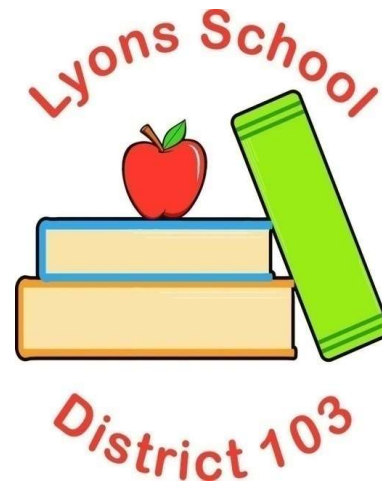
 6. Policy 5:20 - Workplace Harassment Prohibited

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 7. Policy 5:300 - Schedules and Employment Year

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8. Policy 7:10 - Equal Educational Opportunities	73
9. Policy 7:10-E - Exhibit - Equal Educational Opportunities Within the School Community	75
10. Policy 7:20 - Harassment of Students Prohibited	77
11. Policy 7:180 - Prevention of and Response to Bullying, Intimidation, and Harassment	81
12. Policy 2:270 - Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited	87
13. Policy 5:100 - Staff Development Program	93
14. Policy 2:50 - Board Member Term of Office	
15. Policy 2:60 - Board Member Removal from Office	99
16. Policy 2:140 - Communications to and From the Board	100
17. Policy 2:140-E - Exhibit - Guidance for Board Member Communications, Including Email Use	102
18. Policy 4:110 - Transportations	105
19. Policy 4:20 - Fund Balances	107
20. Policy 5:35 - Compliance with the Fair Labor Standards Act	108
21. Policy 5:40 - Communicable and Chronic Infectious Disease	110
X. <u>Action Items</u>	
A. Approval of Lease Between Lyons School District 103 and LADSE for SY2024-2025	112
B. Approval to Amend SY 2024-2025 School Calendar	117
C. Approval of Appointment of Administrative Assignments	119
D. Approval of Stipend for Student Services Director Kimberly West for 2024-2025	
E. Suspension Appeal Review	
F. Approval of Hazardous Crossing Resolution for SY2024-25	120
G. Approval of Amendment to Contract Agreement with Impact	121
XI. <u>Adjournment</u>	



Working Together to Expand Student Opportunities

Serving the communities of Brookfield, Forest View,
Lyons, McCook and Stickney.

May YTD Financials

Fiscal Year 2024

Presented to BOE

6/25/2024

Lyons School District 103
EDUCATION FUND
Y-T-D REVENUE and EXPENSE by SOURCE

May 31, 2024

REVENUES	Budget	%	Monthly	YTD	Percent
	FY2024	Of Total	May	as of	of Budget
		Revenue		5/31/2024	Realized
Property Taxes	\$ 17,592,473	42.57%	\$ 419,858	\$ 19,679,907	111.87
Corp. Per. Prop. Replacement Taxes	\$ 5,313,060	12.86%	\$ 352,115	\$ 4,173,317	78.55
State Evidence Based Funding (EBF)	\$ 12,365,602	29.92%	\$ 1,124,146	\$ 10,355,172	83.74
Categorical State Aid	\$ 1,139,197	2.76%	\$ 51,799	\$ 779,601	68.43
State Early Childhood Block Grant	\$ 673,005	1.63%	\$ 68,647	\$ 610,088	90.65
Federal Nutrition Program	\$ 800,000	1.94%	\$ 87,599	\$ 739,812	92.48
Federal Title 1	\$ 1,156,212	2.80%	\$ -	\$ 1,411,249	122.06
Other Federal	\$ 1,330,741	3.22%	\$ 96,310	\$ 2,377,732	178.68
Earnings on Investments	\$ 626,122	1.51%	\$ -	\$ 538,285	85.97
Food Service	\$ 50,000	0.12%	\$ 10,645	\$ 70,736	141.47
Fees	\$ 32,500	0.08%	\$ -	\$ -	-
Other Rev; Before School & Camps	\$ 250,000	0.60%	\$ 21,083	\$ 105,128	42.05
Total Revenue	\$ 41,328,912	100.00%	\$2,232,202	\$40,841,029	98.82%

EXPENDITURES	Budget	%	Monthly	YTD	Percent
	FY2024	Of Total	May	as of	of Budget
		Expenditures		5/31/2024	Realized
Salaries	\$ 21,679,776	54.59%	\$ 1,737,319	\$ 16,364,283	75.48
Benefits	\$ 6,078,191	15.31%	\$ 468,023	\$ 5,025,102	82.67
Purchased Services	\$ 8,190,407	20.62%	\$ 369,427	\$ 5,745,422	70.15
Supplies	\$ 1,132,686	2.85%	\$ 67,201	\$ 627,666	55.41
Capital Outlay	\$ 108,000	0.27%	\$ 1,009	\$ 100,992	93.51
Special Ed Tuition	\$ 2,467,650	6.21%	\$ 96,113	\$ 2,436,157	98.72
Dues&Fees/Tuition/Contingency	\$ 56,300	0.14%	\$ 1,009	\$ 72,580	128.92
Total Expenditures	39,713,010	100.00%	2,740,100	30,372,202	76.48%

Surplus/(Deficit)	\$ 1,615,902	4	\$ (507,898)	\$ 10,468,827	
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Lyons School District 103
OPERATION AND MAINTENANCE FUND
Y-T-D REVENUE and EXPENSE by SOURCE

May 31, 2024

REVENUES	Budget FY2024	% Of Total Revenue	Monthly May	YTD as of 5/31/2024	Percent of Budget Realized
Property Taxes \$	2,408,167	95.25%	\$ 49,460	\$ 2,303,807	95.67
State Evidence Based Funding (EBF) \$	-	0.00%	\$ -	\$ -	
Federal Aid \$	-	0.00%	\$ -	\$ -	
Earnings on Investments \$	108,023	4.27%	\$ -	\$ 23,308	21.58
Rentals \$	-	0.00%	\$ -	\$ -	
Maintenance Grant \$	-	0.00%	\$ -	\$ 50,000	
Other Revenue Sources \$	12,000	0.47%	\$ 2,249	\$ 3,024	25.20
Total Revenue	\$ 2,528,190	100.00%	\$ 51,708	\$ 2,380,139	94.14%

EXPENDITURES	Budget FY2024	% Of Total Expenditures	Monthly May	Actual as of 5/31/2024	Percent of Budget Realized
Salaries \$	1,459,750	47.40%	\$ 125,826	\$ 1,296,355	88.81
Benefits \$	336,680	10.93%	\$ 29,371	\$ 315,720	93.77
Purchased Services \$	652,060	21.17%	\$ 35,796	\$ 502,186	77.02
Supplies \$	542,610	17.62%	\$ 54,001	\$ 520,493	95.92
Capital Outlay \$	84,800	2.75%	\$ 5,930	\$ 1,008,532	1,189.31
Other Objects \$	-	0.00%	\$ -	\$ 21	
Dues&Fees/Contingency \$	3,630	0.12%	\$ -	\$ -	-
Total Expenditures	\$ 3,079,530	100.00%	\$ 250,925	\$ 3,643,307	118.31%

Surplus/(Deficit)	\$ (551,340)		\$ (199,217)	\$ (1,263,168)
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Lyons School District 103
MUNICIPAL RETIREMENT, SOCIAL SECURITY & MEDICARE FUND
Y-T-D REVENUE and EXPENSE by SOURCE

May 31, 2024

REVENUES	Budget FY2024	% Of Total Revenue	Monthly May	YTD as of 5/31/2024	Percent of Budget Realized
Property Taxes \$	673,970	66.08%	\$ 11,953	\$ 420,635	62.41
Corp. Per. Prop. Replacement Taxes \$	240,000	23.53%	\$ -	\$ 240,000	100.00
Earnings on Investments \$	105,897	10.38%	\$ -	\$ 56,032	52.91
Other Revenue		0.00%			
Total Revenue	\$ 1,019,867	100.00%	\$11,953	\$716,666	70.27%

EXPENDITURES	Budget FY2024	% Of Total Expenditures	Monthly May	Actual as of 5/31/2024	Percent of Budget Realized
Benefits \$	902,261	100.00%	\$ 77,185	\$ 768,703	85.20
Purchased Services \$	-	0.00%	\$ -	\$ -	-
Total Expenditures	\$ 902,261	100.00%	\$ 77,185	\$ 768,703	85.20%

Surplus/(Deficit)	\$ 5,692		\$ (65,231)	\$ (52,037)	
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Lyons School District 103
TORT IMMUNITY FUND
Y-T-D REVENUE and EXPENSE by SOURCE

May 31, 2024

REVENUES	Budget FY2024	% Of Total Revenue	Monthly May	YTD as of 5/31/2024	Percent of Budget Realized
Property Taxes \$	355,545	98.83%	\$ 7,043	\$ 313,062	88.05
Earnings on Investments \$	4,224	1.17%	\$ -	\$ 1,547	36.63
Other Revenue		0.00%			
Total Revenue	\$ 359,769	100.00%	\$ 7,043	\$ 314,609	87.45%
EXPENDITURES	Budget FY2024	% Of Total Expenditures	Monthly May	Actual as of 5/31/2024	Percent of Budget Realized
Salaries \$	67,600	19.34%	\$ 6,500	\$ 61,750	91.35
Purchase Services \$	282,000	80.66%	\$ -	\$ 273,557	97.01
Total Expenditures	\$ 349,600	100.00%	\$ 6,500	\$ 335,307	95.91%
Surplus/(Deficit)	\$ 10,169		\$ 543	\$ (20,698)	

Lyons School District 103
TRANSPORTATION FUND
Y-T-D REVENUE and EXPENSE by SOURCE

May 31, 2024

REVENUES	Budget FY2024	% Of Total Revenue	Monthly May	YTD as of 5/31/2024	Percent of Budget Realized
Property Taxes \$	263,807	26.26%	\$ 5,122	\$ 185,376	70.27
Categorical State Aid \$	550,000	54.74%	\$ -	\$ 683,317	124.24
Earnings on Investments \$	190,956	19.01%	\$ -	\$ 65,053	34.07
Other Revenue \$	-	0.00%	\$ -	\$ -	-
Total Revenue	\$ 1,004,763	100.00%	\$ 5,122	\$ 933,746	92.93%

EXPENDITURES	Budget FY2024	% Of Total Expenditures	Monthly May	Actual as of 5/31/2024	Percent of Budget Realized
Salaries \$	14,630	0.84%	\$ 4,380	\$ 9,530	65.14
Benefits \$	160	0.01%	\$ 36	\$ 76	47.22
Purchased Services \$	1,734,000	99.15%	\$ 380,071	\$ 1,559,495	89.94
Supplies \$	-	0.00%	\$ -	\$ -	-
Capital Outlay \$	-	0.00%	\$ -	\$ -	-
Dues&Fees/Contingency \$	-	0.00%	\$ -	\$ -	-
Total Expenditures	\$ 1,748,790	100.00%	\$ 384,487	\$ 1,569,101	89.72%

Surplus/(Deficit)	\$ (744,027)		\$ (379,365)	\$ (635,355)	
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Lyons School District 103
WORKING CASH FUND
Y-T-D REVENUE and EXPENSE by SOURCE

May 31, 2024

REVENUES	Budget FY2024	% Of Total Revenue	Monthly May	YTD as of 5/31/2024	Percent of Budget Realized
Property Taxes \$	96,699	49.96%	\$ 2,357	\$ 137,579	142.28
Earnings on Investments \$	96,839	50.04%	\$ -	\$ 53,653	55.40
Total Revenue	\$ 193,538	100.00%	\$ 2,357	\$ 191,232	98.81%
EXPENDITURES	Budget FY2024	% Of Total Expenditures	Monthly May	Actual as of 5/31/2024	Percent of Budget Realized
Interfund Transfer					0.00%
Total Expenditures	\$ -	0.00%	\$ -	\$ -	0.00%
Surplus/(Deficit)	\$ 193,538		\$ 2,357	\$ 191,232	

Lyons School District 103
COMBINED OPERATING FUNDS
Y-T-D REVENUE and EXPENSE by SOURCE

May 31, 2024

REVENUES	Budget FY2024	% Of Total Revenue	Monthly May	YTD as of 5/31/2024	Percent of Budget Realized
Property Taxes \$	21,390,661	46.07%	\$ 495,794	\$ 23,040,366	107.71
Corp. Per. Prop. Replacement Taxes \$	5,553,060	11.96%	\$ 352,115	\$ 4,413,317	79.48
State Evidence Based Funding (EBF) \$	12,365,602	26.63%	\$ 1,124,146	\$ 10,355,172	83.74
Categorical State Aid \$	1,689,197	3.64%	\$ 51,799	\$ 1,462,918	86.60
State Early Childhood Block Grant \$	673,005	1.45%	\$ 68,647	\$ 610,088	90.65
Federal Nutrition Program \$	800,000	1.72%	\$ 87,599	\$ 739,812	92.48
Federal Title 1 \$	1,156,212	2.49%	\$ -	\$ 1,411,249	122.06
Other Federal \$	1,330,741	2.87%	\$ 96,310	\$ 2,377,732	178.68
Earnings on Investments \$	1,132,061	2.44%	\$ -	\$ 737,878	65.18
Food Service \$	50,000	0.11%	\$ 10,645	\$ 70,736	141.47
Fees \$	32,500	0.07%	\$ -	\$ -	-
Before School Care, Camps \$	250,000	0.54%	\$ 21,083	\$ 105,128	42.05
Rentals \$	-	0.00%	\$ -	\$ -	-
Maintenance Grants \$	-	0.00%	\$ -	\$ 50,000	-
Other Revenue \$	12,000	0.03%	\$ 2,249	\$ 3,024	-
Total Revenue	\$ 46,435,039	100.00%	\$ 2,310,385	\$ 45,377,421	97.72%

EXPENDITURES	Budget FY2024	% Of Total Expenditures	Monthly May	Actual as of 5/31/2024	Percent of Budget Realized
Salaries \$	23,221,756	50.71%	\$ 1,874,025	\$ 17,731,918	76.36
Benefits \$	6,415,031	14.01%	\$ 497,430	\$ 5,340,897	83.26
IMRF/FICA/SS/Medicare \$	902,261	1.97%	\$ 77,185	\$ 768,703	85.20
Purchased Services \$	10,858,467	23.71%	\$ 785,294	\$ 8,080,660	74.42
Supplies \$	1,675,296	3.66%	\$ 121,202	\$ 1,148,159	68.53
Capital Outlay \$	192,800	0.42%	\$ 6,939	\$ 1,109,524	575.48
Special Ed Tuition \$	2,467,650	5.39%	\$ 96,113	\$ 2,436,157	98.72
Other, Dues&Fees/Contingency \$	59,930	0.13%	\$ 1,009	\$ 72,601	121.14
Total Expenditures	\$ 45,793,191	100.00%	\$ 3,459,197	\$ 36,688,620	80.12%

Surplus/(Deficit)	\$ 641,848	10	\$ (1,148,812)	\$ 8,688,801	
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Lyons School District 103
DEBT SERVICE FUND
Y-T-D REVENUE and EXPENSE by SOURCE

May 31, 2024

REVENUES	Budget FY2024	% Of Total Revenue	Monthly May	YTD as of 5/31/2024	Percent of Budget Realized
Property Taxes \$	962,811	89.04%	\$ 19,230	\$ 598,157	62.13
Earnings on Investments \$	33,559	3.10%	\$ -	\$ 22,566	67.24
Other Revenue Sources \$	85,000	7.86%	\$ -	\$ -	-
State Evidence Based Funding (EBF) \$	-	0.00%	\$ -	\$ 886,288	
Total Revenue	\$ 1,081,370	100.00%	\$ 19,230	\$ 1,507,011	139.36%

EXPENDITURES	Budget FY2024	% Of Total Expenditures	Monthly May	Actual as of 5/31/2024	Percent of Budget Realized
Debt Service \$	1,078,500	100.00%	\$ -	\$ 921,750	85.47
Total Expenditures	\$ 1,078,500	100.00%	\$ -	\$ 921,750	85.47%

Surplus/(Deficit)	\$ 2,870		\$ 19,230	\$ 585,261	
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Lyons School District 103
CAPITAL PROJECTS FUND
Y-T-D REVENUE and EXPENSE by SOURCE

May 31, 2024

REVENUES	Budget FY2024	% Of Total Revenue	Monthly May	YTD as of 5/31/2024	Percent of Budget Realized
Earnings on Investments \$	25	0.00%	\$ -	\$ (0)	(0.12)
Federal Grant \$	1,982,712	100.00%	\$ -	\$ -	-
Total Revenue	\$ 1,982,737	100.00%	\$ -	\$ (0)	0.00%

EXPENDITURES	Budget FY2024	% Of Total Expenditures	Monthly May	Actual as of 5/31/2024	Percent of Budget Realized
Purchased Services \$	-	0.00%	\$ -	\$ 101,083	
Capital Outlay \$	1,982,712	100.00%	\$ -	\$ 508,893	25.67
Total Expenditures	\$ 1,982,712	100.00%	\$ -	\$ 609,976	30.76%

Surplus/(Deficit)	\$ 25		\$ -	\$ (609,976)	
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Lyons School District 103
HEALTH-LIFE-SAFETY FUND
Y-T-D REVENUE and EXPENSE by SOURCE

May 31, 2024

REVENUES	Budget FY2024	% Of Total Revenue	Monthly May	YTD as of 5/31/2024	Percent of Budget Realized
Property Taxes \$	317,221	77.91%	\$ 6,585	\$ 317,619	100.13
Earnings on Investments \$	89,923	22.09%	\$ -	\$ 48,857	54.33
Other Revenue \$	-	0.00%	\$ -	-	
Total Revenue	\$ 407,144	100.00%	\$ 6,585	\$ 366,477	90.01%
EXPENDITURES	Budget FY2024	% Of Total Expenditures	Monthly May	Actual as of 5/31/2024	Percent of Budget Realized
Purchased Services \$	-	0.00%	\$ -	\$ -	-
Total Expenditures	\$ -	0.00%	\$ -	\$ -	-
Surplus/(Deficit)	\$ 407,144		\$ 6,585	\$ 366,477	

Lyons School District 103
COMBINED ALL FUNDS
Y-T-D REVENUE and EXPENSE by SOURCE

May 31, 2024

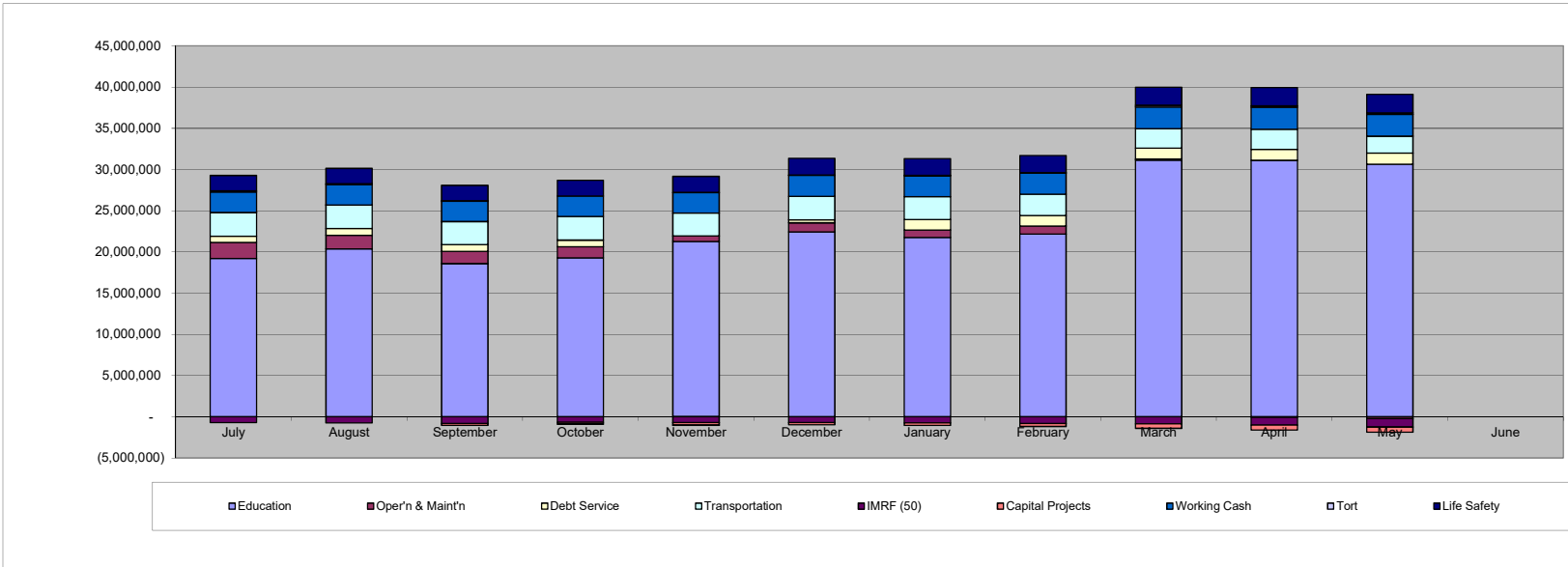
REVENUES	Budget	%	Monthly	YTD	Percent
	FY2024	Of Total	May	as of	of Budget
		Revenue		5/31/2024	Realized
Property Taxes \$	22,670,693	45%	\$ 521,609	\$ 23,956,142	105.67
Corp. Per. Prop. Replacement Taxes \$	5,553,060	11%	\$ 352,115	\$ 4,413,317	79.48
State Evidence Based Funding (EBF) \$	12,365,602	25%	\$ 1,124,146	\$ 11,241,460	90.91
Categorical State Aid \$	1,689,197	3%	\$ 51,799	\$ 1,462,918	86.60
State Early Childhood Block Grant \$	673,005	1%	\$ 68,647	\$ 610,088	90.65
Federal Nutrition Program \$	800,000	2%	\$ 87,599	\$ 739,812	92.48
Federal Title 1 \$	1,156,212	2%	\$ -	\$ 1,411,249	122.06
Other Federal \$	3,313,453	7%	\$ 96,310	\$ 2,377,732	71.76
Earnings on Investments \$	1,255,568	3%	\$ -	\$ 809,302	64.46
Food Service \$	50,000	0%	\$ 10,645	\$ 70,736	141.47
Fees \$	32,500	0%	\$ -	\$ -	-
Before School Care, Camps \$	250,000	1%	\$ 21,083	\$ 105,128	42.05
Rentals \$	-	0%	\$ -	\$ -	-
Maintenance Grants \$	-	0%	\$ -	\$ 50,000	-
Other Revenue \$	97,000	0%	\$ 2,249	\$ 3,024	3.12
Total Revenue	\$ 49,906,290	100.00%	\$ 2,336,201	\$ 47,250,909	94.68%

