

Proviso Township High Schools

Board of Education Regular Meeting

Tuesday, July 7, 2026

6:00 PM

Proviso Math and Science Academy Student Cafeteria

8601 W Roosevelt Rd

Forest Park, Illinois 60130

AGENDA

BOARD OF EDUCATION MEMBER OATH OF OFFICE

I, do solemnly swear that I will faithfully discharge the duties of the office of member of the Board of Education of Proviso Township High Schools District 209, in accordance with the Constitution of the United States, the Constitution of the State of Illinois, and the laws of the State of Illinois, to the best of my ability.

I further swear that:

I shall respect taxpayer interests by serving as a faithful protector of the School District's assets;

I shall encourage and respect the free expression of opinion by my fellow Board members and others who seek a hearing before the Board, while respecting the privacy of students and employees;

I shall recognize that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a public Board meeting;

I shall abide by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels.

As part of the Board of Education, I shall accept the responsibility for my role in the equitable and quality education of every student in the School District; **I shall foster** with the Board extensive participation of the community, formulate goals, define outcomes, and set the course for Proviso Township High Schools District 209;

I shall assist in establishing a structure and an environment designed to ensure all students have the opportunity to attain their maximum potential through a sound organizational framework;

I shall strive to ensure a continuous assessment of student achievement and all conditions affecting the education of our children, in compliance with State law;

I shall serve as education's key advocate on behalf of students and our community's school (or schools) to advance the vision for Proviso Township High Schools District 209; and

I shall strive to work together with the District Superintendent to lead the School District toward fulfilling the vision the Board has created, fostering excellence for every student in the areas of academic skills, knowledge, citizenship, and personal development.

Meeting Time 6:00PM

1. Call to Order
2. Establish Quorum
3. Pledge of Allegiance
4. PTHS D209 Vision Statement
5. Reports and Communication from the Board President
6. Reports and Updates from Student Board Members
7. Reports and Communications from Superintendent
8. Information Items
 - a) Strategic Plan
 - b) Rang
 - c) On-Campus Dual Degree Program
 - d) Balanced Assessment by Formative
 - e) Issue 122 – *First Reading*

Proviso Township High School District 209

To: Proviso Township High School District 209 Board of Education

From: Krish Mohip, Superintendent

Agenda Topic: Balanced Assessment by Formative

Expected Outcome: Information Item Only

Staff Contact: Dr. Jennifer Kirmes, Deputy Superintendent of School Improvement

Purpose:

The purpose of this memo is to provide the Board of Education with information regarding the administration's review of Balanced Assessment by Formative, a platform proposed to strengthen districtwide assessment practices and support curriculum implementation and data-informed instruction. This item is for information only. A formal recommendation will be brought forward at a future Board meeting.

Background:

In recent years, the District has made deliberate investments in high-quality instructional resources, including the adoption of Envision for mathematics, My Perspectives for English, and the Explore series for science. The District has also established a 70-minute weekly Professional Learning Community (PLC) period designed to support department-based collaboration.

These investments have created strong structural conditions for instructional improvement. The current focus is ensuring that these structures are supported by aligned systems that produce consistent, measurable results for students.

Administration's Analysis:

District 209 has made significant progress in strengthening curriculum and instructional practices. As the District continues to strengthen Tier 1 instruction, the next phase of this work is ensuring that teachers have a consistent and reliable way to measure student learning, collaborate around results, and make informed instructional decisions.

At present, several foundational elements needed to fully support this work are not yet consistently in place. Assessment practices vary across classrooms and

campuses, limiting the District's ability to measure student learning through a common lens.

Balanced Assessment by Formative is designed to address these needs. The platform enables teachers to create and administer common assessments, view real-time student data by standard and skill, and collaborate using shared evidence of student learning.

Student Impact Statement:

The use of Balanced Assessment by Formative is expected to improve student outcomes by providing clearer, more timely feedback on academic progress. Students will have greater visibility into their learning, including strengths and areas for growth aligned to specific standards. This increased clarity supports stronger engagement, more targeted support, and improved opportunities for students to demonstrate mastery over time.

Staff Impact:

Teachers will have access to real-time data aligned to standards, allowing for more effective instructional planning and collaboration during PLC time. The platform supports consistent assessment practices across classrooms while reducing the need to create materials from scratch. This allows teachers to spend more time analyzing student learning, adjusting instruction, and working collaboratively to respond to student needs.