EXPENDITURES	Budget	%	Monthly	Actual	Percent
	FY2024	Of Total	May	as of	of Budget
		Expenditures		5/31/2024	Realized
Salaries \$	23,221,756	47.53%	\$ 1,874,025	\$ 17,731,918	76.36
Benefits \$	6,415,031	13.13%	\$ 497,430	\$ 5,340,897	83.26
IMRF/FICA/SS/Medicare Fund \$	902,261	1.85%	\$ 77,185	\$ 768,703	85.20
Debt Service Fund \$	1,078,500	2.21%	\$ -	\$ 921,750	85.47
Life Safety Fund \$	-	0.00%	\$ -	\$ -	-
Purchased Services \$	10,858,467	22.23%	\$ 785,294	\$ 8,181,743	75.35
Supplies \$	1,675,296	3.43%	\$ 121,202	\$ 1,148,159	68.53
Capital Outlay \$	2,175,512	4.45%	\$ 6,939	\$ 1,618,417	74.39
Special Ed Tuition \$	2,467,650	5.05%	\$ 96,113	\$ 2,436,157	98.72
Dues&Fees/Contingency \$	59,930	0.12%	\$ 1,009	\$ 72,601	121.14
Total Expenditures	\$ 48,854,403	100.00%	\$ 3,459,197	\$ 38,220,345	78.23%

Surplus/(Deficit)	\$ 1,051,887		\$ (1,122,997)	\$ 9,030,563	
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Lyons Elementary School District 103
Fiscal Year 2023-2024 Fund Balance
Source: Lyons Elementary School District 103 Monthly Reports

Fiscal Year 2023-2024												
Fund	July	August	September	October	November	December	January	February	March	April	May	June
Education	19,217,284	20,377,615	18,585,072	19,288,296	21,252,234	22,422,879	21,757,919	22,172,206	31,155,879	31,114,843	30,626,774	
Oper'n & Maint'n	1,916,873	1,643,885	1,485,449	1,329,945	674,015	1,109,885	896,278	955,168	120,149	(65,296)	(229,331)	
Debt Service	779,617	802,367	802,367	807,854	(6,945)	372,088	1,264,219	1,290,600	1,327,956	1,339,192	1,358,422	
Transportation	2,882,805	2,862,927	2,810,168	2,881,889	2,782,967	2,850,472	2,778,750	2,577,365	2,357,993	2,421,553	2,042,188	
IMRF (50)	(722,826)	(767,709)	(845,104)	(679,795)	(703,333)	(698,239)	(769,533)	(835,950)	(885,705)	(956,473)	(1,027,783)	
SSI/MEDICARE (51)	2,164,841	2,172,128	2,172,128	2,188,052	2,244,920	2,332,002	2,351,381	2,366,568	2,418,068	2,438,798	2,444,877	
Capital Projects	473	473	(211,124)	(211,124)	(301,214)	(301,214)	(301,214)	(357,287)	(532,688)	(609,503)	(609,503)	
Working Cash	2,470,578	2,472,633	2,472,633	2,486,855	2,502,933	2,527,555	2,544,500	2,561,172	2,637,358	2,659,843	2,662,200	
Tort	145,466	90,014	29,223	(27,657)	(31,619)	52,907	46,414	68,668	183,165	177,544	178,087	
Life Safety	1,868,106	1,874,844	1,874,844	1,888,583	1,941,263	2,021,937	2,038,694	2,071,268	2,211,042	2,229,403	2,235,989	
Total	30,723,217	31,529,175	29,175,655	29,952,898	30,355,221	32,690,271	32,607,407	32,869,778	40,993,215	40,749,905	39,681,919	



To Township Treasurer: The following payments were approved by the Board of Education, at a meeting held on 6/25/2024

Checks for the amount shown are hereby requested:

PAYEE	DATE PAID	AMOUNT		
Net Salaries	05.15.24	\$ 671,604.37	\$ 1,913,124.62	\$ 1,913,124.62
First American Bank H S A	Employee Deduction	\$ -	\$ 309,874.90	\$ 323,404.93
AXA Equitable Life	OMNI Liability	\$ 14,360.90		
First Investors Group	OMNI Liability Payment	\$ 50.00		
Illinois Department of Revenue	State Withholding	\$ 40,190.11		
	Employee/Employer	\$ -		
Illinois Municipal Retirement	Employee Deduction	\$ 11,740.75		
NuMark Credit Union	Credit Union Deductions	\$ 4,120.76		
	Employee Deductions			
Teachers' Health Insurance Security	TRS EMPLOYEE PAID	\$ 6,198.73		
Teachers' Retirement System - *	THIS Board Paid	\$ 77,746.79		
State of Illinois	0.92% "THIS"	\$ -		
AIG VALIC	OMNI Liability	\$ -		
Great American Financial Resources	OMNI Liability	\$ 200.00		
Guardian Vision	Employees' Portion	\$ 1,110.65		
Illinois Municipal Retirement	Board Paid	\$ 13,010.74		
Lincoln Investment Planning	OMNI Liability	\$ 2,300.33		
Teachers' Retirement System	TRS Board Paid .0058 Add On &	\$ 6,192.33		
State of Illinois				
Waddell & Reed, Inc.	OMNI Liability	\$ 75.00		
Expert Pay	Child Support	\$ 792.30		
TRS SSP	TRS Flexible Spending	\$ 428.40		
Depart. Of Treasury	WithHolding Tax	\$ 131,357.11		
Glen Stearns Chap 13 Trustee	Wage Garnish	\$ 137.50	\$ 13,530.03	
Lyons School D103 Flex	Flex Card	\$ 888.20		
IL Dept. of Revenue Levy	Garnishment-Rawke			
SEIU Local 73 COPE	Aides/Custodians	\$ 43.50		
Service Employees International Union	Aides/Custodians Union Dues	\$ 1,043.03		
Local 73				
Thomas H. Hooper Chap 13	Wage Garnish	\$ 175.00		
West Suburban Teachers Union	Teacher Dues	\$ 11,242.80		
Net Salaries	SP05.23.24	\$ 4,282.24	\$ 4,282.24	\$ 4,282.24
First American Bank H S A	Employee Deduction	\$ -	\$ 1,343.16	\$ 1,343.16
AXA Equitable Life	OMNI Liability	\$ -		
First Investors Group	OMNI Liability Payment	\$ -		
Illinois Department of Revenue	State Withholding	\$ 232.85		
	Employee/Employer			
Illinois Municipal Retirement	Employee Deduction	\$ -		
NuMark Credit Union	Credit Union Deductions	\$ -		
	Employee Deductions			
Teachers' Health Insurance Security	TRS EMPLOYEE PAID	\$ 49.30		
Teachers' Retirement System - *	THIS Board Paid	\$ 524.76		
State of Illinois	0.92% "THIS"	\$ -		
AIG VALIC	OMNI Liability	\$ -		
Great American Financial Resources	OMNI Liability	\$ -		
Guardian Vision	Employees' Portion	\$ -		
Illinois Municipal Retirement	Board Paid	\$ -		
Lincoln Investment Planning	OMNI Liability	\$ -		
Teachers' Retirement System	TRS Board Paid .0058 Add On &	\$ 36.70		
State of Illinois				
Waddell & Reed, Inc.	OMNI Liability	\$ -		
Expert Pay	Child Support	\$ -		
TRS SSP	TRS Flexible Spending	\$ -		
Depart. Of Treasury	WithHolding Tax	\$ 499.55		
Glen Stearns Chap 13 Trustee	Wage Garnish	\$ -	\$ -	
Lyons School D103 Flex	Flex Card	\$ -		
IL Dept. of Revenue Levy	Garnishment-Rawke			
SEIU Local 73 COPE	Aides/Custodians	\$ -		
Service Employees International Union	Aides/Custodians Union Dues	\$ -		

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
96228	ALONZO, SAMANTHA	06/25/2024	SA TVG	Teacher Vacancy Grant	0	1,300.00	1,300.00
10E000	1110 2300 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		1,300.00	
96229	AMAZON CAPITAL SERVICES	06/25/2024	11K6VGD6WP4	Summer school supplies	7032300078	61.09	1,371.74
10E000	1250 4100 00 430000			EDUCATION/DISTRICT OFFICE/TITLE I/SUPPLIES/TITLE I		61.09	
			11NYLX7Y71PQ	Book order for Shifting the Balance Grades 3-5	7032300073	96.93	
10E000	1250 3121 00 430000			EDUCATION/DISTRICT OFFICE/TITLE I/PROFESSIONAL SERVICES		96.93	
			11PDGTCHLQX7	Credit Memo	3002200038	-59.12	
10E000	3000 4100 00 370501			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P		-59.12	
			11XW3XRT9LJ3	Credit Memo	3012200011	-0.06	
10E000	1274 4100 00 499801			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/		-0.06	
			13RYM43JKVD7	Credit Memo	3002200038	-1.10	
10E000	3000 4100 00 370501			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P		-1.10	
			13YM7LQJ3KCL	Credit Memo	3012300011	-1.08	
10E000	1274 4100 00 499801			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/		-1.08	
			16GTQ4GY3PTQ	Credit Memo	5002300014	-202.68	
20E500	2540 4100 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		-202.68	
			16HTL6L76YKJ	750 Protectors 150 for all elementary buildings SPED Classes.	7022300062	84.69	
10E000	1205 4100 00 000000			EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/SUPPLIES		84.69	
			16TCNVVJ7D14	SPED's Folder Materials	7022300065	76.80	
10E000	1205 4100 00 000000			EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/SUPPLIES		76.80	
			1CKCQ9K96HDD	Summer School Supplies K-7	7032300077	731.35	
10E000	1250 4100 00 430000			EDUCATION/DISTRICT OFFICE/TITLE I/SUPPLIES/TITLE I		731.35	
			1CTM69TCM46P	Credit Memo	3012300011	-0.58	
10E000	1274 4100 00 499801			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/		-0.58	
			1D1KRMJFM4MF	Credit Memo	3012300011	-0.42	
10E000	1274 4100 00 499801			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/		-0.42	

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10E000	1274 4100 00 499801		1DJMNXC4MFJY	Credit Memo	3012300011	-0.21	
			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/			-0.21	
10E300	1110 4100 00 000000		1GKQPHPP3DT3	Batteries - 9 volt	0	19.97	
			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/SUPPLIES			19.97	
10E000	3000 4100 00 370501		1HT9LD1CKTJF	Credit Memo	3002200038	-3.38	
			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P			-3.38	
10E000	1274 4100 00 499801		1J3QFYR4C19M	Credit Memo	3012200011	-1.17	
			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/			-1.17	
10E000	1274 4100 00 499801		1JNF6HPHMVNN	Credit Memo	3012300015	-1.87	
			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/			-1.87	
10E000	1274 4100 00 499801		1KV1PL3P1DD3	Credit Memo	3012300015	-0.22	
			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/			-0.22	
10E000	1274 4100 00 499801		1NXY46TWN169	Credit Memo	3012300015	-0.22	
			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/			-0.22	
10E000	2642 4100 00 000000		1P4TKX1N31R7	Signature stamps for the Human Resources Director and Generalist HR filing cabinet for new hires	7002300060	209.93	
			EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/SUPPLIES			209.93	
10E000	3000 4000 00 490900		1P4TKX1N3KJD	ACCESS incentives	7002300059	492.10	
			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES A			492.10	
10E000	3000 4100 00 370501		1P6764XNL4KV	Credit Memo	3002200038	-6.42	
			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P			-6.42	
10E000	1274 4100 00 499801		1QQN4WDFM7DD	Credit Memo	3012300011	-0.67	
			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/			-0.67	
10E000	1274 4100 00 499801		1R346XXK9J1P	Credit Memo	3012200011	-0.12	
			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/			-0.12	
10E000	1274 4100 00 499801		1RH43L7NMP6N	Credit Memo	3012300011	-0.15	
			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/			-0.15	
10E000	1274 4100 00 499801		1T7YJW1TLXXH	Credit Memo	3012300011	-0.15	
			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/			-0.15	
			1TCM7NR913KF	Credit Memo	3012200011	-0.16	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E000	1274 4100 00 499801			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/		-0.16	
			1TDHLMR99XKG	Oil Pastels Set	0	8.12	
10E200	1110 4100 02 000000			EDUCATION/HOME ELEMENTARY/ELEMENTARY/SUPPLIES/ART		8.12	
			1TPXXXDRR4XD	Books-Teaching the Career	0	112.47	
10E000	1110 4100 00 000000			EDUCATION/DISTRICT OFFICE/ELEMENTARY/SUPPLIES		112.47	
			1TQ1C1LT9QDN	Credit Memo	3012200011	-1.24	
10E000	1274 4100 00 499801			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/		-1.24	
			1VCGQ9K96HDD	Credit Memo	7032300077	-195.52	
10E000	1250 4100 00 430000			EDUCATION/DISTRICT OFFICE/TITLE I/SUPPLIES/TITLE I		-195.52	
			1WCVJ7R39LTL	Credit Memo	3012200011	-1.37	
10E000	1274 4100 00 499801			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/		-1.37	
			1WF3TQXXL7W9	Credit Memo	3002200038	-0.60	
10E000	3000 4100 00 370501			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P		-0.60	
			1X7KFL3KHPNP	Credit Memo	3002200038	-74.99	
10E000	3000 4100 00 370501			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P		-74.99	
			1YJDYCFWLN9	Credit Memo	3002200038	-0.20	
10E000	3000 4100 00 370501			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P		-0.20	
			HLL79NP	PBIS Store restock stickers, croc charms, mini sports balls, lip glass, slime, card games, socks, hair clips, key chains,	5002300080	31.99	
10E500	1110 4110 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/SUPPLIES		31.99	
96230	BAKER-TILLY, VIRCHOW, KRAUSE & C	06/25/2024	BT2801318	Single Audit	0	2,000.00	4,000.00
10E000	2310 3170 00 000000			EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/A		2,000.00	
			BT2801728	Single Audit	0	2,000.00	
10E000	2310 3170 00 000000			EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/A		2,000.00	
96231	BARRETT, TIFFANY	06/25/2024	6501 6520 TB	6501 6520	0	3,088.48	3,088.48
10E000	2210 2300 00 499852			EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		3,088.48	
96232	BERISTAIN, JESSICA	06/25/2024	BBED6501 JB	BBED6501 BBED 6520	0	3,207.69	3,207.69
10E000	2210 2300 00 499852			EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		3,207.69	

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96233	BIAGI, PATRICIA	06/25/2024	PB TVG	PB Teacher Vacancy Grant	0	1,830.00	1,830.00
10E000	1110 2300 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		1,830.00	
96234	BLISSFUL OWL-USE STEPHANIE LUK	06/25/2024	1489	Family Fitness	0	450.00	450.00
10E000	1275 3410 00 370500			EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD PRE K/PRESCHO		450.00	
96235	BLUE CROSS BLUE SHIELD OF IL	06/25/2024	210867648749	Service 05.01.24-05.31.24	0	431,819.58	431,819.58
10L000	4867 0000 00 000000			EDUCATION/DISTRICT OFFICE/BCBS PPO Flex/.		431,819.58	
96236	BMO HARRIS COMMERCIAL CARD	06/25/2024	1793 060524	May 24' charges	0	17,829.14	17,829.14
10E000	2310 3100 00 000000			EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/P		13,557.88	
10E000	2310 4100 00 000000			EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/S		318.11	
10E000	2642 3900 00 000000			EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS		106.50	
10E000	1110 3190 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/OTHER PROFESSIONAL		3,846.65	
96237	BOB & JOHN'S MOBIL	06/25/2024	0127672	May 24' Service	0	117.09	244.01
20E000	2545 4640 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/VEHICLE SERVICING AND MAI		117.09	
			0127676	May 24' Service	0	26.69	
20E000	2545 4640 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/VEHICLE SERVICING AND MAI		26.69	
			0127677	May 24' Service	0	100.23	
20E000	2545 4640 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/VEHICLE SERVICING AND MAI		100.23	
96238	BRITTEN SCHOOL	06/25/2024	16199	May 24' FA, CG	0	16,299.36	16,299.36
10E300	1912 6700 00 000000			EDUCATION/LINCOLN ELEMENTARY/OTHER LEA PRIVATE TUITION/		8,149.68	
10E400	1912 6700 00 000000			EDUCATION/ROBINSON ELEMENTARY/OTHER LEA PRIVATE TUITION		8,149.68	
96239	CABALLERO, DEMI	06/25/2024	DC 061524	Exp. Reimbursement	0	202.41	202.41
10E000	2642 4100 00 000000			EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/SUPPLIES		202.41	
96240	CARMONA, SOFIA	06/25/2024	SC TVG	Teacher Vacancy Grant	0	3,015.00	3,015.00
10E000	1110 2300 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		3,015.00	
96241	CASE LOTS INC	06/25/2024	24524	Costello - plastic bags, toilet paper, paper towels	7012300083	522.45	621.35
20E600	2540 4100 00 000000			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		522.45	
			25005	Home - scrapers, blades	7012300085	98.90	
20E200	2540 4100 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		98.90	
96242	CDW GOVERNMENT INC	06/25/2024	ZR00501578	Google Workspace-District	0	9,679.50	9,679.50

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E000	2663 4700 00 000000			EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/SOF		9,679.50	
96243	CHANNELL, WILLIAM	06/25/2024	LEBM501	Professional Development	0	665.00	2,136.27
10E000	2510 6400 00 000000			EDUCATION/DISTRICT OFFICE/DIRECTION OF BUSINESS SUPPORT		665.00	
			LEEA500	Professional Development	0	1,335.00	
10E000	2510 6400 00 000000			EDUCATION/DISTRICT OFFICE/DIRECTION OF BUSINESS SUPPORT		1,335.00	
			WC 061824	Mileage	0	136.27	
10E000	2510 3320 00 000000			EDUCATION/DISTRICT OFFICE/DIRECTION OF BUSINESS SUPPORT		136.27	
96244	CICERO SCHOOL DISTRICT 99	06/25/2024	09302023	Shared homeless transportation	0	765.00	3,855.00
40E000	2550 3310 00 000000			TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		765.00	
			10312023	Shared homeless transportation	0	2,720.00	
40E000	2550 3310 00 000000			TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		2,720.00	
			11302023	Shared homeless transportation	0	370.00	
40E000	2550 3310 00 000000			TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		370.00	
96245	CIT	06/25/2024	44897031	Docuware Mar 24'	0	3,140.94	3,140.94
10E000	2520 3900 00 000000			EDUCATION/DISTRICT OFFICE/FISCAL SERVICES/OTHER PURCHAS		3,140.94	
96246	CITY SOCIAL MARKETING SOLUTION	06/25/2024	1263	June 24' Communication	0	7,500.00	7,500.00
10E000	2663 3900 00 000000			EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/OTH		7,500.00	
96247	COMCAST CABLE	06/25/2024	6742 052224	GWMS 06.01.24-06.30.24	0	272.93	272.93
20E000	2540 3440 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		272.93	
96248	CONNOR & GALLAGHER INS. SERVIC	06/25/2024	4131	2023 ACAF Reporting	0	3,420.00	3,420.00
80E000	2371 3800 00 000000			TORT FUND/DISTRICT OFFICE/PROP & LIAB INS/INSURANCE		3,420.00	
96249	Cordogan Clark & Assoc., Inc.	06/25/2024	23371	A/E Services/on-site management	0	18,556.23	18,556.23
60E000	2540 5400 00 499803			CAP PROJ/DISTRICT OFFICE/OPERATION AND MAINTENANCE OF P		18,556.23	
96250	CORRECT MONITORING SERVICES	06/25/2024	M2165-24-3	Qtly fire alarm monitoring	0	750.00	750.00
20E400	2546 3230 00 000000			OP, BLDG,MAIN/ROBINSON ELEMENTARY/SECURITY SERVICES/REP		150.00	
20E500	2546 3230 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/SECURITY SERVICE		300.00	
20E600	2546 3230 00 000000			OP, BLDG,MAIN/COSTELLO ELEMENTARY/SECURITY SERVICES/REP		150.00	

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20E000	2546 3230 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/SECURITY SERVICES/REPAIR		150.00	
96251	CRISIS PREVENTION INSTITUTE IN	06/25/2024	NAIN-078040	Membership J.F.	0	200.00	200.00
10E000	1205 3160 00 000000			EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/DATA PROCES		200.00	
96252	Curious Little Minds, LLC	06/25/2024	1015	Supervision	0	900.00	900.00
10E000	3000 3100 00 370501			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/PROFESSION		900.00	
96253	DABABNEH, JESSICA S	06/25/2024	JD TVG	Teacher Vacancy	0	105.00	105.00
10E000	1110 2300 00 399800			Grant EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		105.00	
96254	DADA, ABDUL KADIR	06/25/2024	KD 061824	Mileage	0	429.53	429.53
10E000	2510 3320 00 000000			EDUCATION/DISTRICT OFFICE/DIRECTION OF BUSINESS SUPPORT		429.53	
96255	DeMARCO, MIA	06/25/2024	MD TVG	Teacher Vacancy	0	5,722.00	5,722.00
10E000	1110 2300 00 399800			Grant EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		5,722.00	
96256	DINASO, DAVE	06/25/2024	DD 060424	B3 Program: Traveling World of Reptiles Presentation: Tuesday, June 4th, 2024 at Ehlert Park Brookfield from 10:00-11am.	3012300027	375.00	375.00
10E000	3000 4100 00 370501			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P		375.00	
96257	DIRECT ENERGY SERVICES	06/25/2024	241450054447942	Service 03.25.24-04.22.24	0	25,687.67	25,687.67
20E100	2540 4660 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		2,205.26	
20E200	2540 4660 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		4,477.85	
20E300	2540 4660 00 000000			OP, BLDG,MAIN/LINCOLN ELEMENTARY/OPERATION AND MAINTENA		2,706.53	
20E400	2540 4660 00 000000			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN		2,540.98	
20E500	2540 4660 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		7,745.74	
20E600	2540 4660 00 000000			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		5,431.61	
20E000	2540 4660 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		579.70	
96258	DOMANICO PSYCHOLOGICAL SERVICE	06/25/2024	2965	Evaluation	0	875.00	875.00
10E000	4120 3040 00 000000			EDUCATION/DISTRICT OFFICE/PAYMENTS FOR SPECIAL EDUCATIO		875.00	
96259	DORANTES, JEANETTE	06/25/2024	JD TVG	Teacher Vacancy	0	3,070.84	3,870.84
10E000	1110 2300 00 399800			Grant EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		3,070.84	
10E300	1110 2300 00 000000			TCH466 51424 EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/TUITION REIMBUR	0	200.00	200.00

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10E300 1110 2300 00 000000			TCH467 51524	TCH467 EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/TUITION REIMBUR	0	600.00	600.00
96260 EASTER SEALS METROPOLITAN CHIC		06/25/2024	30235	RH May 24	0	9,646.12	9,646.12
10E400 1912 6700 00 000000				EDUCATION/ROBINSON ELEMENTARY/OTHER LEA PRIVATE TUITION		9,646.12	
96261 EDLIO		06/25/2024	2023-21615	Annual subscription fee	0	9,504.00	9,504.00
10E000 2663 4700 00 000000				EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/SOF		9,504.00	
96262 EDUCATIONAL MANAGEMENT CONSULT		06/25/2024	86	Contracted Professional Services	0	1,350.00	1,350.00
10E000 2310 3100 00 000000				EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/P		1,350.00	
96263 ELEVATOR INSPECTION SERVICE CO		06/25/2024	118586	Edison- Elevator Inspection	0	175.00	525.00
20E100 2540 3200 00 000000				OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		175.00	
			119745	Edison- Elevator Inspection	0	175.00	
20E100 2540 3200 00 000000				OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		175.00	
			120963	Edison- Elevator Inspection	0	175.00	
20E100 2540 3200 00 000000				OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		175.00	
96264 EMBRACE EDUCATION		06/25/2024	15531	EmbraceMTSS lyr subscription	0	3,500.00	4,482.15
10E000 1205 3160 00 000000				EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/DATA PROCES		3,500.00	
			16494	Embrace DS with Data	0	982.15	
10E000 1205 3160 00 000000				EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/DATA PROCES		982.15	
96265 FIRST STUDENT HODGKINS		06/25/2024	11976715	April 24' Service	0	45,858.93	58,590.44
40E000 2550 3310 00 000000				TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		45,858.93	
			440855	GWMS - Field Trip	0	408.09	
40E000 2550 3310 00 000000				TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		408.09	
			440886	Edison- Filed Trip	0	2,434.65	
40E000 2550 3310 00 000000				TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		2,434.65	
			440928	GWMS - Soccer	0	219.07	
40E500 2550 3320 01 000000				TRANSPORTION/WASHINGTON MIDDLE SCHOOL/PUPIL TRANSPORTAT		219.07	
			444791	GWMS	0	219.07	
40E000 2550 3310 00 000000				TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		219.07	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
40E000	2550 3310 00 000000		444809	GWMS - Field Trip TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI	0	765.48 765.48	
40E000	2550 3310 00 000000		444829	Lincoln - Field Trip TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI	0	731.53 731.53	
40E000	2550 3310 00 000000		444901	GWMS - Field Trip TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI	0	1,611.71 1,611.71	
40E000	2550 3310 00 000000		444966	GWMS - Field Trip TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI	0	2,518.25 2,518.25	
40E000	2550 3310 00 000000		444969	GWMS TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI	0	688.48 688.48	
40E000	2550 3310 00 000000		449469	Costello - Field Trip TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI	0	2,065.44 2,065.44	
40E400	2550 3320 00 000000		449470	Robinson- Field Trip TRANSPORTION/ROBINSON ELEMENTARY/PUPIL TRANSPORTATION S	0	433.13 433.13	
40E000	2550 3310 00 000000		449489	Edison - Field Trip TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI	0	636.61 636.61	
96266	Flags USA LLC	06/25/2024	117467	Classroom Flags OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE	0	420.00 420.00	420.00
96267	FLAHIVE, JULIE A	06/25/2024	JF 052124	Mileage EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S	0	412.93 412.93	412.93
96268	FLEXIBLE BENEFITS SERVICE CORP	06/25/2024	721659178141	FSA 06.05.24 EDUCATION/DISTRICT OFFICE/ELEMENTARY	0	76.50 76.50	76.50
96269	FOLLETT SCHOOL SOLUTIONS, LLC	06/25/2024	316859F	Library Books EDUCATION/HOME ELEMENTARY/ELEMENTARY/SUPPLIES EDUCATION/HOME ELEMENTARY/EDUCATIONAL MEDIA SERVICES/OT	2002300010	89.56 0.04 89.52	966.80
10E100	2220 4100 00 000000		360601F	Library Book Order EDUCATION/EDISON ELEMENTARY/EDUCATIONAL MEDIA SERVICES/	1002300013	527.35 527.35	
10E300	2220 4100 00 000000		397854	Library books EDUCATION/LINCOLN ELEMENTARY/EDUCATIONAL MEDIA SERVICES	3002300016	195.49 195.49	
10E300	2220 4100 00 000000		397854F	Library books EDUCATION/LINCOLN ELEMENTARY/EDUCATIONAL MEDIA SERVICES	3002300016	154.40 154.40	

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96270	Fox, James	06/25/2024	JF TVG	Teacher Vacancy Grant	0	261.00	261.00
10E000	1110 2300 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		261.00	
96271	GALVAN, JENNIFER	06/25/2024	JG TVG	Teacher Vacancy Grant	0	930.00	930.00
10E000	1110 2300 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		930.00	
96272	GARCIA, MANDY	06/25/2024	MG TVG	Teacher Vacancy Grant	0	1,575.00	1,575.00
10E000	1110 2300 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		1,575.00	
96273	GEORGE WASHINGTON MIDDLE SCHOO	06/25/2024	GWMS 061024	Postage	0	28.30	28.30
10E500	2400 3400 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/SUPPORT SERVICES - S		28.30	
96274	GIANT STEPS	06/25/2024	103-0424EF	HH May Lunch	0	143.00	17,082.12
10E500	1912 6700 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/OTHER LEA PRIVATE TU		143.00	
			103-0524E	ED HH May 24'	0	16,939.12	
10E500	1912 6700 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/OTHER LEA PRIVATE TU		16,939.12	
96275	GILL, DONNA M	06/25/2024	DG 060624	Mileage	0	71.04	71.04
10E000	1110 3320 00 000000			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TRAVEL		71.04	
96276	GLOBAL WATER TECHNOLOGY	06/25/2024	116110	June 24' water treatment	0	350.60	350.60
20E000	2540 3230 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		350.60	
96277	Gottschalk, Savanna	06/25/2024	EDU522 SG	EDU522	0	600.00	2,000.00
10E300	1110 2300 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/TUITION REIMBUR		600.00	
			EDU524 SG	EDU524	0	600.00	
10E300	1110 2300 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/TUITION REIMBUR		600.00	
			EDU554 SG	EDU54	0	200.00	
10E300	1110 2300 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/TUITION REIMBUR		200.00	
			TCH539 SG	TCH539	0	600.00	
10E300	1110 2300 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/TUITION REIMBUR		600.00	
96278	GRAND PRAIRIE TRANSIT	06/25/2024	RTINV1006545	April 24' Transportation	0	128,052.00	128,052.00
40E000	2550 3310 00 000000			TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		128,052.00	
96279	GreatAmerica Financial Service	06/25/2024	36746694	May 24 Copy/Print lease	0	10,719.56	10,719.56
10E000	2663 3230 00 000000			EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/REP		10,719.56	
96280	GROOT, INC. A WASTE CONNECTION	06/25/2024	12609381T098	Home June 24'	0	690.65	7,585.09
20E200	2540 3210 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		690.65	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E100	2540 3210 00 000000		12609382T098	Edison- June 24'	0	1,418.22	
			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN			1,418.22	
20E400	2540 3210 00 000000		12609383T098	Robinson June 24'	0	978.74	
			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN			978.74	
20E300	2540 3210 00 000000		12609384T098	Lincoln June 24'	0	1,198.36	
			OP, BLDG,MAIN/LINCOLN ELEMENTARY/OPERATION AND MAINTENA			1,198.36	
20E600	2540 3210 00 000000		12609385T098	Costello June 24'	0	1,447.63	
			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN			1,447.63	
20E500	2540 3210 00 000000		12609386T098	GWMS June 24'	0	1,851.49	
			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA			1,851.49	
96281	GUARDIAN - ALTERNATE FUNDED	06/25/2024	469383 060324	Period Ending 05.31.24	0	14,118.15	14,118.15
10L000	4865 0000 00 000000		EDUCATION/DISTRICT OFFICE/Guardian Flex Dental/.			14,118.15	
96282	GUARDIAN -BILL ID 0001094522	06/25/2024	1094522 052424	Period End 05.31.24	0	15,456.37	15,456.37
10E000	1110 2210 00 000000		EDUCATION/DISTRICT OFFICE/ELEMENTARY/INSTRUCTION LIFE I			9,566.02	
10L000	4865 0000 00 000000		EDUCATION/DISTRICT OFFICE/Guardian Flex Dental/.			4,768.94	
20L000	4865 0000 00 000000		OP, BLDG,MAIN/DISTRICT OFFICE/Guardian Flex Dental/.			935.53	
10L000	4990 0000 00 000000		EDUCATION/DISTRICT OFFICE/OTHER CURRENT LIABILITIES/.			185.88	
96283	GUEST COMMUNICATION CORPORATIO	06/25/2024	24-16703F	Red Books - Revised Printed Info Cards	7012300086	1,829.60	1,829.60
20E000	2540 3900 00 000000		OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE			1,829.60	
96284	HAYES MECHANICAL LLC	06/25/2024	44713	GWMS	0	574.75	7,268.25
20E500	2540 3230 00 000000		OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA			574.75	
20E100	2540 3230 00 000000		44740	Edison	0	946.00	
			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN			946.00	
20E000	2540 3230 00 000000		44742	Admin- compressor	0	352.00	
			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE			352.00	
20E600	2540 3230 00 000000		45113	Costello- chiller	0	1,149.50	
			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN			1,149.50	
20E500	2540 3230 00 000000		45114	GWMS - chiller	0	1,149.50	
			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA			1,149.50	
20E600	2540 3230 00 000000		45195	Costello	0	871.75	
			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN			871.75	
			45196	Robinson- air	0	426.25	

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20E400	2540 3230 00 000000			handler			
				OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN		426.25	
			45200	Home- thermostat	0	797.50	
20E200	2540 3230 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		797.50	
			45206	Admin	0	426.25	
20E000	2540 3230 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		426.25	
			45570	Admin-sensors	0	574.75	
20E000	2540 3230 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		574.75	
96285	HAYWARD, KARA E	06/25/2024	KH TVG	Teacher Vacancy	0	4,000.00	4,000.00
				Grant			
10E000	1110 2300 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		4,000.00	
96286	HOME DEPOT PRO	06/25/2024	806745071	GWMS - razor blades, scrapers, squeegees	7012300079	13.58	7,035.49
20E500	2540 4100 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		13.58	
			806918488	Costello - Fence	0	2,799.00	
20E600	2540 5400 00 370500			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		2,799.00	
			807621438	Edison- Fence	0	2,799.00	
20E100	2540 5400 00 370500			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		2,799.00	
			809535388	Robinson - plastic hooks, batteries	7012300084	118.49	
20E400	2540 4100 00 000000			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN		118.49	
			809535396	Lincoln - batteries, floor cleaner, multi-purpose cleaner, Y connector, steel wool, stripping pads, pad holders, scrubbing pads, buffing pads, can liners	7012300087	1,305.42	
20E300	2540 4100 00 000000			OP, BLDG,MAIN/LINCOLN ELEMENTARY/OPERATION AND MAINTENA		1,305.42	
96287	Horner, Carlie	06/25/2024	CH TVG	Teacher Vacancy	0	7,024.60	7,024.60
				Grant			
10E000	1110 2300 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		7,024.60	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
96288	IASB	06/25/2024	436114	Membership Dues	0	7,339.00	14,839.00
10E000	2310 6400 00 000000			EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/D		7,339.00	
			436828	Subscription	0	7,500.00	
10E000	2310 6400 00 000000			EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/D		7,500.00	
96289	IL OFFICE OF THE STATE FIRE MA	06/25/2024	5125143351	Home - Certificate	0	125.00	125.00
20E200	2540 3260 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		125.00	
96290	ILLCO	06/25/2024	2616101	GWMS	0	839.33	839.33
20E500	2540 3230 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		839.33	
96291	ILLINOIS ASBO	06/25/2024	0054450	Annual dues / conference	0	835.00	835.00
10E000	2510 3140 00 000000			EDUCATION/DISTRICT OFFICE/DIRECTION OF BUSINESS SUPPORT		835.00	
96292	ILLINOIS STATE POLICE/BUREAU O	06/25/2024	20240501388	May 24' background checks	0	84.75	84.75
10E000	2310 3100 00 000000			EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/P		84.75	
96293	ILLINOIS STATE UNIVERSITY	06/25/2024	20230608-00001	Job Fair	0	350.00	350.00
10E000	2642 3900 00 000000			EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS		350.00	
96294	IMPERIAL SURVEILLANCE INC.	06/25/2024	215501	Svc Plan Admin 06.18.24-09.17.24	0	1,691.73	1,691.73
10E000	2663 3900 00 000000			EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/OTH		1,691.73	
96295	INTERPRENET, LTD	06/25/2024	141617	IEP Meeting - Spanish	0	258.06	258.06
10E000	4120 3040 00 000000			EDUCATION/DISTRICT OFFICE/PAYMENTS FOR SPECIAL EDUCATIO		258.06	
96296	ISCORP	06/25/2024	0739489	July 24 hosting svcs	0	1,036.80	1,036.80
10E000	2663 4700 00 000000			EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/SOF		1,036.80	
96297	J.J. Keller & Associates, Inc	06/25/2024	9109072934	2 year License (HR)	0	3,400.00	3,400.00
10E000	2642 3900 00 000000			EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS		3,400.00	
96298	JAMES, SAMANTHA	06/25/2024	SJ 010124	Mileage 01.01.24-05.30.24	0	125.76	125.76
10E000	2330 3320 00 000000			EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S		125.76	
96299	JAMROSE, CHRISTOPHER	06/25/2024	CJ 052124	Reimbursement	0	167.00	167.00
10E000	2330 3320 00 000000			EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S		167.00	
96300	KELLY SERVICES, INC.	06/25/2024	5602658214	W.E. 05.12.24	0	32,263.50	103,346.86
10E000	2642 3900 00 000000			EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS		32,263.50	

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10E000 2642 3900 00 000000			5602839579	W.E. 05.19.24 EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS	0	36,558.55 36,558.55	
10E000 2642 3900 00 000000			5602990242	W.E. 05.26.24 EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS	0	23,767.22 23,767.22	
10E000 2642 3900 00 000000			5603107784	W.E. 06.02.24 EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS	0	3,759.56 3,759.56	
10E000 2642 3900 00 000000			5603185257	W.E. 06.09.24 EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS	0	6,998.03 6,998.03	
96301 KOCH, BRENDAN J		06/25/2024	012624	Mileage 01.24.4-02.07.24	0	19.10	149.60
10E000 1110 3320 00 000000				EDUCATION/DISTRICT OFFICE/ELEMENTARY/TRAVEL		19.10	
10E000 1110 3320 00 000000			BK 012524	Mileage 01.08.24-01.25.24	0	14.33	
10E000 1110 3320 00 000000				EDUCATION/DISTRICT OFFICE/ELEMENTARY/TRAVEL		14.33	
10E000 1110 3320 00 000000			BK 020824	Mileage 02.08.24-02.20.24	0	17.33	
10E000 1110 3320 00 000000				EDUCATION/DISTRICT OFFICE/ELEMENTARY/TRAVEL		17.33	
10E000 1110 3320 00 000000			BK 022124	Mileage 02.21.24-03.01.24	0	14.72	
10E000 1110 3320 00 000000				EDUCATION/DISTRICT OFFICE/ELEMENTARY/TRAVEL		14.72	
10E000 1110 3320 00 000000			BK 030424	mileage 03.04.24-03.14.24	0	17.43	
10E000 1110 3320 00 000000				EDUCATION/DISTRICT OFFICE/ELEMENTARY/TRAVEL		17.43	
10E000 1110 3320 00 000000			BK 031524	Mileage 03.15.24-03.27.24	0	16.51	
10E000 1110 3320 00 000000				EDUCATION/DISTRICT OFFICE/ELEMENTARY/TRAVEL		16.51	
10E000 1110 3320 00 000000			BK 04.08.24	Mileage 04.08.24-04.17.24	0	18.37	
10E000 1110 3320 00 000000				EDUCATION/DISTRICT OFFICE/ELEMENTARY/TRAVEL		18.37	
10E000 1110 3320 00 000000			BK 041824	Mileage 04.18.24-04.29.24	0	17.33	
10E000 1110 3320 00 000000				EDUCATION/DISTRICT OFFICE/ELEMENTARY/TRAVEL		17.33	
10E000 1110 3320 00 000000			BK 043024	Mileage 04.30.24-05.10.24	0	14.48	
10E000 1110 3320 00 000000				EDUCATION/DISTRICT OFFICE/ELEMENTARY/TRAVEL		14.48	
96302 LAGRANGE GLASS & MIRROR CO		06/25/2024	25974	Lincoln	0	715.61	1,657.46
20E300 2540 3230 00 000000				OP, BLDG,MAIN/LINCOLN ELEMENTARY/OPERATION AND MAINTENA		715.61	