Financial Impact:

The annual cost for Balanced Assessment by Formative is \$49,094, which includes districtwide access to the platform, Formative GradeCam, and implementation support services/training for the 2026–2027 school year.

This investment will be supported through Title I funds, as the platform directly aligns to allowable uses focused on improving Tier 1 instruction, strengthening data-informed teaching practices, and increasing equitable access to high-quality instructional supports. By providing teachers with consistent, standards-aligned assessment tools and real-time data, this initiative supports the core purpose of Title I—improving academic outcomes for all students, particularly those most at risk.

In addition, the District has taken intentional steps to discontinue supplemental resources that had low usage rates or were not tightly aligned to adopted curriculum (e.g., Edpuzzle, NoRedInk, Nearpod). This shift reflects a broader commitment to ensuring that all instructional, curriculum, and assessment-related investments are directly aligned to district priorities.

Moving forward, all curriculum and assessment purchases brought to the Board will be evaluated through this lens of alignment and coherence. The goal is to ensure that the District fully implements its adopted curriculum with fidelity and builds the systems necessary to produce consistent, measurable outcomes for students.

Communication Plan:

If approved, communication will be provided to administrators, teachers, students, and families.

Statute, Administrative Policy, or Board Rules Statement:

In accordance with Board Policy 4:60, anticipated expenditures over \$25,000 require Board approval.

Superintendent's Recommendation:

Information item only – a formal recommendation will be brought forward at a future Board meeting.

SECTION 2 - BOARD OF EDUCATION

2:230 Public Participation at Board of Education Meetings and Petitions to the Board

During each regular and special open meeting of the Board of Education or Board Committee, any person may comment to or ask questions of the Board (*public participation*), subject to the reasonable constraints established and recorded in this policy's guidelines below.^{C1} The Board listens to comments or questions during public participation; responses to comments to or questions of the Board are most often managed through policy 3:30, *Chain of Command*.

To preserve sufficient time for the Board to conduct its business, any person appearing before the Board is expected to follow these guidelines:

1. Address the Board only at the appropriate time as indicated on the agenda and when recognized by the Board President. This includes following the directives of the Board President to maintain order and decorum for all.
2. Use a sign-in sheet, if requested.
3. Identify oneself and be brief. Ordinarily, the time for any one person to address the Board during public participation shall be limited to three minutes. In unusual extenuating circumstances, e.g., to accommodate a person's disability or language interpreter, and when an individual has made a request to speak for a longer period of time, the Board President may allow a person to speak for more than three minutes. If multiple individuals wish to address the Board on the same subject, the group is encouraged to appoint a spokesperson.
4. Observe, when necessary and appropriate, the Board President's authority to:
 - a. Shorten the time for each person to address the Board during public participation to conserve time and give the maximum number of people an opportunity to speak; and/or
 - b. Determine procedural matters regarding public participation not otherwise covered in Board policy.
5. Conduct oneself with respect and civility toward others and otherwise abide by Board policy 8:30, *Visitors to and Conduct on School Property*.

Petitions or written correspondence to the Board shall be presented to the Board of Education in the next regular Board packet.

LEGAL REF.:

[105 ILCS 5/10-6](#) and [5/10-16](#).

[5 ILCS 120/2.06](#), Open Meetings Act.

[I.A. Rana Enterprises, Inc. v. City of Aurora, 630 F.Supp.2d 912 \(N.D.Ill. 2009\)](#).

CROSS REF.: 2:220 (Board of Education Meeting Procedure), 8:10 (Connection with the Community), 8:30 (Visitors to and Conduct on School Property)

ADOPTED: January 9, 2024

Proviso Township High School District 209

PRESSPlus Comments

C1. Updated in response to a five-year review. **Issue 122, June 2026**

SECTION 5 - PERSONNEL

5:70 Religious Holidays

The Superintendent shall grant an employee's request for time off to observe a religious holiday if the employee gives at least five days' prior notice and the absence does not cause an undue hardship.

Employees may use earned vacation time or personal leave to make up the absence, provided such time is consistent with the District's operational needs. A per diem deduction may also be requested by the employee.