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20E500	2540 3230 00 000000		26016	GWMS	0	255.09	
			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA			255.09	
20E600	2540 3230 00 000000		26035	Costello	0	686.76	
			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN			686.76	
96303	LearnWell	06/25/2024	INV172989	Hospital Tutoring	0	296.25	474.00
10E600	1912 6700 00 000000			EDUCATION/COSTELLO ELEMENTARY/OTHER LEA PRIVATE TUITION		296.25	
10E600	1912 6700 00 000000		INV185030	Hospital Tutoring	0	177.75	
			EDUCATION/COSTELLO ELEMENTARY/OTHER LEA PRIVATE TUITION			177.75	
96304	LOPEZ, BETSY	06/25/2024	BL 052824	Exp.	0	22.87	331.41
				Reimbursement			
10E000	3000 4100 00 370501			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P		22.87	
10E000	3000 4100 00 370501		BL 061424	Exp.	0	15.49	
				Reimbursement			
10E000	3000 4100 00 370501			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P		15.49	
10E000	2330 3320 00 000000		BL 061424a	Mileage	0	245.55	
				EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S		245.55	
10E000	3000 4100 00 370501		BL 061724	Exp.	0	47.50	
				Reimbursement			
10E000	3000 4100 00 370501			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P		47.50	
96305	LYONS POLICE DEPARTMENT	06/25/2024	LP 061024	Mthly SOR June	0	6,500.00	6,500.00
				24'			
80E000	2365 1000 00 000000			TORT FUND/DISTRICT OFFICE/RISK MANAGEMENT/SALARIES		6,500.00	
96306	Matias, Cindy	06/25/2024	CM 061224	Exp.	0	13.81	183.99
				Reimbursement			
10E000	3000 4100 00 370501			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P		13.81	
10E000	2330 3320 00 000000		CM 061724	Mileage	0	170.18	
				EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S		170.18	
96307	MCMILLIN, Ryan	06/25/2024	RM TVG	Teacher Vacancy	0	1,235.00	1,235.00
				Grant			
10E000	1110 2300 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		1,235.00	
96308	MENARDS-FRONT END MANAGER	06/25/2024	41209	District-Wide	0	443.24	565.97
20E500	2540 4100 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		284.14	
20E000	2540 4100 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		159.10	
20E100	2540 4100 00 000000		42176	Shop/Edison	0	122.73	
				OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		34.97	
20E000	2540 4100 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		87.76	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
96309	MENTA ACADEMY HILLSIDE	06/25/2024	SESINV-038229	MS May 24' tuition	0	4,874.54	17,486.10
10E600	1912 6700 00 000000			EDUCATION/COSTELLO ELEMENTARY/OTHER LEA PRIVATE TUITION		4,874.54	
			SESINV-038383	MM/PP May 24' tuition	0	7,948.60	
10E500	1912 6700 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/OTHER LEA PRIVATE TU		7,948.60	
			SESINV-038592	MS June 24' tuition	0	1,772.56	
10E600	1912 6700 00 000000			EDUCATION/COSTELLO ELEMENTARY/OTHER LEA PRIVATE TUITION		1,772.56	
			SESINV-038799	MM/PP June 24' tuition	0	2,890.40	
10E500	1912 6700 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/OTHER LEA PRIVATE TU		2,890.40	
96310	MIGALA, MELISSA G	06/25/2024	MM TVG	Teacher Vacancy Grant	0	75.00	75.00
10E000	1110 2300 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		75.00	
96311	MLPLUMBING,LLC dbaDELL PLUMBIN	06/25/2024	003288	Edison	0	3,610.00	3,610.00
20E100	2540 3230 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		3,610.00	
96312	National Association of School	06/25/2024	5324360	Virtual NASN 2024 Stronger Together" two days Informational Training for Dawn Lewis July 8- July 10, 2024	7022300064	510.00	510.00
10E000	1205 3900 00 460000			EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/OTHER PURCH		510.00	
96313	NICOR GAS	06/25/2024	30067700002 050724	Home 04.03.24-05.02.24	0	820.66	12,168.08
20E200	2540 4650 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		820.66	
			30067700002 060624	Home 05.03.24-06.03.24	0	161.73	
20E200	2540 4650 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		161.73	
			41174700009 050724	Edison 04.03.24-05.02.24	0	1,181.99	
20E100	2540 4650 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		1,181.99	
			41174700009 060624	Edison 05.03.24-06.03.24	0	143.45	
20E100	2540 4650 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		143.45	
			41400800003 052224	Lincoln	0	2,299.92	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				04.18.24-05.19.24			
20E300	2540 4650 00 000000			OP, BLDG,MAIN/LINCOLN ELEMENTARY/OPERATION AND MAINTENA		2,299.92	
			46930800001 052824	Robinson	0	353.03	
				04.23.24-05.22.24			
20E400	2540 4650 00 000000			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN		353.03	
			62030800007 052424	Legion	0	101.00	
				04.22.24-05.21.24			
20E000	2540 4650 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		101.00	
			72030800006 060324	Board of Ed	0	428.70	
				063.24.24-05.20.24			
20E000	2540 4650 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		428.70	
			74981782589 052424	Costello	0	1,398.54	
				04.22.24-05.21.24			
20E600	2540 4650 00 000000			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		1,398.54	
			82030800005 052424	GWMS	0	5,094.58	
				04.22.24-05.21.24			
20E500	2540 4650 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		5,094.58	
			92030800004 052424	Annex	0	184.48	
				04.22.24-05.22.24			
20E500	2540 4650 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		184.48	
96314	NONCEK, JENNIFER	06/25/2024	JN TVG	Teacher Vacancy	0	820.00	820.00
				Grant			
10E000	1110 2300 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		820.00	
96315	Northeastern Illinois Univers	06/25/2024	302	Job Fair	0	75.00	75.00
10E000	2642 3900 00 000000			EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS		75.00	
96316	Oconnor, Patricia	06/25/2024	PO 061924	June 24' Billing	0	6,298.00	6,298.00
10E000	2520 3900 00 000000			EDUCATION/DISTRICT OFFICE/FISCAL SERVICES/OTHER PURCHAS		6,298.00	
96317	ODELSON & STERK, LTD.	06/25/2024	39797	Sves thru	0	14,297.50	14,297.50
				05.31.24			
10E000	2310 3180 00 000000			EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/L		14,297.50	
96318	PARAGON PROFESSIONAL SERVICES,	06/25/2024	I-240101	BAS from winter	0	1,680.00	1,680.00
				to summer			
20E000	2540 3230 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		1,680.00	
96319	Peerless Network, Inc.	06/25/2024	52314	05.01.24-05.31.24	0	1,129.98	1,129.98
20E100	2540 3440 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		282.49	
20E200	2540 3440 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		282.49	
20E500	2540 3440 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		282.49	
20E600	2540 3440 00 000000			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		282.51	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
96320	People Transportation Company	06/25/2024	23443	May 24 DR cab	0	39.10	1,914.35
40E000	2550 3310 00 000000			TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		39.10	
40E000	2550 3310 00 000000		23444	May 24 XC DR cab	0	1,875.25	
				TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		1,875.25	
96321	PILLADO-FRANCO, SARAHI	06/25/2024	BB6501 SPF	BB6501 BB6520	0	3,253.82	3,253.82
10E000	2210 2300 00 499852			EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		3,253.82	
96322	PITNEY BOWES GLOBAL FINANCIAL	06/25/2024	3106666824	Leasing	0	452.61	452.61
10E000	2310 3400 00 000000			04.09.24-07.08.24 EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/C		452.61	
96323	ProCare Therapy	06/25/2024	20963419	W.E. 05.03.24	0	3,800.00	14,962.50
10E000	2642 3900 00 000000			EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS		3,800.00	
10E000	2642 3900 00 000000		20964821	W.E. 05.10.24	0	3,800.00	
				EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS		3,800.00	
10E000	2642 3900 00 000000		20971374	W.E. 05.17.24	0	3,800.00	
				EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS		3,800.00	
10E000	2640 4100 00 000000		20976898	W.E. 05.24.24	0	3,562.50	
				EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/SUPPLIES		3,562.50	
96324	Professional Pest Control, Inc	06/25/2024	18313	May 24' billing	0	420.00	420.00
20E100	2540 3230 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		60.00	
20E200	2540 3230 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		55.00	
20E300	2540 3230 00 000000			OP, BLDG,MAIN/LINCOLN ELEMENTARY/OPERATION AND MAINTENA		70.00	
20E400	2540 3230 00 000000			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN		60.00	
20E500	2540 3230 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		75.00	
20E600	2540 3230 00 000000			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		60.00	
20E000	2540 3230 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		40.00	
96325	PURCHASE POWER	06/25/2024	10971327 061924	Purchase Power	0	254.35	254.35
10E000	2310 3400 00 000000			Postage EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/C		254.35	
96326	QUALITY NETWORK SOLUTIONS, INC	06/25/2024	70186	June 24' monthly	0	25,605.75	27,426.25
10E000	2663 3100 00 000000			EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/PRO		25,605.75	
10E500	2663 7400 00 000000		74243	Dell Latitude laptop (Lincoln- Savannah Gottschalk- Replacement)	7042300066	1,137.00	
				EDUCATION/WASHINGTON MIDDLE SCHOOL/TECH PROGRAMMING SER		1,137.00	
			74249	Monthly VoiP Phone Charge	0	539.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E000 2663 3100 00 000000				EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/PRO		539.00	
			74272	8 Device Universal Charging Station (Edison- Lab)	7042300067	144.50	
10E100 2663 3240 00 000000				EDUCATION/EDISON ELEMENTARY/TECH PROGRAMMING SERVICES/R		144.50	
96327 RAMIREZ, FLOR		06/25/2024	FR 052224	Exp. Reimbursement	0	41.22	41.22
10E100 1110 4100 00 000000				EDUCATION/EDISON ELEMENTARY/ELEMENTARY/SUPPLIES		41.22	
96328 Robertson, Anna		06/25/2024	AR TVG	Teacher Vacancy Grant	0	5,044.00	5,044.00
10E000 1110 2300 00 399800				EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		5,044.00	
96329 ROCCO, MATTHEW J		06/25/2024	OL5102 061024	OL5102	0	475.00	475.00
10E100 1110 2300 00 000000				EDUCATION/EDISON ELEMENTARY/ELEMENTARY/TUITION REIMBURS		475.00	
96330 SAM'S CLUB DIRECT		06/25/2024	437979636 052024	05.20.24 statement	0	736.47	736.47
10E000 1250 4110 00 430000				EDUCATION/DISTRICT OFFICE/TITLE I/SUPPLIES/TITLE I		263.26	
10E000 2310 4100 00 000000				EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/S		243.57	
10E000 3000 4100 00 370501				EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P		229.64	
96331 Sanders, Kwanza		06/25/2024	KS 042424	AM Bus Monitor	0	247.50	247.50
40E000 2550 1100 00 000000				TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		247.50	
96332 Scale Construction, Inc.		06/25/2024	103-1003	consulting	0	4,835.00	4,835.00
60E000 2530 5000 00 000000				CAP PROJ/DISTRICT OFFICE/FACILITIES ACQUISITION AND CON		4,835.00	
96333 SCHINDLER ELEVATOR CORPORATION		06/25/2024	8106572415	GWMS 06.01.24-08.31.24	0	926.76	926.76
20E500 2540 3200 00 000000				OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		926.76	
96334 School Business Management Ser		06/25/2024	103-05-24	May 24' Billing	0	10,200.00	10,200.00
10E000 2310 3100 00 000000				EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/P		10,200.00	
96335 SEAL OF ILLINOIS		06/25/2024	12545	Tuition May 24' AD	0	6,942.18	6,942.18
10E300 1912 6700 00 000000				EDUCATION/LINCOLN ELEMENTARY/OTHER LEA PRIVATE TUITION/		6,942.18	
96336 SEAL SOUTH, INC		06/25/2024	8550	Tuition May 24 JT/DF	0	6,154.25	13,776.20
10E400 1912 6700 00 000000				EDUCATION/ROBINSON ELEMENTARY/OTHER LEA PRIVATE TUITION		5,169.57	
10E600 1912 6700 00 000000				EDUCATION/COSTELLO ELEMENTARY/OTHER LEA PRIVATE TUITION		984.68	
			8584	Tuition May 24 JT	0	7,621.95	
10E600 1912 6700 00 000000				EDUCATION/COSTELLO ELEMENTARY/OTHER LEA PRIVATE TUITION		7,621.95	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
96337	SHERWIN WILLIAMS #3451	06/25/2024	5451-3	GWMS- Paint	0	155.78	502.73
20E500	2540 4100 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		155.78	
20E500	2540 4100 00 000000		6222-7	GWMS- paint	0	346.95	
				OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		346.95	
96338	SINGER, ASHLEY J	06/25/2024	AS TVG	Teacher Vacancy	0	210.00	810.00
10E000	1110 2300 00 399800			Grant		210.00	
				EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		210.00	
10E300	1110 2300 00 000000		SPED 5103 051724	SPED5103	0	600.00	
				EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/TUITION REIMBUR		600.00	
96339	Sunbelt Staffing, LLC	06/25/2024	20964362	W.E. 05.04.24	0	13,981.50	51,761.40
10E000	2642 3900 00 000000			EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS		13,981.50	
10E000	2642 3900 00 000000		20965223	W.E. 05.11.24	0	12,461.50	
				EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS		12,461.50	
10E000	2642 3900 00 000000		20971502	W.E. 05.18.24	0	14,481.50	
				EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS		14,481.50	
10E000	2642 3900 00 000000		20977772	W.E. 05.25.24	0	10,836.90	
				EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS		10,836.90	
96340	T-MOBILE	06/25/2024	972033599 052124	04.21.24-05.20.24	0	150.00	150.00
20E000	2540 3440 00 000000			Hotspots		150.00	
				OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		150.00	
96341	THOMSON REUTERS - WEST	06/25/2024	850287363	June 24' online	0	679.64	679.64
10E000	1205 3160 00 000000			subscription		679.64	
				EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/DATA PROCES		679.64	
96342	TREMCO/WEATHERPROOFING TECHNOL	06/25/2024	97614586	Edison/ Robinson	0	2,930.00	8,660.00
20E000	2540 5400 00 005004			Repairs		2,930.00	
				OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		2,930.00	
20E000	2540 5400 00 005004		97620225	Edison Repairs	0	2,930.00	
				OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		2,930.00	
20E000	2540 5400 00 005004			Robinson repairs	0	2,800.00	
				OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		2,800.00	
96343	VANDER PLOEG, GUADALUPE	06/25/2024	GVP 060124	GVP Expense	0	456.58	456.58
10E000	2330 3320 00 000000			EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S		456.58	
96344	VERIZON WIRELESS	06/25/2024	9964916107	Billing	0	1,125.63	1,125.63
20E000	2540 3440 00 000000			04.24.24-05.23.24		1,125.63	
				OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		1,125.63	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
96345	VILLAGE OF LYONS	06/25/2024	HO18508 041124	Costello- Elevator Inspection	0	100.00	200.00
20E600	2540 3200 00 000000		OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN			100.00	
			HO18509 041124	GWMS Elevator Inspection	0	100.00	
20E500	2540 3200 00 000000		OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA			100.00	
96346	VILLAGE OF LYONS WATER DEPARTM	06/25/2024	13293 053124	Costello Svc 03.16.24-05.15.24	0	990.50	990.50
20E600	2540 3700 00 000000		OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN			990.50	
96347	VILLAGE OF STICKNEY WATER DEPT	06/25/2024	101878 061424	Home 05.10.24-06.14.24	0	304.56	673.51
20E200	2540 3700 00 000000		OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE			304.56	
			101884 061424	Edison 05.10.24-06.14.24	0	368.95	
20E100	2540 3700 00 000000		OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN			368.95	
96348	VILLAGE OF BROOKFIELD	06/25/2024	400067001 060524	Lincoln reading 05.31.24665.78	0	665.78	665.78
20E300	2540 3700 00 000000		OP, BLDG,MAIN/LINCOLN ELEMENTARY/OPERATION AND MAINTENA			665.78	
96349	VISTA LEARNING, NFP	06/25/2024	VLI24-1333	3Yr EvaluWise License	0	16,744.50	16,744.50
10E000	2642 3900 00 000000		EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS			16,744.50	
96350	Wang, Jing Jasmine	06/25/2024	JW TVG	Teacher Vacancy Grant	0	1,500.00	1,500.00
10E000	1110 2300 00 399800		EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM			1,500.00	
96351	WEST 40 INTERMEDIATE SERVICE C	06/25/2024	240877	XC, DR May tuition	0	4,370.00	4,970.00
10E500	1912 6700 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/OTHER LEA PRIVATE TU			4,370.00	
			240957	Coaching	0	600.00	
10E000	1250 3121 00 430000		EDUCATION/DISTRICT OFFICE/TITLE I/PROFESSIONAL SERVICES			600.00	
96352	WEST, KIMBERLY K	06/25/2024	KW 051624	Mileage	0	174.23	367.58
10E000	2330 3320 00 000000		EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S			174.23	
			KW 052924	Exp. Reimbursement	0	46.97	
10E000	3000 3100 00 370501		EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/PROFESSION			46.97	
			KW061024	Exp. Reimbursement	0	146.38	
10E000	3000 4100 00 370501		EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P			146.38	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
96353	WOODS, GREGORY	06/25/2024	GW 051724	Collage Concert	0	150.00	150.00
10E500	1120 4100 12 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/MIDDLE-JUNIOR HIGH/S		150.00	
				126 Computer	Check(s) For a Total of		1,262,778.22

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	126	Computer	Checks For a Total of	1,262,778.22
Total For	126	Manual, Wire Tran, ACH & Computer Checks		1,262,778.22
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	1,262,778.22

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION	450,892.55	0.00	496,501.58	947,394.13
20	OP, BLDG,MAIN	935.53	0.00	88,478.04	89,413.57
40	TRANSPORTION	0.00	0.00	192,659.29	192,659.29
60	CAP PROJ	0.00	0.00	23,391.23	23,391.23
80	TORT FUND	0.00	0.00	9,920.00	9,920.00

To Township Treasurer: The following payments were approved by the
Board of Education, at a meeting held on 6/25/2024
Checks for the amount shown are hereby requested:

PAYEE	DATE PAID	AMOUNT			
Net Salaries	05.15.24	\$ 671,604.37	\$ 1,913,124.62	\$ 1,913,124.62	
First American Bank H S A	Employee Deduction	\$ -	\$ 671,604.37	\$ 671,604.37	
AXA Equitable Life	OMNI Liability	\$ 14,360.90	\$ 309,874.90	\$ 323,404.93	
First Investors Group	OMNI Liability Payment	\$ 50.00			
Illinois Department of Revenue	State Withholding	\$ 40,190.11			
	Employee/Employer	\$ -			
Illinois Municipal Retirement	Employee Deduction	\$ 11,740.75			
NuMark Credit Union	Credit Union Deductions	\$ 4,120.76			
	Employee Deductions				
Teachers' Health Insurance Security	TRS EMPLOYEE PAID	\$ 6,198.73			
Teachers' Retirement System - *	THIS Board Paid	\$ 77,746.79			
State of Illinois	0.92% "THIS"	\$ -			
AIG VALIC	OMNI Liability	\$ -			
Great American Financial Resources	OMNI Liability	\$ 200.00			
Guardian Vision	Employees' Portion	\$ 1,110.65			
Illinois Municipal Retirement	Board Paid	\$ 13,010.74			
Lincoln Investment Planning	OMNI Liability	\$ 2,300.33			
Teachers' Retirement System	TRS Board Paid .0058 Add On &	\$ 6,192.33			
State of Illinois					
Waddell & Reed, Inc.	OMNI Liability	\$ 75.00			
Expert Pay	Child Support	\$ 792.30			
TRS SSP	TRS Flexible Spending	\$ 428.40			
Depart. Of Treasury	WithHolding Tax	\$ 131,357.11			
Glen Stearns Chap 13 Trustee	Wage Garnish	\$ 137.50	\$ 13,530.03		
Lyons School D103 Flex	Flex Card	\$ 888.20			
IL Dept. of Revenue Levy	Garnishment-Rawke				
SEIU Local 73 COPE	Aides/Custodians	\$ 43.50			
Service Employees International Union	Aides/Custodians Union Dues	\$ 1,043.03			
Local 73					
Thomas H. Hooper Chap 13	Wage Garnish	\$ 175.00			
West Suburban Teachers Union	Teacher Dues	\$ 11,242.80			
Net Salaries	SP05.23.24	\$ 4,282.24	\$ 4,282.24	\$ 4,282.24	
First American Bank H S A	Employee Deduction	\$ -	\$ 1,343.16	\$ 1,343.16	
AXA Equitable Life	OMNI Liability	\$ -			
First Investors Group	OMNI Liability Payment	\$ -			
Illinois Department of Revenue	State Withholding	\$ 232.85			
	Employee/Employer				
Illinois Municipal Retirement	Employee Deduction	\$ -			
NuMark Credit Union	Credit Union Deductions	\$ -			
	Employee Deductions				
Teachers' Health Insurance Security	TRS EMPLOYEE PAID	\$ 49.30			
Teachers' Retirement System - *	THIS Board Paid	\$ 524.76			
State of Illinois	0.92% "THIS"	\$ -			
AIG VALIC	OMNI Liability	\$ -			
Great American Financial Resources	OMNI Liability	\$ -			
Guardian Vision	Employees' Portion	\$ -			
Illinois Municipal Retirement	Board Paid	\$ -			
Lincoln Investment Planning	OMNI Liability	\$ -			
Teachers' Retirement System	TRS Board Paid .0058 Add On &	\$ 36.70			
State of Illinois					
Waddell & Reed, Inc.	OMNI Liability	\$ -			
Expert Pay	Child Support	\$ -			
TRS SSP	TRS Flexible Spending	\$ -			
Depart. Of Treasury	WithHolding Tax	\$ 499.55			
Glen Stearns Chap 13 Trustee	Wage Garnish	\$ -	\$ -		
Lyons School D103 Flex	Flex Card	\$ -			
IL Dept. of Revenue Levy	Garnishment-Rawke				
SEIU Local 73 COPE	Aides/Custodians	\$ -			
Service Employees International Union	Aides/Custodians Union Dues	\$ -			

Local 73					
Thomas H. Hooper Chap 13	Wage Garnish	\$	-		
West Suburban Teachers Union	Teacher Dues	\$	-		
Net Salaries	05.31.24	\$	614,961.42	\$ 614,961.42	\$ 614,961.42
First American Bank H S A	Employee Deduction	\$	-	\$ 284,089.07	\$ 297,528.50
AXA Equitable Life	OMNI Liability	\$	14,360.90		
First Investors Group	OMNI Liability Payment	\$	50.00		
Illinois Department of Revenue	State Withholding	\$	36,769.03		
	Employee/Employer	\$	-		
Illinois Municipal Retirement	Employee Deduction	\$	11,518.68		
NuMark Credit Union	Credit Union Deductions	\$	4,120.76		
	Employee Deductions				
Teachers' Health Insurance Security	TRS EMPLOYEE PAID	\$	5,546.17		
Teachers' Retirement System - *	THIS Board Paid	\$	69,238.59		
State of Illinois	0.92% "THIS"	\$	-		
AIG VALIC	OMNI Liability	\$	-		
Great American Financial Resources	OMNI Liability	\$	200.00		
Guardian Vision	Employees' Portion	\$	1,114.87		
Illinois Municipal Retirement	Board Paid	\$	12,775.29		
Lincoln Investment Planning	OMNI Liability	\$	2,300.33		
Teachers' Retirement System	TRS Board Paid .0058 Add On &	\$	5,706.55		
State of Illinois					
Waddell & Reed, Inc.	OMNI Liability	\$	75.00		
Expert Pay	Child Support	\$	792.30		
TRS SSP	TRS Flexible Spending	\$	408.35		
Depart. Of Treasury	WithHolding Tax	\$	119,112.25		
Glen Stearns Chap 13 Trustee	Wage Garnish	\$	137.50	\$ 13,439.43	
Lyons School D103 Flex	Flex Card	\$	888.20		
IL Dept. of Revenue Levy	Garnishment-Rawke				
SEIU Local 73 COPE	Aides/Custodians	\$	43.50		
Service Employees International Union	Aides/Custodians Union Dues	\$	1,056.53		
Local 73					
Thomas H. Hooper Chap 13	Wage Garnish	\$	175.00		
West Suburban Teachers Union	Teacher Dues	\$	11,138.70		

6/25/2024

PAYEE	DATE PAID	AMOUNT
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Board President

Board Secretary
Bill Quinn

Prepared by

Business Manager

	Salaries/Benefits	\$	1,913,124.62
	Special voucher requests	\$	-

6/25/2024

Pages 1 - 22 - Payroll Total		
Total Bill List Paid in Month	\$	1,913,124.62

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
96354	Impact Networking, LLC	06/25/2024	IN 062124	Q1Q2	0	43,500.00	43,500.00
10E000	2663 3900 00 000000			EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/OTH		43,500.00	
				1 Computer	Check(s) For a Total of		43,500.00

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	43,500.00
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	43,500.00
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	43,500.00

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION	0.00	0.00	43,500.00	43,500.00

MINUTES OF THE REGULAR MEETING
OF THE BOARD OF EDUCATION
LYONS ELEMENTARY SCHOOL DISTRICT 103
George Washington Middle School, Cafeteria
8101 Ogden Avenue, Lyons, Il 60534 at 6:00 P.M.
Tuesday, May 21, 2024

I. Call to Order

The regular meeting of the Board of Education was called to order at 6:02 p.m. by President Jorge Torres.

II. Roll Call

Members Physically Present:	Slagiana Aleksikj Sara Andreas Les Antos Olivia Quintero Mario Ramirez Winifred Rodriguez Jorge Torres
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Absent:	None
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III. Reading of Communications

Charline Latronica stated the 4th of July Parade is taking place and to please reach out if interested in attending.

Superintendent Rivera informed the Board that there was 1 FOIA received and responded to in May, 2024.

Superintendent Rivera informed the Board that our first annual Staff Appreciation Celebration took place and gave a big thank you to the Board of Education for supporting the event.

IV. Year-to-Date Financials

President Torres stated the financials are attached to the agenda for the public to view.

V. Public Comment

None

VI. Consent Agenda

Mario Ramirez moved seconded by Olivia Quintero to approve the Consent Agenda, as presented.

Upon Roll Call:

Ayes:	Slagiana Aleksikj Sara Andreas Les Antos Olivia Quintero Mario Ramirez Winifred Rodriguez Jorge Torres
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Nays:	None
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Absent:	None
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Motion carried

- A. Authorize Payment of Monthly Bills for May 2024
 - 1. Board Bills May 2024
 - 2. Activity Funds May 2024
- B. Approval of Minutes
 - 1. Regular Minutes of April 23, 2024
 - 2. Confidential Minutes of April 23, 2024
- C. Approval of Personnel Hires/Leaves/Resignation List #5.21.24

VII. Board Reports

Board President Torres stated there are policies on the agenda for a first reading and to please reach out to the Superintendent should you have any questions on these policies.

VIII. Action Items

Approval of George Washington Middle School Principal, Christopher Cybulski

Mario Ramirez moved seconded by Sara Andreas to approve the employment contract beginning June 3, 2024 and ending June 30, 2025 for Christopher Cybulski, Principal of George Washington Middle School, in the amount of \$134,488.75. This salary is comprised of \$124,882.35 as compensation for the principal position and an additional \$9,606.40 as compensation for the additional

20 work days the Administrator is expected to work beyond the regular school year calendar.

Upon Roll Call:

Ayes:	Slagiana Aleksikj Sara Andreas Les Antos Olivia Quintero Mario Ramirez Winifred Rodriguez Jorge Torres
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Nays:	None
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Absent:	None
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Motion carried

Approval of George Washington Middle School Assistant Principal and Athletic Director, Ana Verduzco

Olivia Quintero moved seconded by Mario Ramirez to approve the employment contract beginning June 3, 2024 and ending June 30, 2024 for Ana Verduzco, Assistant Principal and Athletic Director of George Washington Middle School in the amount of \$115,952.77. This salary is comprised of \$102,000 as compensation for the Assistant Principal position and an additional \$13,952.77 as compensation for the additional 29 work days the Administrator is expected to work beyond the regular school year calendar. The Board shall also pay an additional \$7,000 as compensation for the Athletic Director Position for the 2024-2025 school year.

Upon Roll Call:

Ayes:	Slagiana Aleksikj Sara Andreas Les Antos Olivia Quintero Mario Ramirez Winifred Rodriguez Jorge Torres
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Nays:	None
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Absent:	None
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Motion carried

Approval of Consultant Agreement between Lyons School District 103 and Consultant Kelly Bradshaw

Olivia Quintero moved seconded by Mario Ramirez to approve the Consultant Agreement between Lyons School District 103 and Consultant Kelly Bradshaw for services rendered relating to the implementation of accounting software for consulting and monitoring services at the rate of \$110.00 per hour, as presented.

Upon Roll Call:

Upon Roll Call:

Ayes:	Slagiana Aleksikj Sara Andreas Les Antos Olivia Quintero Mario Ramirez Winifred Rodriguez Jorge Torres
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Nays:	None
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Absent:	None
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Motion carried

Approval of Board of Education School Board Meeting Calendar for 2024-2025

Mario Ramirez moved seconded by Olivia Quintero to approve the Board of Education School Board Meeting Calendar for 2024-2025, as presented.

Upon Roll Call:

Ayes:	Slagiana Aleksikj Sara Andreas Les Antos Olivia Quintero Mario Ramirez Winifred Rodriguez Jorge Torres
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Nays:	None
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Absent: None

Motion carried

Approval of Exhibit "A" Addendum to Include Additional Physical Security Assessments for Edison Elementary school and the Administration Building to the West 40 Safety Threat Assessment and Training Intergovernmental Agreement for SY2023-24

Olivia Quintero moved seconded by Les Antos to approve the Exhibit "A" Addendum to include additional Physical Security Assessments for Edison Elementary School and the Administration Building to the West 40 Safety Threat Assessment and Training Intergovernmental Agreement for SY 2023-24, that was previously approved on October 24, 2023.

Upon Roll Call:

Ayes: Slagiana Aleksikj
Sara Andreas
Les Antos
Olivia Quintero
Mario Ramirez
Winifred Rodriguez
Jorge Torres

Nays: None

Absent: None

Motion carried

Approval of Navigate360 Subscription Services

Olivia Quintero moved seconded by Les Antos to approve the Navigate360 Subscription Services from July 1, 2024 thru June 30, 2027 for emergency preparedness and threat assessment services in the amount of \$7,805.00.

Upon Roll Call:

Ayes: Slagiana Aleksikj
Sara Andreas
Les Antos
Olivia Quintero
Mario Ramirez
Winifred Rodriguez
Jorge Torres

Nays: None

Absent: None

Motion carried

IX. Adjournment

Olivia Quintero moved seconded by Les Antos to adjourn at 6:10 p.m.

Upon Voice Vote there were 7 Ayes, 0 Nays, 0 Absent

Sara Andreas, Secretary

Jorge Torres, President

LYONS ELEMENTARY SCHOOL DISTRICT 103
 PERSONNEL – HIRE/ RETIREMENT/RESIGNATION LIST (June 25, 2024)
 List #6.25.24

APPROVAL OF SUPPORT STAFF EMPLOYMENT

NAME	SCHOOL	POSITION	DATE	SALARY
Lisa Santos	Costello	Paraprofessional	8/15/24	\$17.00/hr

APPROVAL OF CERTIFIED STAFF EMPLOYMENT

NAME	SCHOOL	POSITION	DATE	SALARY
Mary (Beth) Ainpour	Robinson	Special Education Teacher	8/15/24	\$59,419.01
Angela Barrios	GWMS	ELA Teacher	8/15/24	\$56,931.91
Sarah Clark	Lincoln	4th/5th Grade Math/Science Teacher	8/15/24	\$56,436.55
Kaitlin McNulty	Home	3rd Grade Math/Science Teacher	8/15/24	\$58,389.10
Stephany Ponce	Robinson	Kindergarten Teacher	8/15/24	\$50,093.12
Megan Urbonas	Edison/Home	Music Teacher	8/15/24	\$56,436.55
Kleopatra Vasiliades	Lincoln	3rd Grade Teacher	8/15/24	\$50,093.12

APPROVAL OF RETIREMENT

NAME	SCHOOL	POSITION	DATE
Maria Peeva	Home	Custodian	9/16/24

APPROVAL OF RESIGNATION

NAME	SCHOOL	POSITION	DATE
Maria Khalifeh	Edison	Paraprofessional	6/30/24

Approved By:

 Sara Andreas, Secretary

Dated: June 25, 2024

 Jorge Torres, President

Document Status: Draft Update

BOARD OF EDUCATION

2:40 Board Member Qualifications

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

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

LEGAL REF.:

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

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

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

Adopted: July 10, 2019

PRESSPlus Comments

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

Document Status: Draft Update

BOARD OF EDUCATION

2:260 Uniform Grievance Procedure

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

The Complaint Manager will first attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the

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

Right to Pursue Other Remedies Not Impaired

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

Deadlines

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

Filing a Complaint

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

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

Investigation Process

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

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

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days after the date the

complaint was filed, the Complaint Manager shall file a written report of his or her findings with the Superintendent. The Complaint Manager may request an extension of time.

The Superintendent will keep the Board informed of all complaints.

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

Decision and Appeal

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

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

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

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

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

Appointing a Nondiscrimination Coordinator and Complaint Managers

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

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

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

Nondiscrimination Coordinator:

Stephanie Koenig

koenigs@lyons103.org

708-783-4100

Complaint Managers:

Stephanie Koenig

Kim West

4100 Joliet Ave., Lyons, IL
60534

4100 Joliet Ave., Lyons, IL 60534

koenigs@lyons103.org

westk@lyons103.org

708-783-4100

708-783-4100

LEGAL REF.:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX [Sexual Harassment](#) Grievance Procedure), [2:270 \(Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited\)](#), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:310 (Restrictions on Publications; Elementary Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

Adopted: March 22, 2022

PRESSPlus Comments

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

PRESSPlus 2. Updated in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a district to have an internal process for the filing of complaints regarding discrimination and harassment based on race, color, and national origin. Policy [2:270, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited](#), utilizes this policy as an internal complaint process. See also sample administrative procedure [2:270-AP, Prevention and Response Program for Complaints of Discrimination and Harassment Based on Race, Color, and National Origin](#), available at PRESS Online by logging in at www.iasb.com, which includes additional procedures to be followed when responding to complaints of discrimination and harassment on the basis of race, color, and national origin. **Issue 114, March 2024**

Document Status: Draft Update

BOARD OF EDUCATION

2:265 Title IX Grievance Procedure

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

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

Title IX Sexual Harassment Prohibited

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

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

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

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

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

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

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

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

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

Title IX Sexual Harassment Prevention and Response

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

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

Making a Report

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

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

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

Title IX Coordinator:

Stephanie Koenig

4100 Joliet Avenue, Lyons, IL 60534

koenigs@lyons103.org

(708) 783-4100

Processing and Reviewing a Report or Complaint

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

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

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

Formal Title IX Sexual Harassment Complaint Grievance Process

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

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

1. Treat *Complainants* and *Respondents* equitably by providing remedies to a *Complainant* where the *Respondent* is determined to be responsible for sexual harassment, and by following a grievance process that complies with [34 C.F.R. §106.45](#) before the imposition of any disciplinary sanctions or other actions against a *Respondent*.
2. Require an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations may not be based on a person's status as a *Complainant*, *Respondent*, or witness.
3. Require that any individual designated by the District as a Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate an informal resolution process:
 - a. Not have a conflict of interest or bias for or against complainants or respondents generally or an individual *Complainant* or *Respondent*.
 - b. Receive training on the definition of sexual harassment, the scope of the District's *education program or activity*, how to conduct an investigation and grievance process (including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially.
4. Require that any individual designated by the District as an investigator receiving training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
5. Require that any individual designated by the District as a decision-maker receive training on

issues of relevance of questions and evidence, including when questions and evidence about the *Complainant's* sexual predisposition or prior sexual behavior are not relevant.

6. Include a presumption that the *Respondent* is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
7. Include reasonably prompt timeframes for conclusion of the grievance process.
8. Describe the range of possible disciplinary sanctions and remedies the District may implement following any determination of responsibility.
9. Base all decisions upon the *preponderance of evidence* standard.
10. Include the procedures and permissible bases for the *Complainant* and *Respondent* to appeal.
11. Describe the range of *supportive measures* available to *Complainants* and *Respondents*.
12. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

Enforcement

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

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

Retaliation Prohibited

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

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

LEGAL REF.:

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

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

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

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:920 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional

Development), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior)

Adopted: January 24, 2023

PRESSPlus Comments

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

Document Status: Draft Update

OPERATIONAL SERVICES

4:190 Targeted School Violence Prevention

Threats and acts of targeted school violence harm the District's environment and school community, diminishing students' ability to learn and a school's ability to educate. Providing students and staff with access to a safe and secure District environment is an important Board goal. While it is not possible for the District to completely eliminate threats in its environment, a Targeted School Violence Prevention Program (Program) using the collective efforts of local school officials, staff, students, families, and the community helps the District reduce these risks to its environment.

The Superintendent or designee shall develop and implement the Program. The Program oversees the maintenance of a District environment that is conducive to learning and working by identifying, assessing, classifying, responding to, and managing threats and acts of targeted school violence. The Program shall be part of the District's Comprehensive Safety and Security Plan, required by Board policy 4:170, *Safety*, and shall:

1. Establish a District-level School Violence Prevention Team to: (a) develop a District-level Targeted School Violence Prevention Plan, and (b) oversee the District's Building-level Threat Assessment Team(s).
2. Establish Building-level Threat Assessment Team(s) to assess and intervene with individuals whose behavior may pose a threat to safety. This team may serve one or more schools.
3. Require all District staff, volunteers, and contractors to report any expressed threats or behaviors that may represent a threat to the community, school, or self. [PRESSPlus1](#)
4. Encourage parents/guardians and students to report any expressed threats or behaviors that may represent a threat to the community, school, or self. [PRESSPlus2](#)
5. Comply with State and federal law and align with Board policies.

The Local Governmental and Governmental Employees Tort Immunity Act protects the District from liability. The Program does not: (1) replace the care of a physician licensed to practice medicine in all of its branches or a licensed medical practitioner or professional trained in violence prevention, assessments and counseling services, (2) extend beyond available resources within the District, (3) extend beyond the school day and/or school-sponsored events, or (4) guarantee or ensure the safety of students, District staff, or visitors.

LEGAL REF.:

[105 ILCS 5/10-20.14](#), [5/10-21.7](#), [5/10-27.1A](#), [5/10-27.1B](#), [5/24-24](#), and [5/27-23.7](#).

[105 ILCS 128/](#), School Safety Drill Act.

[745 ILCS 10/](#), Local Governmental and Governmental Employees Tort Immunity Act.

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

CROSS REF.: 2:240 (Board Policy Development), 4:170 (Safety), 5:90 (Abused and Neglected

Child Reporting), 5:100 (Staff Development Program), 5:230 (Maintaining Student Discipline), 6:65 (Student Social and Emotional Development), 6:270 (Guidance and Counseling Program), 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:250 (Student Support Services), 7:290 (Suicide and Depression Awareness and Prevention), 7:340 (Student Records), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

Adopted: January 28, 2020

PRESSPlus Comments

PRESSPlus 1. Updated in response to *Threat Assessment in Virginia Public Schools: Model Policies, Procedures, and Guidelines*, Fifth Edition (July 2023), Virginia Center for School and Campus Safety, Virginia Dept. of Criminal Justice Services, at: www.dcjs.virginia.gov/sites/dcjs.virginia.gov/files/k-12_threat_assessment_management_mppg_mpd.pdf.