LEGAL REF.:

775 ILCS 5/2-101 and 5/2-102, Ill. Human Rights Act.

775 ILCS 35/155, ^{C1} Religious Freedom Restoration Act.

ADOPTED: January 9, 2024

Proviso Township High School District 209

PRESSPlus Comments

- C1. Updated in response to a five-year review. School employers may require employees to provide notice of their intention to be absent, but may not require more than five days' notice before being absent for a religious holiday. 775 ILCS 5/2-102(E). A board that wishes to require fewer days' notice may modify the number of days.
Issue 122, June 2026

SECTION 5 - PERSONNEL

5:240 Suspension

Resignation

Please refer to the current Agreement between Board of Education, Proviso Township High Schools District No. 209, County of Cook, in the State of Illinois and Service Employees International Union Local No. 73, AFL-CIO, CLC.

For employees not covered by this agreement:

An employee is requested to provide two weeks' notice of a resignation. A resignation notice cannot be revoked once given.

Retirement

Please refer to the current Agreement between Board of Education, Proviso Township High Schools District No. 209, Cook county, Illinois and the Proviso Support Staff Council of the West Suburban Teachers Union, Local 571, American Federation of Teachers; and

Agreement between Board of Education, Proviso Township High Schools District No. 209, County of Cook, in the State of Illinois and Service Employees International Union Local No. 73, AFL-CIO, CLC.

For employees not covered by these agreements:

An employee planning to retire should notify his or her supervisor at least two months before the retirement date.

Non-RIF Dismissal

The District may terminate an at-will employee at any time for any reason, subject to State and federal law.

Employees who are employed annually or have a contract, or who otherwise have a legitimate expectation of continued employment, may be dismissed: (1) at the end of the school year or at the end of their respective contract after being provided appropriate notice and after compliance with any applicable contractual provisions, or (2) mid-year or mid-

contract provided appropriate due process procedures are provided.

The Superintendent is responsible for making dismissal recommendations to the Board consistent with the Board's goal of having a highly qualified, high performing staff.

Reduction in Force and Recall

Please refer to the current Agreement between Board of Education, Proviso Township High Schools District No. 209, Cook County, Illinois and the Proviso Support Staff Council of the West Suburban Teachers Union, Local 571, American Federation of Teachers; and

Agreement between Board of Education, Proviso Township High Schools District No. 209, County of Cook, in the State of Illinois and Service Employees International Union Local No. 73, AFL-CIO, CLC.

For employees not covered by these agreements:

The Board may, as necessary or prudent, decide to decrease the number of educational support personnel or to discontinue some particular type of educational support service and, as a result of that action, dismiss or reduce the hours of one or more educational support employees. When making decisions concerning reduction in force and recall, the Board will follow [Sections 10-22.34c](#) (outsourcing non-instructional services) and [10-23.5](#) (procedures) of the School Code, to the extent they are applicable and not superseded by legislation or an applicable collective bargaining agreement.

Final Paycheck

A terminating employee's final paycheck will be adjusted for any unused, earned vacation credit. Employees are paid for all earned vacation. Terminating employees will receive their final pay on the next regular payday following the date of termination, except that an employee dismissed due to a reduction in force shall receive his or her final paycheck on or before the next regular pay date following the last day of employment.

Suspension

Please refer to the current Agreement between Board of Education, Proviso Township High Schools District No. 209, Cook County, Illinois and the Proviso Support Staff Council of the West Suburban Teachers Union, Local 571, American Federation of Teachers.

Any criminal conviction resulting from the investigation or allegations shall require the employee to repay to the District all compensation and the value of all benefits received by

the employee during the suspension. The Superintendent will notify the employee of this requirement when the employee is suspended.

For employees not covered by this agreement:

Except as provided below, the Superintendent is authorized to suspend an employee without pay as a disciplinary measure, during an investigation into allegations of misconduct or pending a dismissal hearing whenever, in the Superintendent's judgment, the employee's presence is detrimental to the District. A disciplinary suspension shall be with pay: (1) when the employee is exempt from the overtime provisions, or (2) until an employee with an employment contract for a definite term is provided a notice and hearing according to the suspension policy for professional employees. Upon receipt of a recommendation from the Ill. Dept. Children and Family Services (DCFS) that the District remove an employee from his or her position when he or she is the subject of a pending DCFS investigation **that relates to his or her employment with the District,**^{C1} the Board or Superintendent or designee, in consultation with the Board Attorney, will determine whether to:

1. Let the employee remain in his or her position pending the outcome of the investigation; or
2. Remove the employee as recommended, proceeding with:
 - a. A suspension with pay; or
 - b. A suspension without pay.

LEGAL REF.:

[105 ILCS 5/24-12.](#)

[5 ILCS 430/5-60](#)(b), State Officials and Employee Ethics Act.

[325 ILCS 5/7.4](#)(c-10), Abused and Neglected Child Reporting Act.

[Cleveland Bd. of Educ. v. Loudermill](#), 470 U.S. 532 (1985).

Barszcz v. Cmty College Dist. No. 504, 400 F.Supp. 675 (N.D. Ill. 1975).

Massie v. East St. Louis Sch. Dist. No.189, 203 Ill.App.3d 965 (5th Dist. 1990).

CROSS REF.: 5:240 (Suspension), 5:270 (Employment At-Will, Compensation, and Assignment)

ADOPTED: January 9, 2024

PRESSPlus Comments

C1. Updated in response to a five-year review. **Issue 122, June 2026**

SECTION 6 - INSTRUCTION

6:70 Teaching About Religions

The School District's curriculum may include the study of religions as they relate to geography, history, culture, and the development of various ethnic groups. The study of religions shall give neither preferential nor derogatory treatment to any single religion, religious belief, or to religion in general. The study of religions shall be treated as an academic subject with no emphasis on the advancement or practice of religion.

LEGAL REF.:

Mahmoud v. Taylor, 606 U.S. 522 (2025).^{C1}

Allegheny County v. ACLU Pittsburgh Chapter, 492 U.S. 573 (1989).

School Dist. of Abington Twp v. Schempp, 374 U.S. 203 (1963).

Allegheny County v. ACLU Pittsburgh Chapter, 492 U.S. 573 (1989).

CROSS REF.: 6:40 (Curriculum Development), 6:255 (Assemblies and Ceremonies)

ADOPTED: January 9, 2024

Proviso Township High School District 209

PRESSPlus Comments

- C1. In Mahmoud v. Taylor, 606 U.S. 522 (2025), the U.S. Supreme Court held that a public school “burdens the religious exercise of parents when it requires them to submit their children to instruction that poses ‘a very real threat of undermining’ the religious beliefs and practices that the parents wish to instill.” Consult the board attorney on questions related to religious opt-outs from curriculum, and see policy 6:260, *Complaints About Curriculum, Instructional Materials, and Programs*. **Issue 122, June 2026**

SECTION 6 - INSTRUCTION

6:80 Teaching About Controversial Issues

The Superintendent shall ensure that all school-sponsored presentations and discussions of controversial or sensitive topics in the instructional program, including those made by guest speakers, are:

- Age-appropriate. Proper decorum, considering the students' ages, should be followed.
- Consistent with the curriculum and serve an educational purpose.
- Informative and present a balanced view.
- Respectful of the rights and opinions of everyone. Emotional criticisms and hurtful sarcasm should be avoided.
- Not tolerant of profanity or slander.

The District specifically reserves its right to stop any school-sponsored activity that it determines violates this policy, is harmful to the District or the students, or violates State or federal law.

LEGAL REF.:

Mahmoud v. Taylor, 606 U.S. 522 (2025).^{C1}

Garcetti v. Ceballos, 547 U.S. 410 (2006).

Mayer v. Monroe Cnty. Cmty. Sch. Corp., 474 F.3d 477 (7th Cir. 2007).

CROSS REF.: 6:40 (Curriculum Development), 6:255 (Assemblies and Ceremonies), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs)

ADOPTED: January 9, 2024

Proviso Township High School District 209

PRESSPlus Comments

- C1. In Mahmoud v. Taylor, 606 U.S. 522 (2025), the U.S. Supreme Court ruled that a district likely violated parents' free exercise rights when it refused to give notice and allow them to opt their elementary-age children out of literacy instruction that involved the use of LGBTQ+-inclusive storybooks. See sample policy 6:260, *Complaints About Curriculum, Instructional Materials, and Programs* at footnote 3, available at PRESS Online by logging in at www.iasb.com. Consult the board attorney regarding curriculum objections. **Issue 122, June 2026**

SECTION 6 - INSTRUCTION

6:190 Extracurricular and Co-Curricular Activities

Extracurricular or co-curricular activities are school-sponsored programs for which some or all of the activities are outside the instructional day. They do not include field trips, homework, or occasional work required outside the school day for a scheduled class. *Co-curricular activity* refers to an activity associated with the curriculum in a regular classroom and is generally required for class credit. *Extracurricular activity* refers to an activity that is not part of the curriculum, is not graded, does not offer credit, and does not take place during classroom time; it includes competitive interscholastic activities and clubs.