In alignment with this policy, sample administrative procedure 4:190-AP2, *Threat Assessment Team (TAT)*, requires the TAT to train staff and other members of the school community to recognize and report possible threats, and sample exhibit 4:190-AP2, E6, *Targeted School Violence Prevention and Threat Assessment Education*, requires all district staff, volunteers, and contractors to report any expressed threats or behaviors that may represent a threat to the community, school, or self. Sample administrative procedures and exhibits can be accessed at PRESS Online by logging in at www.iasb.com. **Issue 114, March 2024**

PRESSPlus 2. In alignment with this policy, sample administrative procedure 4:190-AP2, *Threat Assessment Team (TAT)*, requires the TAT to train parents/guardians and other members of the school community to recognize and report possible threats, and sample exhibit 4:190-AP2, E6, *Targeted School Violence Prevention and Threat Assessment Education*, encourages parents/guardians and students to report any expressed threats or behaviors that may represent a threat to the community, school, or self. **Issue 114, March 2024**

Document Status: Draft Update

General Personnel

5:10 Equal Employment Opportunity and Minority Recruitment

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

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

Administrative Implementation

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

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

Nondiscrimination Coordinator:

Stephanie Koenig

4100 Joliet Ave., Lyons, IL 60534

koenigs@lyons103.org

708-783-4100

Complaint Managers:

Stephanie Koenig

Kim West

4100 Joliet Ave., Lyons, IL
60534

4100 Joliet Ave., Lyons, IL 60534

koenigs@lyons103.org

westk@lyons103.org

708-783-4100

708-783-4100

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

Minority Recruitment

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

LEGAL REF.:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX [Sexual Harassment](#) Grievance Procedure), [2:270 \(Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited\)](#), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 5:70 (Religious Holidays), 5:180 (Temporary Illness or Temporary Incapacity), 5:200 (Terms and Conditions of Employment and Dismissal), 5:250 (Leaves of Absence), 5:270 (Employment At-Will, Compensation, and Assignment), 5:300 (Schedules and Employment Year), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response To Bullying, Intimidation, and Harassment), 8:70 (Accommodating Individuals with Disabilities)

Adopted: March 22, 2022

PRESSPlus Comments

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

Document Status: Draft Update

General Personnel

5:20 Workplace Harassment Prohibited

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

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

Sexual Harassment Prohibited

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

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

Making a Report or Complaint

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

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

Whom to Contact with a Report or Complaint

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

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

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

and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

Stephanie Koenig

4100 Joliet Ave., Lyons, IL 60534

koenigs@lyons103.org

708-783-4100

Complaint Managers:

Stephanie Koenig

4100 Joliet Ave., Lyons, IL
60534

koenigs@lyons103.org

708-783-4100

Kim West

4100 Joliet Ave., Lyons, IL 60534

westk@lyons103.org

708-783-4100

Investigation Process

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

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

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

Grievance Procedure, should be initiated.

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

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

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

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

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

Enforcement

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

Retaliation Prohibited

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

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

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

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

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

LEGAL REF.:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX [Sexual Harassment](#) Grievance Procedure), [2:270 \(Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited\)](#), 4:60 (Purchases and Contracts), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:200 (Harassment of Students Prohibited), 8:30 (Visitors to and Conduct on School Property)

Adopted: July 25, 2023

PRESSPlus Comments

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

Document Status: Draft Update

Educational Support Personnel

5:300 Schedules and Employment Year

The Superintendent shall supervise a process for setting work schedules and an employment year for educational support employees in accordance with State and federal law, Board of Education policy, and applicable agreements and shall:

1. Assign each employee one supervisor who will establish a work schedule, including breaks, as required by building or District needs, workload, and the efficient management of human resources;
2. Allow for the ability to respond to changing circumstances by altering work schedules as needed; and
3. Consider the well-being of the employee. The Superintendent's approval is required to establish a flexible work schedule or job-sharing.

Breaks

An employee who works at least 7.5 continuous hours shall receive a 30-minute duty-free meal break that begins within the first five hours of the employee's workday. The District accommodates employees who are nursing mothers according to State and federal law.

LEGAL REF.:

~~Fair Labor Standards Act, 29 U.S.C. §§207 et seq and 218d, Fair Labor Standards Act.~~ [PRESSPlus1](#)

[105 ILCS 5/10-20.14a](#), [5/10-22.34](#), and [5/10-23.5](#).

[740 ILCS 137/](#), Right to Breastfeed Act.

[820 ILCS 105/](#), Minimum Wage Law.

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

CROSS REF.: [5:10 \(Equal Employment Opportunity and Minority Recruitment\)](#), [5:35 \(Compliance with the Fair Labor Standards Act\)](#)

Adopted: November 22, 2022

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 114, March 2024**

Document Status: Draft Update

STUDENTS

7:10 Equal Educational Opportunities

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

Sex Equity

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

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

Administrative Implementation

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

LEGAL REF.:

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

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

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

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

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

[Ill. Constitution, Art. I](#), §18.

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

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

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

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

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX ~~Sexual Harassment~~ Grievance Procedure), [2:270 \(Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited\)](#), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:130 (Student Rights and Responsibilities), 7:160 (Student Appearance), 7:165 (School Uniforms), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:250 (Student Support Services), 7:340 (Student Records), 8:20 (Community Use of School Facilities)

Adopted: March 22, 2022

PRESSPlus Comments

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

Document Status: Draft Update

Equal Educational Opportunities

7:10-E Exhibit - Equal Educational Opportunities Within the School Community

The School District welcomes diversity in its schools. Board Policy 7:10, Equal Educational Opportunities cites the many civil rights laws that guarantee equal education opportunities to all students. In addition, the policies below address the equal educational opportunities, health, safety, and general welfare of students within the District. These policies are not a complete list, and depending on the factual context, another policy not specifically listed may apply:

1. 2:260, *Uniform Grievance Procedure*, contains the process for an individual to seek resolution of a complaint. A student may use this policy to complain about bullying. The District Complaint Manager shall address the complaint promptly and equitably.
2. 2:265, Title IX Grievance Procedure, contains the process that must be followed for complaints of Title IX harassment. PRESSPlus1
3. 2:270, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited, prohibits any person from discriminating against or harassing a student based on race, color, or national origin.
4. 6:65, *Student Social and Emotional Development*, requires that social and emotional learning be incorporated into the District's curriculum and other educational programs.
5. 7:10, *Equal Educational Opportunities*, requires that equal educational and extracurricular opportunities be available to all students without regard to, among other protected statuses, sex, sexual orientation, and gender identity.
6. 7:20, *Harassment of Students Prohibited*, prohibits any person from harassing, intimidating, or bullying a student based on an actual or perceived characteristic that is identified in the policy including, among other protected statuses, sex, sexual orientation, and gender identity.
7. 7:130, *Student Rights and Responsibilities*, recognizes that all students are entitled to rights protected by the U.S. and Illinois Constitutions and laws for persons of their age and maturity in a school setting.
8. 7:160, *Student Appearance*, prohibits students from dressing or grooming in such a way as to disrupt the educational process, interfere with a positive teaching/learning climate, or compromise reasonable standards of health, safety, and decency. It recognizes that students have the right to wear hairstyles historically associated with race, ethnicity, or hair texture, and to wear or accessorize the student's graduation attire with items associated with the student's cultural, ethnic, religious identity, other characteristic protected by State law.
9. 7:165, *Student Uniforms*, encourages students to wear school uniforms in order to maintain and promote orderly school functions, school safety, and a positive learning environment, if adopted. It recognizes that students have the right to wear hairstyles historically associated with race, ethnicity, or hair texture, and to wear or accessorize the student's graduation attire with items associated with the student's cultural, ethnic, religious identity, other characteristic protected by State law.
10. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, contains the comprehensive structure for the District's bullying prevention program.

11. 7:250, *Student Support Services*, directs the Superintendent to develop protocols for responding to students' social, emotional, or mental health needs that impact learning.
12. 7:340, *Student Records*, contains the comprehensive structure for managing school student records, keeping them confidential, and providing access as allowed or required.

DATED : January 24, 2023

PRESSPlus Comments

PRESSPlus 1. Updated in response to a five-year review. **Issue 114, March 2024**

Document Status: Draft Update

STUDENTS

7:20 Harassment of Students Prohibited

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

Sexual Harassment Prohibited

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

Making a Report or Complaint

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

Reports under this policy will be considered a report under Board policy 2:260, *Uniform Grievance Procedure*, and/or Board policy 2:265, *Title IX Sexual Harassment Grievance Procedure*. The Nondiscrimination Coordinator and/or Complaint Manager shall process and review the report according to the appropriate grievance procedure.

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

Nondiscrimination Coordinator:

Stephanie Koenig

77

4100 Joliet Ave.,

7:20

Lyons, IL 60534

koenigs@lyons103.org

708-783-4100

Complaint Managers:

Stephanie Koenig

4100 Joliet Ave.,

Lyons, IL 60534

koenigs@lyons103.org

708-783-4100

Kim West

4100 Joliet Ave.,

Lyons, IL 60534

westk@lyons103.org

708-783-4100

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

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

Investigation Process

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

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

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

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

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

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

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

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

Enforcement

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

Retaliation Prohibited

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

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

LEGAL REF.:

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

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

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

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

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

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

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

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

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

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

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

Adopted: March 22, 2022

PRESSPlus Comments

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

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

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

Document Status: Draft Update

STUDENTS

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

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

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

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by ~~at 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 in cases in which when a school administrator or teacher receives a report that bullying through this means has occurred and; it does not require a district or school to staff or members to monitor any nonschool-related activity, function, or program.

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

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

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

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

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

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

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

Bullying Prevention and Response Plan

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

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:

Stephanie Koenig

4100 Joliet Ave.,

Lyons, IL 60534

koenigs@lyons103.org

708-783-4100

Complaint Managers:

Stephanie Koenig

4100 Joliet Ave.,

Lyons, IL 60534

koenigs@lyons103.org

708-783-4100

Kim West

4100 Joliet Ave.,

Lyons, IL 60534

westk@lyons103.org

708-783-4100

4. Consistent with federal and State laws and rules governing student privacy rights, ~~the Superintendent or designee shall promptly inform parent(s)/guardian(s) of all students involved in an alleged incident of bullying will be notified of such, along with threats, suggestions, or instances of self-harm determined to be the result of bullying, within 24 hours after the school's administration is made aware of the student's involvement in the incident. and discuss, a~~As appropriate, ~~the school's administration shall also discuss~~ the availability of social work services, counseling, school psychological services, other interventions, and restorative measures. ~~The school shall make diligent efforts to notify a parent or legal guardian, utilizing all contact information the school has available or that can be reasonably obtained within the 24-hour period.~~ [PRESSPlus2](#)
5. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:
 - a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of ~~the a bullying incident of bullying~~ was received and taking into consideration additional relevant information received during the course of the investigation about the reported ~~bullying incident of bullying~~.
 - 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 ~~report 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 ~~and~~ guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the ~~Building P~~ 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 ~~ae~~ 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, ~~which~~ that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. Any person's act of reprisal or retaliation will be subject to disciplinary action, up to and including discharge with regard to employees, or suspension and/or expulsion with regard to students.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, a person who is found to have falsely accused another of bullying, as a means of retaliation, as a means of bullying, or provided false information will be treated as either: (a) *bullying*, (b) student discipline up to and including suspension and/or expulsion, and/or (c) both (a) and (b) for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan is based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's publicly accessible website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. Pursuant to State law and Board policy 2:240, *Board Policy Development*, the Board monitors this policy every two years by conducting a review and re-evaluation of this policy to make any necessary and appropriate revisions. The Superintendent or designee shall assist the Board with its re-evaluation and assessment of this policy's outcomes and effectiveness. Updates to this policy will reflect any necessary and appropriate revisions. This process shall include, without limitation:
 - a. The frequency of victimization;
 - b. Student, staff, and family observations of safety at a school;
 - c. Identification of areas of a school where bullying occurs;
 - d. The types of bullying utilized; and
 - e. Bystander intervention or participation.

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

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

The Superintendent or designee must post the information developed as a result of the policy re-evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and

students. Reviews and re-evaluations in years they are due must be submitted to ISBE by September 30.

12. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:
 - a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
 - b. 2:265, *Title IX Sexual Harassment Grievance Procedure*. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972. [PRESSPlus3](#)
 - c. 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. Any person may use this policy to complain about discrimination or harassment on the basis of race, color, or national origin in violation of Title VI of the Civil Rights Act of 1964 and/or the Illinois Human Rights Act. [PRESSPlus4](#)
 - d. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
 - e. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.
 - f. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
 - g. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
 - h. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
 - i. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
 - j. 7:310, *Restrictions on Publications; Elementary Schools*. This policy prohibits students from and provides consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

LEGAL REF.:

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

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

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

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

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

Adopted: January 24, 2023

PRESSPlus Comments

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

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

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

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

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

Document Status: Draft Update

STUDENTS

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

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

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

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by ~~at 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 in cases in which when a school administrator or teacher receives a report that bullying through this means has occurred and; it does not require a district or school to staff or members to monitor any nonschool-related activity, function, or program.

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

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

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

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

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

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

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

Bullying Prevention and Response Plan

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

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:

Stephanie Koenig

4100 Joliet Ave.,

Lyons, IL 60534

koenigs@lyons103.org

708-783-4100

Complaint Managers:

Stephanie Koenig

4100 Joliet Ave.,

Lyons, IL 60534

koenigs@lyons103.org

708-783-4100

Kim West

4100 Joliet Ave.,

Lyons, IL 60534

westk@lyons103.org

708-783-4100

4. Consistent with federal and State laws and rules governing student privacy rights, ~~the Superintendent or designee shall promptly inform parent(s)/guardian(s) of all students involved in an alleged incident of bullying will be notified of such, along with threats, suggestions, or instances of self-harm determined to be the result of bullying, within 24 hours after the school's administration is made aware of the student's involvement in the incident. and discuss, a~~As appropriate, ~~the school's administration shall also discuss~~ the availability of social work services, counseling, school psychological services, other interventions, and restorative measures. ~~The school shall make diligent efforts to notify a parent or legal guardian, utilizing all contact information the school has available or that can be reasonably obtained within the 24-hour period.~~ [PRESSPlus2](#)
5. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:
 - a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of ~~the a bullying incident of bullying~~ was received and taking into consideration additional relevant information received during the course of the investigation about the reported ~~bullying incident of bullying~~.
 - 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 ~~report 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 ~~and~~ guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the ~~Building P~~ 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 ~~ae~~ 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, ~~which~~ that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. Any person's act of reprisal or retaliation will be subject to disciplinary action, up to and including discharge with regard to employees, or suspension and/or expulsion with regard to students.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, a person who is found to have falsely accused another of bullying, as a means of retaliation, as a means of bullying, or provided false information will be treated as either: (a) *bullying*, (b) student discipline up to and including suspension and/or expulsion, and/or (c) both (a) and (b) for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan is based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's publicly accessible website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. Pursuant to State law and Board policy 2:240, *Board Policy Development*, the Board monitors this policy every two years by conducting a review and re-evaluation of this policy to make any necessary and appropriate revisions. The Superintendent or designee shall assist the Board with its re-evaluation and assessment of this policy's outcomes and effectiveness. Updates to this policy will reflect any necessary and appropriate revisions. This process shall include, without limitation:
 - a. The frequency of victimization;
 - b. Student, staff, and family observations of safety at a school;
 - c. Identification of areas of a school where bullying occurs;
 - d. The types of bullying utilized; and
 - e. Bystander intervention or participation.

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

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

The Superintendent or designee must post the information developed as a result of the policy re-evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and

students. Reviews and re-evaluations in years they are due must be submitted to ISBE by September 30.

12. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:
 - a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
 - b. 2:265, *Title IX Sexual Harassment Grievance Procedure*. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972. [PRESSPlus3](#)
 - c. 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. Any person may use this policy to complain about discrimination or harassment on the basis of race, color, or national origin in violation of Title VI of the Civil Rights Act of 1964 and/or the Illinois Human Rights Act. [PRESSPlus4](#)
 - d. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
 - e. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.
 - f. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
 - g. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
 - h. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
 - i. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
 - j. 7:310, *Restrictions on Publications; Elementary Schools*. This policy prohibits students from and provides consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

LEGAL REF.:

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

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

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

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

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

Adopted: January 24, 2023

PRESSPlus Comments

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

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

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Document Status: Draft Update - Rewritten

General Personnel

5:100 Staff Development Program

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

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

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

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

In-Service Training Requirements

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

1. Health conditions of students, including but not limited to training on:
 - a. Chronic health conditions of students;
 - b. Anaphylactic reactions and management, conducted by a person with expertise on anaphylactic reactions and management;
 - c. Management of asthma, prevention of asthma symptoms, and emergency response in the school setting, [PRESSPlus4](#)
 - d. The basics of seizure recognition and first aid and emergency protocols, consistent with best practice guidelines issued by the Centers for Disease Control and Prevention;
 - e. The basics of diabetes care, how to identify when a diabetic student needs immediate or emergency medical attention, and whom to contact in case of emergency;
 - f. Current best practices regarding identification and treatment of attention deficit hyperactivity disorder; and
 - g. How to respond to an incident involving life-threatening bleeding, including use of a school's trauma bleeding control kit, if applicable. ⁹³ [PRESSPlus5](#)

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

Additional Training Requirements

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

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

documentation for a three-year period.

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

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

LEGAL REF.:

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

42 U.S.C. §1758b, Pub. L. 111-296, Healthy, Hunger-Free Kids Act of 2010; 7 C.F.R. Parts 210 and 235.

105 ILCS 5/2-3.62, 5/2-3.166, 5/3-11, 5/10-20.17a, 5/10-20.61, 5/10-22.6(c-5), 5/10-22.39, 5/10-23.12, 5/10-23.13, 5/22-80(h), 5/22-95, and 5/24-595

105 ILCS 25/1.15, Interscholastic Athletic Organization Act.

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

105 ILCS 150/25, Seizure Smart School Act.

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

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

745 ILCS 49/, Good Samaritan Act.

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

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

77 Ill.Admin.Code §527.800.

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

Questions and Answers:

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

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

Persons performing CPR are generally exempt from civil liability if they are trained in CPR (745 ILCS 49/10); persons performing automated external defibrillation are generally exempt from civil liability if they were trained and acted according to the standards of the American Heart Association (745 ILCS 49/12).

Would the board like to add the optional paragraph shown above, restating 105 ILCS 5/3-11, 105 ILCS 110/3, and 77 Ill.Admin.Code §527.800? 96

No. (Default)

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

PRESSPlus Comments

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

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

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

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

PRESSPlus 4. Consult the board attorney about whether:

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

Issue 114, March 2024

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

Beginning with the 2024-25 school year, training on life-threatening bleeding must be completed within six months of employment and renewed within two ⁹⁷years. Beginning with the 2027-28 school year,

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

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

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

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

Document Status: Review and Monitoring

BOARD OF EDUCATION

2:60 Board Member Removal from Office

If a majority of the Board of Education determines that a Board member has willfully failed to perform his or her official duties, it may request the appropriate Intermediate Service Center to remove such member from office. [PRESSPlus1](#)

LEGAL REF.:

[105 ILCS 5/3-15.5.](#)

CROSS REF.: 2:70 (Vacancies on the Board of Education - Filling Vacancies)

Adopted: July 10, 2019

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
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Issue 114, March 2024

Document Status: Review and Monitoring

BOARD OF EDUCATION

2:140 Communications To and From the Board

The Board of Education welcomes communications from staff members, parents/guardians, students, and community members. Individuals may submit questions or communications for the Board's consideration to the Superintendent or may use the electronic link to the Board's email address(es) posted on the District's website. [PRESSPlus1](#)

The Superintendent or designee shall:

1. Ensure that the home page for the District's website contains an active electronic link to the email address(es) for the Board, and
2. During the Board's regular meetings, report for the Board's consideration all questions or communications submitted through the active electronic link along with the status of the District's response in the Board meeting packet.

If contacted individually, Board members will refer the person to the appropriate level of authority, except in unusual situations. Board members' questions or communications to staff or about programs will be channeled through the Superintendent's office. Board members will not take individual action that might compromise the Board or District. There is no expectation of privacy for any communication sent to the Board or its members, whether sent by letter, email, or other means.

Board Member Use of Electronic Communications

For purposes of this section, *electronic communications* includes, without limitation, electronic mail, electronic chat, instant messaging, texting, and any form of social networking. Electronic communications among a majority or more of a Board-quorum shall not be used for the purpose of discussing District business. Electronic communications among Board members shall be limited to: (1) disseminating information, and (2) messages not involving deliberation, debate, or decision-making. The following list contains examples of permissible electronic communications:

- Agenda item suggestions
- Reminders regarding meeting times, dates, and places
- Board meeting agendas or information concerning agenda items
- Individual emails to community members, subject to the other limitations in this policy

In accordance with the Open Meetings Act and the Oath of Office taken by Board members, individual Board members will not (a) reply to an email on behalf of the entire Board, or (b) engage in the discussion of District business through electronic communications with a majority of a Board-quorum.