The Superintendent must approve an activity in order for it to be considered a District-sponsored extracurricular or co-curricular activity, using the following criteria:

1. The activity will contribute to the leadership abilities, social well-being, self-realization, good citizenship, or general growth of student-participants.
2. Fees assessed for students are reasonable and do not exceed the actual cost of operation.
3. The District has sufficient financial resources for the activity.
4. Requests from students.
5. The activity will be supervised by a school-approved sponsor.

Non-school sponsored curriculum related^{C1} student groups or clubs that are not school sponsored are governed by Board of Education policy, 7:330, *Student Use of Buildings - Equal Access*.

Academic Criteria for Participation

Students must satisfy all academic standards and must comply with the activity's rules and the Student Conduct Code.

Selection of members or participants is at the discretion of the teachers, sponsors, or coaches, provided that the selection criteria conform to the District's policies. Participation in co-curricular activities is dependent upon course selection and successful progress in those courses. In order to be eligible to participate in any school-sponsored or school-supported athletic or extracurricular activity, a student must satisfy the Illinois High School Association's scholastic standing requirements (doing passing work in at least 20 credit hours of high school work per week). Any student-participant failing to meet these academic criteria shall

be suspended from the activity until the specified academic criteria are met.

Parents/guardians of students: (1) shall be given the opportunity to consent to their child's participation in any co-curricular activity; and (2) are responsible for all entrance fees, food, lodging, or other costs, except that the District will pay such costs for students who qualify for a fee waiver under Board policy 4:140, Waiver of Student Fees. All non-participating students shall be provided an alternative experience.

LEGAL REF.:

[105 ILCS 5/10-20.30](#) and [5/24-24](#).

CROSS REF.: 4:170 (Safety), 7:10 (Equal Educational Opportunities), 7:40 (Nonpublic School Students, Including Parochial and Home-Schooled Students), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:300 (Extracurricular Athletics), 7:330 (Student Use of Buildings - Equal Access), 8:20 (Community Use of School Facilities)

ADOPTED: January 9, 2024

Proviso Township High School District 209

PRESSPlus Comments

- C1. Updated to align with the changes made to policy 7:330, *Student Use of Buildings - Equal Access*. **Issue 122, June 2026**

SECTION 7 - STUDENTS

7:130 Student Rights and Responsibilities

All students are entitled to enjoy the rights protected by the [U.S.](#) and [Illinois Constitutions](#) and laws for persons of their age and maturity in a school setting. Students should exercise these rights reasonably and avoid violating the rights of others. Students who violate the rights of others or violate District policies or rules will be subject to disciplinary measures.

Students may, during the school day, during noninstructional time, voluntarily engage in individually or collectively initiated, non-disruptive prayer or religious-based meetings that, consistent with the Free Exercise and Establishment Clauses of the [U.S.](#) and [Illinois Constitutions](#), are not sponsored, promoted, or endorsed in any manner by the school or any school employee. *Noninstructional time* means time set aside by a school before actual classroom instruction begins or after actual classroom instruction ends.

LEGAL REF.:

20 U.S.C. §4071 [et seq.](#), Equal Access Act.^{C1}

20 U.S.C. §7904, Every Student Succeeds Act.

[Kennedy v. Bremerton Sch. Dist.](#), 597 U.S. 507 (2022).^{C2}

[Tinker v. Des Moines Indep. Cmty. Sch. Dist.](#), 393 U.S. 503 (1969).

[105 ILCS 20/5](#), Silent Reflection and Student Prayer Act.

CROSS REF.: 7:140 (Search and Seizure), 7:150 (Agency and Law Enforcement Requests), 7:160 (Student Appearance), 7:190 (Student Behavior), 7:330 (Student Use of Buildings - Equal Access)

ADOPTED: March 10, 2026

Proviso Township High School District 209

PRESSPlus Comments

- C1. The Equal Access Act (EAA) requires a secondary school that receives federal funding and allows a *limited open forum* to grant fair opportunity or equal access to students who wish to conduct a meeting within that limited open forum without regard to the religious, political, philosophical, or other content of the speech at such a meeting. A secondary school has a *limited open forum* whenever it “grants an offering to or opportunity for one or more noncurriculum-related student groups to meet on school premises during noninstructional time.” 20 U.S.C. §4071(a). **Issue 122, June 2026**
- C2. Kennedy v. Bremerton Sch. Dist., 597 U.S. 507, 527 (2022) (quoting Tinker at 506, “the First Amendment’s protections extend to both ‘teachers and students,’” found that students were not restricted from voluntarily joining in prayer with a high school football coach on the field after a game). **Issue 122, June 2026**

SECTION 8 - COMMUNITY RELATIONS

8:70 Accommodating Individuals with Disabilities

Individuals with disabilities shall be provided an opportunity to participate in all school-sponsored services, programs, or activities and will not be subject to illegal discrimination. When appropriate, the District may provide to persons with disabilities aids, benefits, or services that are separate or different from, but as effective as, those provided to others.

The District will provide auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program, or activity.

Each service, program, website, or activity operated in existing facilities shall be readily accessible to, and useable by, individuals with disabilities. New construction and alterations to facilities existing before January 26, 1992, will be accessible when viewed in their entirety.

The Superintendent is designated the Title II Coordinator and shall:

1. Oversee the District's compliance efforts and, recommend necessary modifications to the Board of Education, and maintain the District's final Title II self-evaluation document, update it to the extent necessary, and keep it available for public inspection for at least three years after its completion date. ^{C1}
2. Institute plans to make information regarding Title II's protection available to any interested party.

Individuals with disabilities should notify the Superintendent or Building Principal if they have a disability that will require special assistance or services and, if so, what services are required. This notification should occur as far in advance as possible of the school-sponsored function, program, or meeting.

Individuals with disabilities may allege a violation of this policy or federal law by reporting it to the Superintendent, as the Title II Coordinator, or by filing a grievance under Board policy 2:260, the *Uniform Grievance Procedure*.

LEGAL REF.:

Americans with Disabilities Act, 42 U.S.C. §§12101 et seq. and 12131 et seq., Americans with Disabilities Act; 28 C.F.R. Part 35.

Rehabilitation Act of 1973 §104, 29 U.S.C. §794, Rehabilitation Act of 1973 (2006).

105 ILCS 5/10-20.51.

410 ILCS 25/, Environmental Barriers Act.

71 Ill.Admin.Code Part 400, Illinois Accessibility Code.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:150 (Facility Management and Building Programs)

ADOPTED: January 9, 2024

Proviso Township High School District 209

PRESSPlus Comments

C1. Updated in response to a five-year review. **Issue 122, June 2026**

Document Status: Draft Update - New

2:120-E3 Exhibit - Resolution to Appoint a Delegate to the Illinois Association of School Boards Delegate Assembly

New/Unpublished Section

WHEREAS, the Board of Education of *[insert name of School District]* (Board) is an active member of the Illinois Association of School Boards (IASB);^{C1}

WHEREAS, as an IASB member, the Board can appoint a delegate to attend and participate in IASB's Delegate Assembly (Delegate Assembly), which is held each year in conjunction with the Joint Annual Conference in Chicago, Illinois;

WHEREAS, at the Delegate Assembly, one delegate from each participating board may vote on resolutions submitted by member boards and any proposed amendments to the IASB Constitution;

WHEREAS, resolutions adopted by the Delegate Assembly become Position Statements which guide IASB's advocacy efforts and legislative agenda on behalf of its members;

WHEREAS, the Board believes it is important that its collective voice be heard at the Delegate Assembly;

THEREFORE, BE IT RESOLVED, that the Board hereby:

1. Appoints *[insert Board member name]* to serve as the Board's delegate at the 20____ Delegate Assembly.
2. Appoints *[insert Board member name]* to serve as the Board's alternate delegate at the 20____ Delegate Assembly, should the delegate be unable to carry out their responsibilities.
3. Directs the appointed delegate to vote on the IASB resolutions and any proposed constitutional amendments at the 20____ Delegate Assembly (*choose one of the following*) [solely in accordance with the consensus reached by the Board at its meeting on *[insert date]*] OR [with their independent discretion based on the consensus of the Board at its meeting on *[insert date]* and any discussion had on each resolution].
4. The Board's consensus on the IASB resolutions and any proposed constitutional amendments at the 20____ Delegate Assembly shall be reflected in the Board's meeting minutes.