LEGAL REF.:

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

[50 ILCS 205/20](#), Local Records Act.

CROSS REF.: 2:220 (Board of Education Meeting Procedure), 3:30 (Chain of Command), 8:110 (Public Suggestions and Concerns)

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

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Issue 114, March 2024

Document Status: Review and Monitoring

Communications To and From the Board

2:140-E Exhibit - Guidance for Board Member Communications, Including Email Use

The Open Meetings Act (OMA) requires the Board of Education to discuss District business only at a properly noticed Board meeting. [5 ILCS 120/](#). Other than during a Board meeting, a majority or more of a Board-quorum may not engage in contemporaneous interactive communication, whether in person or electronically, to discuss District business. This *Guidance* assumes a Board has seven members and covers issues arising from Board policy 2:140, *Communications To and From the Board*. [PRESSPlus1](#)

Communications Between or Among Board Members and/or the Superintendent Outside of a Properly Noticed Board Meeting

1. The Superintendent or designee is permitted to email information to Board members. For example, the Superintendent may email Board meeting agendas and supporting information to Board members. When responding to a single Board member's request, the Superintendent should copy all other Board members and include a do not reply/forward alert to the group, such as: **"BOARD MEMBER ALERT: This email is in response to a request. Do not reply or forward to the group but only to the sender."**
2. Board members are permitted to discuss any matter except District business with each other, whether in person or by telephone or email, regardless of the number of members participating in the discussion. For example, they may discuss league sports, work, or current events.
3. Board members are permitted to provide information to each other, whether in person or by telephone or email, that is non-deliberative and non-substantive. Examples of this type of communication include scheduling meetings and confirming receipt of information.
4. A Board member is not permitted to discuss District business with more than one other Board member at a time, whether in person or by telephone or email. Stated another way, a Board member may discuss District business in person or by telephone or email with only one other Board member at a time. However, a Board member should not facilitate interactive communication by discussing District business in a series of visits with, or telephone calls or emails to, Board members individually.
5. A Board member should include a do not reply/forward alert when emailing a message concerning District business to more than one other Board member. The following is an example of such an alert: **"BOARD MEMBER ALERT: This email is not for interactive discussion purposes. The recipient should not reply to it or forward it to any other individual."**
6. Board members should not forward email received from another Board member.

When Must the Electronic Communications Sent or Received by Individual Board Members Be Disclosed Pursuant to a Freedom of Information Act (FOIA) Request?

An electronic communication must be disclosed if it is a *public record* as defined by FOIA, unless a specific exemption applies. A public record is any recorded information "pertaining to the transaction of public business, regardless of physical form or characteristics, having been prepared by or for, or having been or being used by, received by, in the possession of, or under the control of any public

body." [5 ILCS 140/2](#). Email sent or received by an individual Board member may be, depending on the content and circumstances, subject to disclosure as a *public record* (unless a FOIA exemption is applicable).

If a Board member uses a District-provided device or email address to discuss public business, the email is subject to disclosure under FOIA, barring an applicable exemption. If a Board member uses a private device and email address, the communication is subject to FOIA if it satisfies this test:

First, the communication pertains to the transaction of public business, and

Second, the communication was: (1) prepared by a public body, (2) prepared for a public body, (3) used by a public body, (4) received by a public body, (5) possessed by a public body, and/or (6) controlled by a public body.

This test is from the appellate court decision in *City of Champaign v. Madigan*, 992 N.E.2d 629 (Ill.App.4th, 2013).

The following *examples* describe FOIA's treatment of electronic communications:

1. If an electronic communication does not pertain to public business, it is not a public record and is not subject to a FOIA request.
2. An electronic communication pertaining to public business that is:
 - a. Sent and/or received by an individual Board member using a personal electronic device and personal email address while he or she is at home or work would not be a public record. Individual Board members, alone, cannot conduct school District business. As stated earlier, emails among a majority or more of a Board-quorum violate OMA and, thus, are subject to disclosure during proceedings to enforce OMA.
 - b. Sent and/or received by an individual Board member on a District-issued device or District-issued email address will be a public record and subject to FOIA. The electronic communication is under the control of the District.
 - c. Received by an individual Board member on a personal electronic device and then forwarded by the Board member to a District-owned device or server will be a public record and subject to FOIA. The electronic communication is under the control of the District.
 - d. Received by an individual Board member using a personal electronic device and personal email address, and then forwarded by the Board member to enough members to constitute a majority or more of a Board-quorum will be a public record and subject to FOIA. The electronic communication is in the District's possession.
 - e. Either sent to or from a Board member's personal electronic device during a Board meeting will be a public record and subject to FOIA. The electronic communication is in the District's possession because Board members were functioning collectively as a public body.

The District's Freedom of Information Officer and/or Board Attorney will help determine when a specific communication must be disclosed pursuant to a FOIA request.

When Must Electronic Communications Be Retained?

Email that qualifies under FOIA as a *public record* will need to be stored pursuant to the Local Records Act (LRA), only if it is evidence of the District's organization, function, policies, procedures, or activities or contains informational data appropriate for preservation. [50 ILCS 205/](#). An example is any email from a Board officer concerning a decision made in his or her capacity as an officer. If a Board member uses his or her personal email, he or she must copy this type of email to the appropriate District office where it will be stored. If made available, Board members should use their email

accounts provided by the District, and the District will automatically store the official record messages. The District will delete these official record messages as provided in an applicable, approved **retention schedule**. Of course, email pertaining to public business that is sent or received by a Board Member using a District-issued device or email address will be subject to FOIA, even if the email does not need to be retained under the LRA.

Important: Do not destroy any email concerning a topic that is being litigated without obtaining the Board attorney's direction. In federal lawsuits, there is an automatic discovery of virtually all types of electronically created or stored data that might be relevant. Attorneys will generally notify their clients at the beginning of a legal proceeding not to destroy any electronic records that might be relevant. This is referred to as a *litigation hold*. For more discussion of a litigation hold, see 2:250-AP2, *Protocols for Record Preservation and Development of Retention Schedules*. In addition, any person who knowingly with the intent to defraud any party destroys, removes, or conceals any public record commits a Class 4 felony. [50 ILCS 205/4](#)

DATED : August 25, 2020

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

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Issue 114, March 2024

Document Status: Review and Monitoring

OPERATIONAL SERVICES

4:110 Transportation

The District shall provide free transportation for any student in the District who resides: (1) at a distance of one and one-half miles or more from his or her assigned school, unless the Board of Education has certified to the Ill. State Board of Education that adequate public transportation is available, or (2) if adequate public transportation is not available, within one and one-half miles from his or her assigned school where walking to or from school or to or from a pick-up point or bus stop would constitute a *serious safety hazard* due to either (a) vehicular traffic or rail crossing or (b) a *course or pattern of criminal activity*, as defined in the Ill. Streetgang Terrorism Omnibus Prevention Act, [740 ILCS 147/](#). A student's parent(s)/guardian(s) may file a petition with the Board requesting transportation due to the existence of a serious safety hazard. Free transportation service and vehicle adaptation is provided for a special education student if included in the student's individualized educational program. The District may provide transportation to and from school-sponsored activities. Non-public school students shall be transported in accordance with State law. Homeless students shall be transported in accordance with [Section 45/1-15](#) of the Education for Homeless Children Act. Foster care students shall be transported in accordance with [Section 6312\(c\)\(5\)\(B\)](#) of the Elementary and Secondary Education Act. [PRESSPlus1](#)

Bus schedules and routes shall be determined by the Business Manager and First Student and shall be altered only with the Superintendent or designee's approval and direction. In setting the routes, the pick-up and discharge points should be as safe for students as possible.

No school employee may transport students in school or private vehicles unless authorized by the administration.

Every vehicle regularly used for the transportation of students must pass safety inspections in accordance with State law and Ill. Dept. of Transportation regulations. The strobe light on a school bus may be illuminated only when the bus is actually being used as a school bus and (1) is stopping or stopped for loading or discharging students on a highway outside an urban area, or (2) is bearing one or more students.

All contracts for charter bus services must contain the clause prescribed by State law regarding criminal background checks for bus drivers.

Pre-Trip and Post-Trip Vehicle Inspection

The Superintendent or designee shall develop and implement a pre-trip and post-trip inspection procedure to ensure that the school bus driver: (1) tests the two-way radio or cellular radio telecommunication device and ensures that it is functioning properly before the bus is operated, and (2) walks to the rear of the bus before leaving the bus at the end of each route, work shift, or work day, to check the bus for children or other passengers in the bus.

LEGAL REF.:

[20 U.S.C. §6312\(c\)\(5\)\(B\)](#), Elementary and Secondary Education Act.¹⁰⁵

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

[105 ILCS 5/10-22.22](#) and [5/29-1](#) et seq.

[105 ILCS 45/1-15](#) and [/1-17](#).

[625 ILCS 5/1-148.3a-5](#), [5/1-182](#), [5/11-1414.1](#), [5/12-813.1](#), [5/12-815](#), [5/12-816](#), [5/12-821](#), and [5/13-109](#).

[23 Ill.Admin.Code §§1.510](#) and [226.750](#); [Part 120](#).

[92 Ill.Admin.Code Part 440](#).

CROSS REF.: 4:170 (Safety), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:280 (Duties and Qualifications), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 7:220 (Bus Conduct)

Adopted: July 10, 2019

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

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Issue 114, March 2024

Document Status: Review and Monitoring

OPERATIONAL SERVICES

4:20 Fund Balances

The Superintendent or designee shall maintain fund balances adequate to ensure the District's ability to maintain levels of service and pay its obligations in a prompt manner in spite of unforeseen events or unexpected expenses. The Superintendent or designee shall inform the Board whenever it should discuss drawing upon its reserves or borrowing money. [PRESSPlus1](#)

The School District seeks to maintain a year-end fund balance to revenue ratio of no less than 15-20 percent, as calculated under the Ill. State Board of Education's *School District Financial Profile*.

CROSS REF.: 4:10 (Fiscal and Business Management), 4:80 (Accounting and Audits)

Adopted: November 26, 2019

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

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Issue 114, March 2024

Document Status: Review and Monitoring

General Personnel

5:35 Compliance with the Fair Labor Standards Act

Job Classifications [PRESSPlus1](#)

The Superintendent will ensure that all job positions are identified as either "exempt" or "non-exempt" according to State law and the Fair Labor Standards Act (FLSA) and that employees are informed whether they are "exempt" or "non-exempt." "Exempt" and "non-exempt" employee categories may include certificated and non-certificated job positions. All non-exempt employees, whether paid on a salary or hourly basis, are covered by minimum wage and overtime provisions.

Workweek and Compensation

The workweek for District employees will be 12:00 a.m. Saturday until 11:59 p.m. Friday. Non-exempt employees will be compensated for all hours worked in a workweek including overtime. For non-exempt employees paid a salary, the salary is paid for a 40-hour workweek even if an employee is scheduled for less than 40 hours. "Overtime" is time worked in excess of 40 hours in a single workweek.

Overtime

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

A non-exempt employee shall not work overtime without his or her supervisor's express approval. All supervisors of non-exempt employees shall: (1) monitor overtime use on a weekly basis and report such use to the business office, (2) seek the Superintendent or designee's written pre-approval for any long term or repeated use of overtime that can be reasonably anticipated, (3) ensure that overtime provisions of this policy and the FLSA are followed, and (4) ensure that employees are compensated for any overtime worked. Accurate and complete time sheets of actual hours worked during the workweek shall be signed by each employee and submitted to the business office. The business office will review work records of employees on a regular basis, make an assessment of overtime use, and provide the assessment to the Superintendent. In lieu of overtime compensation, non-exempt employees may receive compensatory time-off, according to Board policy 5:310, *Compensatory Time-Off*.

Suspension Without Pay

No exempt employee shall have his or her salary docked, such as by an unpaid suspension, if the deduction would cause a loss of the exempt status. Licensed employees may be suspended without pay in accordance with Board policy 5:240, *Suspension*. Non-licensed employees may be suspended without pay in accordance with Board policy 5:290, *Employment Termination and Suspensions*.

Implementation

The Superintendent or designee shall implement the policy in accordance with the FLSA, including its required notices to employees. In the event of a conflict between the policy and State or federal law, the latter shall control.

LEGAL REF.:

[820 ILCS 105/4a.](#)

Fair Labor Standards Act, [29 U.S.C. §201](#) et seq., [29 C.F.R. Parts 516, 541, 548, 553, 778,](#) and [785.](#)

CROSS REF.: 5:240 (Suspension), 5:290 (Employment Termination and Suspensions), 5:310 (Compensatory Time-Off)

Adopted: November 22, 2022

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

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Issue 114, March 2024

Document Status: Review and Monitoring

General Personnel

5:40 Communicable and Chronic Infectious Disease

The Superintendent or designee shall develop and implement procedures for managing known or suspected cases of a communicable and chronic infectious disease involving District employees that are consistent with State and federal law, Illinois Department of Public Health rules, and Board of Education policies. [PRESSPlus1](#)

An employee with a communicable or chronic infectious disease will be permitted to retain his or her position whenever, after reasonable accommodations and without undue hardship, there is no substantial risk of transmission of the disease to others, provided an employee is able to continue to perform the position's essential functions. An employee with a communicable and chronic infectious disease remains subject to the Board's employment policies including sick and/or other leave, physical examinations, temporary and permanent disability, and termination.

LEGAL REF.:

[42 U.S.C. §12101](#) et seq., Americans With Disabilities Act, amended by the Americans with Disabilities Act Amendments Act (ADAAA), [Pub. L. 110-325](#); [29 C.F.R. §1630.1](#) et seq.

[29 U.S.C. §791](#), Rehabilitation Act of 1973; [34 C.F.R. §104.1](#) et seq.

[105 ILCS 5/24-5](#).

[20 ILCS 2305/6](#), Department of Public Health Act.

[820 ILCS 40/](#), Personnel Record Review Act.

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

CROSS REF.: 2:150 (Committees), 4:180 (Pandemic Preparedness; Management; and Recovery), 5:30 (Hiring Process and Criteria), 5:180 (Temporary Illness or Temporary Incapacity)

Adopted: November 26, 2019

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

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- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 114, March 2024

School(s): Edison (2), Home (1), Lincoln (1)

Program(s): MN Primary, MN Intermediate (2), CD/ECE

Checklist for Lease Agreements
(Effective 2024-25 School Year)

PROCEDURES: This checklist must be signed by the LADSE Executive Director, Building Principal, and District Superintendent by June 30 of each year for the upcoming school year.

LADSE Executive Director	Date
Edison Princial	Date
Home Principal	Date
Lincoln Principal	Date
District Superintendent	Date

AGREEMENTS BETWEEN LADSE AND DISTRICT 103

LADSE pays the district \$10,000 per year for each classroom rented for use as a multi-district program classroom/s. In addition LADSE pays the district \$1,300 per ADE for LADSE multi-district program students. For these sums, the following is agreed:

Facilities, Equipment, Supplies, Services...

- LADSE will pay for any and all adaptations to the building to provide accessibility for LADSE program students.
- LADSE staff/program students will have full use of all utilities.
- LADSE multi-district program students are entitled to the same accessibility as general education students to the common school grounds area: school lockers, gym, playground and recreational equipment and materials, library, parking, lunchroom, auditorium, computer lab, science lab, Internet accessibility, home economics areas, restrooms, meeting rooms for IEPs, etc.
- LADSE multi-district program students are entitled to books, markers, paper, poster boards, laminating machine usage, and all general supplies needed for instruction as are available to general education students.
- District will provide LADSE staff the same access to photocopying of instructional materials, supplies, technology supports/access, and other building supports as it does to the building’s general education classrooms and staff.
- District provides LADSE classrooms with basic equipment equivalent to general building classroom, such as teacher desks, tables, and student desks, chairs, locking filing cabinets.
- District will provide a phone line in the classroom.

- District will pay for repairs and general maintenance to the classroom (e.g., desks, tables, chalkboards, etc.) as it would in general education classrooms (not to include LADSE specialized educational equipment). If a LADSE program student or staff member damages district property, LADSE will reimburse the district for repairs.
- District will provide complete janitorial as provided to all classrooms, daily trash removal, etc.
- *School building secretary services are provided to the LADSE classrooms/staff (i.e., accepting messages for LADSE staff, reporting information from LADSE parents who report their children's attendance, and processing all other telephone messages as they are handled for general education staff and students).*

Students...

- The rights and responsibilities of students enrolled in LADSE multi-district programs housed in District 103 are governed by the policies, procedures, and practices of the district. Only in absence of district policy, procedure, and practice will LADSE policies be in effect.
- Federally subsidized lunches will be made available to LADSE program students through the local school district. District 103 will invoice LADSE for costs of applicable lunch fees.
- District will provide integration opportunities for students in LADSE programs as appropriate (emphasis on social interactions with general education peers).
- LADSE program students will have opportunities for participation in school sponsored extracurricular activities (field trips, dances, athletic events, theater, etc.).
- District will provide mainstreaming opportunities (emphasis on parallel academic learning with general education peers (i.e., algebra, service education, career shadowing, P.E., etc.).
- District administration and department chairpersons will follow the same discipline procedures and policies with LADSE program students as are followed with the general school population.
- Parents of students in LADSE programs should receive all school mailings, newsletters, and general communications from the school district or building.

Staff...

- School principals will collaborate with LADSE teachers regarding the appropriate use of student database information.
- School principals will serve as the administrators to make emergency decisions if the assigned LADSE administrator or coordinator is not present in the building.
- District will seek LADSE administrative input when disciplining students enrolled in LADSE programs in its school buildings.

LEASE

1. **PARTIES:** The parties to this Lease are the Board of Education of Lyons District 103, Cook County, Illinois, having its principal offices at 4100 Joliet Avenue, Lyons, Illinois 60534 (“Lessor”), and La Grange Area Department of Special Education (LADSE), having its principal offices at 1301 W. Cossitt, La Grange, Illinois (“Lessee”). The rights and duties of Lessee and Lessor shall be controlled by the provisions of this Lease.
2. **PREMISES:** Lessor hereby leases to Lessee and Lessee hereby leases from Lessor the following described premises:
 - 2 classrooms at District 103 Edison School in Stickney, Illinois
 - 1 classroom at District 103 Home School in Stickney, Illinois
 - 1 classroom at District 103 Lincoln School in Brookfield, Illinoisincluding all furnishings and ordinary school equipment necessary to use said rooms as classrooms. Lessor shall make available from time to time areas and facilities of common benefit; (e.g., the gymnasium, playgrounds, parking areas, etc.). Further, Lessee shall have the right to use all hallways for access to the above-mentioned classrooms. Use of said hallways and common areas by Lessee, its employees, agents, students, or other persons on Lessor’s premises for Lessee’s business purposes shall be subject to reasonable regulation by the Lessor.
3. **TERM:** This Lease shall be for a term of one year commencing on August 1, 2024 and continuing until June 30, 2025. The Lessee shall notify the Lessor by March 1 of the current leased period of Lessee’s intention to exercise the renewal or termination of the agreement. The Lessor shall notify the Lessee by March 30 of the current leased period in the event the Lessor intends to reject the renewal request.
4. **RENT AND RELATED COSTS:** Lessee agrees to pay Lessor rent and a per ADE fee as determined by the LADSE Directing Board, currently set at \$10,000 per classroom, and \$1,300 per ADE (average daily enrollment).
5. **PAYMENT OF RENT:** Lessee agrees to pay rent on or before January 1 of the school term of the lease to the principal office of Lessor as stated above or at such other address as Lessor may designate.
6. **REGULATION OF STUDENTS AND CLASSROOMS:** Lessor shall have the right to establish reasonable rules and regulations:
 - a. For the conduct of Lessee, its agents, employees, students, or persons entering or on Lessor’s premises, including that which is leased.
 - b. For the reasonable use of the classroom.
7. **BACKGROUND INVESTIGATION:** Lessee, at its sole cost, shall conduct background investigations of all Lessee employees, agents, or others who will interact with students, and, in accordance with Section 10-21.9 of the Illinois School Code, shall provide upon request, results of each background investigation to the Lessor, and shall comply with all requirements of Section 10-21.9 as may be amended from time to time. Lessee shall not allow anyone to work under this Agreement whose criminal background check reveals items that would prohibit them from working with children under Illinois law or reveals other criminal convictions or other conduct which lawfully may be considered and which call into question such individual’s fitness to work with children.
8. **ASSIGNMENT SUBLETTING:** Lessee shall neither sublet the premises or any part thereof nor assign this Lease or permit by any act or default any transfer of Lessee’s interest by operation of law, or offer the premises or any part thereof for lease or sublease, nor permit the use thereof for lease or sublease, nor permit the use thereof for any purpose other than as above mentioned, without in each case, the written consent of Lessor.
9. **SURRENDER OF PREMISES:** Lessee shall quit and surrender the premises and the school equipment provided by Lessor at the end of the term in good condition, reasonable wear and tear accepted, with all keys thereto. Lessee shall not make any alterations in the premises without the written consent of Lessor; and all alterations which may be made by either party thereto upon the premises, except movable furniture, fixtures, shelves, and bulletin boards put in at the expense of Lessee, shall be the property of Lessor, and shall remain upon and be surrendered with the premises as a part thereof at the termination of this Lease.