Adopted this _____ day of _____, 20____.

Attested by: _____, Board President

Attested by: _____, Board Secretary

Proviso Township High School District 209

PRESSPlus Comments

- C1. A new sample resolution is created to assist boards with annually appointing a delegate to the IASB Delegate Assembly (DA) and defining the delegate's authority to act on the board's behalf at the DA. This resolution is optional, and if customized and adopted by the board, is not required to be included in the board's policy manual. It is provided through your PRESS Plus dashboard for your convenience, and it can also be found at PRESS Online. **Issue 122, June 2026**

2:220-E3 Exhibit - Closed Meeting Minutes

Closed Meeting Minutes^{C1}

Items in bold are required by 5 ILCS 120/2.06(a)(1)-(3). Non-bolded items align with best practices.

Date: _____ **Start Time:** _____

Location: _____

Name of person(s) taking and recording the minutes: _____

Name of person presiding: _____

Members in attendance (indicate whether in person or by video or audio conference):

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

Members absent:

- 1.
- 2.
- 3.

This meeting was recorded verbatim in the form of ☐ audio or ☐ video recording

Summary of the discussion on all matters (as specified in the vote to close the meeting):

Basis for the finding that litigation is probable or imminent, if applicable (5 ILCS 120/2(c)(11)):

Time of adjournment or return to open meeting: _____

The Board of Education, during its semi-annual review of closed session minutes, has decided these minutes no longer need confidential treatment. Semi-annual means every six months, or as soon after as is practicable, taking into account the nature and meeting schedule of the board. 5 ILCS 120/2.06(d).

☐ **These minutes are available for public inspection as of:** _____

(Date)

Proviso Township High School District 209

PRESSPlus Comments

- C1. Rewritten for PRESS Plus. A redlined version showing the changes made in response to a five-year review is available at PRESS Online by logging in at www.iasb.com. **Issue 122, June 2026**

2:220-E5 Exhibit - Semi-Annual Review of Closed Meeting Minutes

Logging and Review Process^{C1}

Step 1. The Board Secretary or Recording Secretary maintains a log of the closed meeting minutes that are unavailable for public inspection. The meeting minutes are logged according to the reason the Board held the closed meeting. See exhibit 2:220-E6, *Log of Closed Meeting Minutes*.

Step 2. The Board meets in closed session to review the log of unreleased closed meeting minutes. The Board or Recording Secretary brings a copy of all unreleased closed meeting minutes and, if requested, allows Board members to review the actual minutes. The Board identifies which closed meeting minutes or portions thereof no longer need confidential treatment. Use *Report Following the Board's Semi-Annual Review of Closed Meeting Minutes*, below.

Step 3. At least *semi-annually* (every six months, or as soon after as is practicable, taking into account the nature and meeting schedule of the Board), in an open meeting, the Board takes action to release for public inspection those minutes, or portions thereof, no longer needing confidential treatment. Use *Action to Accept*, below. Closed meeting minutes will not be released for public inspection if confidential treatment is needed to protect the public interest or the privacy of an individual, including: (1) student disciplinary cases or other matters relating to an individual student, and (2) personnel files and employees' and Board members' personal information. 5 ILCS 120/2.06(d).

Step 4. The Board Secretary or Recording Secretary: (1) updates the log of unreleased closed meeting minutes to remove any minutes that the Board made available for public inspection; (2) makes a notation on any applicable closed meeting minutes of the Board's action to release it or a portion of it for public inspection; (3) continues to log new closed meeting minutes that the Board has not released for public inspection (see exhibit 2:220-E6, *Log of Closed Meeting Minutes*); and (4) maintains logs for access to closed session minutes pursuant to 5 ILCS 120/2.06(e).

Report Following the Board's Semi-Annual Review of Closed Meeting Minutes

The Board of Education met on _____ in closed session to conduct its semi-annual review of closed meeting minutes that have not been released for public inspection.

The closed meeting minutes, or portions thereof, from the following dates no longer require confidential treatment: *(insert closed meeting dates)*

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The need for confidentiality still exists as to all remaining closed meeting minutes to protect an individual's privacy or the District's interests.

Action to Accept the Board's Semi-Annual Review of Closed Meeting Minutes

Open meeting date:
Motion to approve the Board's semi-annual review of unreleased closed meeting minutes and to release for public inspection those minutes, or portions thereof, that the Board identified as no longer needing confidential treatment made by: _____
Motion seconded by:
Action: ☐ Passed ☐ Failed

Proviso Township High School District 209

PRESSPlus Comments

- C1. Rewritten for PRESS Plus. A redlined version showing the changes made in response to a five-year review is available at PRESS Online by logging in at www.iasb.com. **Issue 122, June 2026**

SECTION 7 - STUDENTS

7:330 Student Use of Buildings - Equal Access

For purposes of this Board policy, the District has established a *limited open forum* for high school students enrolled in the District.^{C1} Each District high school shall offer an opportunity for student-led *noncurriculum related student groups* to meet on school premises during *noninstructional time*. Noncurriculum related student groups are those student groups, clubs, or organizations that do not directly relate to the curriculum. For purposes of this Board policy, a *non-school sponsored* noncurriculum related student group is a noncurriculum related student group that is student led.

A student group or club is *school sponsored* if the District approves the student group or club to have a paid adult sponsor to promote, participate, and/or lead its activities. However, assigning a teacher, administrator, or other school employee to supervise a meeting for custodial purposes, allowing groups to promote meetings, and providing access to resources as determined by the District do not constitute sponsorship of the student group or club, nor does it constitute the District's endorsement or agreement with the activity or the speech of the students who participate in the activity.

Extracurricular and co-curricular student groups or clubs that are school sponsored are governed by Board policy 6:190, *Extracurricular and Co-Curricular Activities*.

Student groups or clubs directed and controlled by non-school persons are governed by Board policy 8:20, *Community Use of School Facilities*.

Student-led noncurriculum related student groups or clubs that are not school sponsored are granted free use of school premises and/or access to school resources for a meeting or series of meetings under the following conditions:

1. The meeting is held during those noninstructional times identified by the Superintendent or designee for noncurriculum related student groups, clubs, or organizations to meet. *Noninstructional time* means time set aside by the school before actual classroom instruction begins or after actual classroom instruction ends.
2. All noncurriculum related student groups that are not school sponsored receive substantially the same treatment.^{C2}
3. The student group or club and the meeting are student-initiated, meaning that the

request is made by a student, and the group or club is led by a student.^{C3}

4. Student attendance at the meeting is voluntary.
5. The school and school employees will not promote, lead, participate in, or otherwise sponsor the meeting.
6. School employees are present at religious meetings only in a nonparticipatory capacity.
7. The meeting and/or any activities engaged in by the student group or club do not materially or substantially interfere with the orderly conduct of educational activities.
8. Non-school persons do not direct, conduct, control, or regularly attend the meetings.^{C4}
9. The school retains its authority to maintain order and discipline.
10. A school staff member is present in a supervisory capacity.
11. The Superintendent or designee approves the use of school premises and/or access to school resources for a meeting or series of meetings.
12. The school requires neutral content generally limited to club/group name, meeting time(s), and location(s) as well as the approval of the Building Principal or designee for all advertisements, wall postings, or flyers.^{C5}

The Superintendent or designee shall develop administrative procedures to implement this policy.

LEGAL REF.:

20 U.S.C. §4071 et seq., Equal Access Act.

Bd. of Ed. of Westside Community Sch. Dist. v. Mergens, 496 U.S. 226 (1990).

E.D. by Duell v. Noblesville Sch. Dist., 151 F.4th 907 (7th Cir. 2025).

Gernetzke v. Kenosha Unified Sch. Dist. No. 1, 274 F.3d 464 (7th Cir. 2001), *cert. denied*, 535 U.S. 1017.

CROSS REF.: 6:190 (Extracurricular and Co-Curricular Activities), 7:10 (Equal Educational Opportunities), 8:20 (Community Use of School Facilities), 8:25 (Advertising and Distributing Materials in Schools Provided by Non-School Related Entities)

Proviso Township High School District 209

PRESSPlus Comments

- C1. This policy is rewritten based on feedback from the Ill. Council of School Attorneys to address the need for more guidance regarding what types of student-led groups are permitted free use of school premises under the Equal Access Act. Under the EAA, if a district with secondary school(s) has established a limited open forum, it is unlawful to deny equal access or a fair opportunity to, or discriminate against, any students who wish to conduct a *meeting* within that limited