10. **NO WASTE OR MISUSE:** During the term of this Lease, or any renewal thereof, Lessee shall repair and restore any glass broken in the several doors and windows in the premises hereby leased to Lessee, which replacement or restoration shall be of a like kind and quality. The Lessee, its employees, agents, or students, shall not allow any waste of water or misuse or neglect of water and lighting fixtures on the premises. Lessee will pay all damages to Lessor's premises caused by such waste or misuse.
11. **TERMINATION, ABANDONMENT, RE-ENTRY, RELETTING:** At the termination of the Lease, by lapse of time or otherwise, Lessee agrees to yield up immediate and peaceable possession to Lessor. If default be made in the payment of the rent, or any part thereof, of in any of the covenants herein contained to be kept by Lessee, it shall be lawful for the Lessor at any time, at its election, without notice, to declare the term ended and this Lease forfeited.
12. **INSURANCE, UTILITY SERVICE, REPAIRS AND REPLACEMENT:** Lessor assumes full responsibility for providing at its expense adequate insurance to protect the classrooms, including the contents thereof owned by: the Board of Education of Lyons District 103, Lessor; from fire, lightning, vandalism, or other perils. Lessee assumes full responsibility for providing at its expense any insurance to protect its property within said classrooms. Lessor, at its own cost and expense, shall keep the air-conditioning, heating, electrical, plumbing and all other mechanical equipment in good repair, condition and working order and shall furnish any and all parts, mechanisms and devices required therefore. Any major repairs or replacements to said mechanical equipment, to the roof, exterior walls and structural portions of the building, shall be made by the Lessor. Lessee shall, at the expiration of the term of the Lease return the leased premises to Lessor in the same condition as received by Lessee at the commencement of the term of this Lease, ordinary wear and tear and acts of God excepted. Any repairs or replacements made necessary by the waste or misuse of the premises by Lessee, its agents, employees, or students, shall be made promptly by the Lessee, at its own expense and in a manner to prevent liens from attaching as a result thereof.
13. **LESSOR NOT LIABLE:** The Lessor shall not be liable for any loss of property or defects in the building or in the premises, of any accidental damages to the person or property of the Lessee in or about the building or the premises where such loss or injury results from water, rain or snow leaking into, issuing or flowing from any part of the building or the premises, or from the pipes or plumbing of the same. The Lessee hereby covenants and agrees to make no claim for any such loss or damage of or to any property placed in the storeroom or storage place being furnished gratuitously, and no part of the obligations of this Lease. Lessee shall purchase a policy of insurance with a minimum face value of \$1,000,000 per occurrence and \$3,000,000 aggregate with the Lessor named as additional insured to insure against any claim or claims brought by any party or parties against Lessor for bodily injury resulting from acts occasioned by any negligence or recklessness or willful conduct of Lessee, its agents, employees, students, or other persons on Lessor's premises, including that leased to Lessee, for Lessee's business purposes. Certificates of Insurance for both Lessee or Lessor shall be on file at LADSE Offices and Lessor's Offices.
14. **INDEMNIFICATION:** Lessee shall indemnify, save harmless, and defend Lessor, its Board, Board members, employees, agents, volunteers, and successors against all claims, losses, liability, costs, and expenses (including attorneys' fees) related to damages to property or person (including death) that may arise out of or in connection with Lessee's, its employees, agents, volunteers and students use of the premises or Lessee's breach of the Lease.
15. **PLURALS, SUCCESSORS:** The words Lessor and Lessee wherever used in this Lease shall be construed to mean Lessors or Lessees in all cases where there is more than one Lessor or Lessee, and to apply to individuals, male or female, or to firms or corporations, as the same may be described as Lessor to Lessee herein contained shall be binding upon, apply and inure to the benefit of Lessor and Lessee and their respective heirs, legal representatives, successors and assigns.

LEASE (Page 3)

IN WITNESS WHEREOF, the parties hereto have caused this Lease to be executed by their duly authorized officers as of the _____ day of _____, 2024.

THE BOARD OF EDUCATION OF
LYONS DISTRICT 103
4100 Joliet Avenue
Lyons, Illinois 60534

By:
District Superintendent: _____
Mr. Kristopher Rivera

Attest:
Secretary: _____

LA GRANGE AREA DEPARTMENT
OF SPECIAL EDUCATION (LADSE)
1301 W. Cossitt
La Grange, IL 60525

By:
LADSE Executive Director: _____
Dr. Ellie Ambuehl

Attest:
Secretary: _____

Lyons School District 103 | 2024-2025 SCHOOL CALENDAR

JULY 2024

S	M	T	W	Th	F	S
	1	2	3	HOL	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			

4 Independence Day

July: Attendance 0 Days

AUGUST 2024

S	M	T	W	Th	F	S
				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

15 Teacher Institute
16 Teacher Institute
19 Teacher Institute

19 K-5 Open House 5:30-7

20 First Day of School

28 Early Dismissal (K-5 & GWMS)
GWMS Open House- 5:30-7

Attendance: 9 Days
Accum: 9 Days

SEPTEMBER 2024

S	M	T	W	Th	F	S
1	HOL	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					

2 Labor Day

11 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.)
GWMS – 11:05 a.m.)

Attendance: 20 Days
Accum: 29 Days

OCTOBER 2024

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	HOL	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

14 Columbus/Indigenous Day

9 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.)
GWMS – 11:05 a.m.)

24 Half Day/ Parent Teacher Conf.
25 Half Day

October 18-End of 1st Quarter

Attendance: 22 Days
Accum: 51 Days

NOVEMBER 2024

S	M	T	W	Th	F	S
					1	2
3	4	NIA	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	NIA	NIA	NIA	HOL	NIA	30

5 General Election Non Attendance
6 School Improvement Day(SIP)
(Student Dismissal: K-5 11:50 a.m.)
GWMS – 11:05 a.m.)

25 Not In Attendance

26 Not In Attendance

27 Not In Attendance

28 Thanksgiving Day

29 Not in Attendance

Attendance: 15 Days
Accum: 66 Days

DECEMBER 2024

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	NIA	HOL	HOL	NIA	NIA	28
29	NIA	HOL				

4 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.)
GWMS – 11:05 a.m.)

20 Early Dismissal

23-1/3 Winter Break

December 20 –End of 2nd Quarter

Attendance: 15
Accum: 81

JANUARY 2025

S	M	T	W	Th	F	S
			HOL	NIA	NIA	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	HOL	21	22	23	24	25
26	27	28	29	30	31	

12/23 – 1/3 Winter Break

8 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.)
GWMS – 11:05 a.m.)

20 ML King Day

30 Half Day/ Parent/Teacher Conf

31 Half Day

Attendance: 19
Accum: 100

FEBRUARY 2025

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	HOL	18	19	20	21	22
23	24	25	26	27	28	

5 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.)
GWMS – 11:05 a.m.)

17 Presidents' Day

Attendance: 19
Accum: 119

MARCH 2025

S	M	T	W	Th	F	S
						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	NIA					

5 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.)
GWMS – 11:05 a.m.)

28 Early Dismissal

3/31-4/4 Spring Break

March 14-End of 3rd Quarter

Attendance: 20
Accum: 139

APRIL 2025

S	M	T	W	Th	F	S
		NIA	NIA	NIA	NIA	5
6	7	8	9	10	11	12
13	14	15	16	17	HOL	19
20	21	22	23	24	25	26
27	28	29	30			

3/31 - 4/4 Spring Break

9 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.)
GWMS – 11:05 a.m.)

18 Good Friday

21 Teacher Institute

Attendance: 16
Accum: 155

MAY 2025

S	M	T	W	Th	F	S
				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	HOL	27	28	29	30	31

7 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.)
GWMS – 11:05 a.m.)

26 Memorial Day

30 Last Day of School

May 30-End of 4th Quarter

Attendance: 21
Accum: 176 Days + 5 Emer

JUNE 2025

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	HOL	20	21
22	23	24	25	26	27	28
29	30					

6/2-6/7 Emergency Days
19 Juneteenth

**XED – please see note below

Accum: Students: 176 Days + 5 Emer
Accum: Teachers 180 Days

Lyons School District 103 | 2024-2025 SCHOOL CALENDAR

District Calendar Information

First day of school: August 20
Last day of school: May 30 (if no emergency days are used)

Open House: K-5: August 19 - 5:30 - 7:00 p.m.
Open House: GWMS: August 28 - 5:30 - 7:00 p.m.

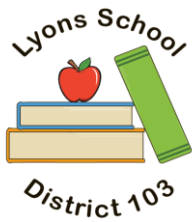
Regular school day schedule: GWMS: 7:55 a.m.-2:40 p.m.
K-5: 8:35 a.m.-3:05 p.m.

Early Dismissal Days (DS): GWMS: 7:55 a.m.-2:05 p.m.
K-5: 8:35 a.m.-2:35 p.m.

Parent Teacher Conference (XHPT) and SIP Day (SIP) schedules: GWMS: 7:55 a.m.-11:05 p.m.
K-5: 8:35 a.m.-11:50 p.m.

NIA: Non-Attendance Day

- Teacher Institutes (TI): August 15, August 16, August 19, April 21
 - Early Dismissal Days (DS): August 28, December 20, March 28
 - Holidays (HOL): September 2, October 14, November 28, December 25, January 1, January 20, February 18, April 18, May 26, June 19
 - Parent-Teacher Conferences (XHPT): October 24, January 30
 - SIP Days: September 11, October 9, November 6, December 4, January 8, February 5, March 5, April 9, May 7
 - Half Day (HALF): October 24, October 25, January 30, January 31
 - Thanksgiving Break: November 25 – 29
 - Winter Break: December 23 – January 3
 - Spring Break: March 31 - April 4
-
- First Quarter: August 20 - October 18
 - Second Quarter: October 21 – December 20
 - Third Quarter: January 6 - March 14
 - Fourth Quarter: March 17 - May 30
-
- Emergency Days: June 2 - June 6



Lyons Elementary District 103

Serving the communities of Brookfield, Forest View, Lyons, McCook and Stickney

Working Together to Expand Student Opportunities

Mr. Kristopher A. Rivera
Superintendent of Schools

June 25, 2024

The Board of Education of Lyons Elementary District 103 hereby:

1. Extends authority to the administration to hire temporary substitutes for the district;
2. Extends authority to the administration to place students for ten (10) days or less for violation of school rules and other misconduct in the District 103 Alternative School or out-of-school suspension according to district policy and student handbooks;
3. Designates **Ms. Stephanie Koenig** as the Title IX Grievance Officer for the District;
4. Designates **Ms. Stephanie Koenig** as District Nondiscrimination Coordinator;
5. Designates **Ms. Stephanie Koenig** as the Uniform Complaint hearing officer;
6. Designates **Ms. Kim West** as the expulsion hearing officer for Grades K-5, when allowed by district policy;
7. Designates **Ms. Kim West** as District liaison to homeless children;
8. Designates the following two (2) complaint managers for STAFF sexual harassment or sexual discrimination issues: **Ms. Stephanie Koenig (primary) and Ms. Kim West (secondary)**;
9. Designates the following two (2) complaint managers for STUDENT sexual harassment or sexual discrimination issues: **Ms. Kim West (primary) and Ms. Stephanie Koenig (secondary)**;
10. Designates **the Assistant Business Manager** to be in charge of transportation and food sales that compete with the federal student lunch program;
11. Designates the following as Student Activity Fund Managers:
Home School: **Ms. LaTasha Bailey** Costello School: **Mr. Christopher Jamrose**
Robinson School: **Ms. Nicole Lawler** Lincoln School: **Mrs. Theresa Silva**
Edison School: **Brandon Baisden** GWMS: **Mr. Christopher Cybulski**
12. Designates **Township Treasurer's Office** as Chief Investment Officer;
13. Designates the following as responsible and in charge in the event that the Superintendent is unavailable or unable to act in an emergency situation (in succession):
 - a. **Ms. Kim West**
 - b. **Dr. Regina Redd**
14. Designates **Abdul "Kadir" Dada** and **Ms. Stephanie Koenig** as the FOIA Officers.

HAZARDOUS CROSSING RESOLUTION

We, the Board of Education, School District No. 103, Lyons, Illinois, ensure that the conditions under which Hazardous Crossing Aid was approved for the 2003-04 school year continue to exist at the beginning of the 2024-2025 school year. The Hazardous Crossings are Ogden Avenue; Harlem Avenue; Joliet Road; and, First Avenue.

ADOPTED this 25th day of June 2024

Board of Education
Lyons School District No. 103
County of Cook, State of Illinois

BY: _____
Jorge Torres, President

ATTEST: _____
Sara Andreas, Secretary

Print Maintenance Agreement

AMENDMENT

CLIENT INFORMATION

Lyons Elementary School District 103
CLIENT FULL LEGAL NAME

Guadalupe Vanderploeg
CLIENT CONTACT

4100 Joliet Ave
CLIENT ADDRESS

Lyons IL 60524
CITY STATE ZIP

vanderploegg@lyons103.org
CLIENT EMAIL CLIENT PHONE

TERMS AND CONDITIONS

This Print Maintenance Agreement Amendment (this Amendment) is to be attached to and become part of the Print Maintenance Agreement referenced above ("Agreement") by and between the Client and Impact. All capitalized words used but not defined in this Amendment will have the meaning given to them in the Agreement.

If paper inclusive is selected in the current Agreement, Impact will provide paper in accordance with the contracted Base Image Allowance over the term of the Agreement. If the allotted volume of paper has been exhausted before the term of this Agreement ends, the Customer may sign an Amended Agreement for an increased paper supply to cover the remainder of the contract term. In the event that this Agreement is terminated, Impact may bill the customer for any excessive paper consumption above the Base Image Allowance. This Amendment will be co-terminus with the Agreement above.

You agree that the Updated Base Amount, Image Types, Monthly Image Allowance and Excess Image Charges, set forth in this Amendment are increased, reduced or otherwise modified as indicated below. Except for the specific provisions set forth in this Amendment, the original terms and conditions set forth in the Agreement and any personal guaranty(s) shall remain in full force and effect and are incorporated herein by reference.

EQUIPMENT (MAKE / MODEL / ACCESSORIES)

ADD DELETE All active equipment

ADD DELETE

ADD DELETE

ADD DELETE

ADD DELETE

ADD DELETE

ADD DELETE

ADD DELETE

SERIAL NUMBER	STARTING METER	ENDING METER	LOCATION

See attached Schedule A for additional Equipment

This Amendment includes paper per contracted volume

VOLUME ADJUSTMENT

CURRENT CONTRACT

IMAGE TYPE	IMAGE ALLOWANCE	EXCESS IMAGE CHARGE
A3 Color	25,000	.05
A3 B/W	80,000	.006
A4 Color	3,000	.15
A4 B/W	30,000	.015

UPDATED CONTRACT

IMAGE TYPE	IMAGE ALLOWANCE	EXCESS IMAGE CHARGE
A3 Color	92,000	.0325
A3 B/W	250,000	.0046
A4 Color	2,500	.15
A4 B/W	20,000	.015

Current Base Payment Amount (monthly)	See TIM
Number of Remaining Payments	50

Updated Base Payment Amount (monthly)	See TIM Supp.
Effective Date of Updated Contract	07/01/2024

NOTES / SPECIAL INSTRUCTIONS

Client shall pay the total amount of \$43,500.00 in resolution of Invoices 3142662 and 3203859. Client's overage charges for the 04/01/2024 to 06/30/2024 billing period shall be at the rate reflected in the "Excess Image Charge" column in the "Updated Contract" section above.

ACCEPTANCE

CLIENT (OBLIGOR)

CLIENT AUTHORIZED SIGNATURE

CLIENT FIRST AND LAST NAME PRINTED

CLIENT TITLE

DATE CLIENT SIGNED

IMPACT

IMPACT AUTHORIZED SIGNATURE

IMPACT FIRST AND LAST NAME PRINTED

IMPACT TITLE

DATE IMPACT SIGNED



Total Image Management Supplement

Agreement No.

Supplement No.

This Total Image Management Supplement (this "Supplement") is to be attached to and become part of the Total Image Management Agreement referenced above (the "Agreement") by and between the undersigned Customer and Impact Networking, LLC. All capitalized words used but not defined in this Supplement will have the meaning given to them in the Agreement.

CUSTOMER INFORMATION:

Customer Name: Lyons Elementary School District 103 DBA:
Equipment Location:
Customer Phone Number: 708-783-4100 Email:
Billing Street Address: 4100 Joliet Ave., Lyons, IL 60534

EQUIPMENT/ACCESSORIES ADDED/DELETED:

Table with columns: Make/Model/Accessories, Serial #, Starting Meter, Ending Meter. Rows 1-6 with Add/Delete checkboxes.

See attached Schedule "A" for additional EQUIPMENT/ACCESSORIES ADDED/DELETED or Copy/Print Billing Schedule

NEW TOTAL RENTAL PAYMENT: ADDITIONAL RENTAL PAYMENT:

The Rental Payment below is your new TOTAL Rental Payment. Rental Payment* \$ 11,700.06 + Freight. Total Number Advance Payments: Total Advance Payment Amount: \$ Total Supplier Fuel/Freight Fee: \$19.50 per month. See Copy/Print Billing Schedule

Your new Rental Payment is the amount below plus or minus the Rental Payment that is stated on your original Agreement and any prior supplements. +/- Rental Payment* \$ Total Number Advance Payments: Total Advance Payment Amount: \$ Additional Supplier Fuel/Freight Fee: \$19.50 per month. See Copy/Print Billing Schedule

Table with columns: Copy/Print Type, Monthly Copy Allowance, Overage Copy Charge*. Rows for A3 Color, A3 B/W, A4 Color, A4 B/W.

Table with columns: Copy/Print Type, +/- Monthly Copy Allowance, Amended Overage Copy Charge*. Rows for Copy/Print Type.

*Plus applicable taxes Document Fee \$200.00 (included on next invoice)

Please check one: Consolidated Payment Non-Consolidated Payment (If nothing is checked, will revert to Consolidated.) Please check one: Overage Meter Frequency: Monthly Quarterly Semi-Annually Annually (If nothing is checked, your preference will revert to the preference identified on the original Agreement or the most recent Supplement.)

TERM: 50 Months Balance of applicable term. Termination date of this Supplement coincides with the termination date set forth in the Agreement. Months New term for Equipment referenced and as added above only. Such term begins upon the endorsement and acceptance by Owner of this Supplement. The term for the remaining original Equipment under the Agreement or any prior supplement shall remain in full force and effect.

TERMS AND CONDITIONS: You have requested this Supplement to the Agreement as set forth above. If you choose the NEW TOTAL RENTAL PAYMENT section above, you agree that the Rental Payment, Supplier Fuel/Freight Fee, Copy/Print Types, Monthly Copy Allowance and Overage Copy Charges set forth in the Agreement are as indicated above. If you choose the ADDITIONAL RENTAL PAYMENT section above, you agree that the Rental Payment, Supplier Fuel/Freight Fee, Copy/Print Types, Monthly Copy Allowance and Overage Copy Charges set forth in the Agreement are increased, reduced or otherwise modified as indicated above and/or on the attached Copy Print Billing Schedule. Except for the specific provisions set forth in this Supplement, the original terms and conditions set forth in the Agreement and any personal guaranty(s) shall remain in full force and effect and are incorporated herein by reference.

CUSTOMER ACCEPTANCE:

Print Name: Signature: X Title: Customer: Lyons Elementary School District 103 Dated:

OWNER ACCEPTANCE:

Print Name: Signature: X Title: Owner: Impact Networking, LLC Dated: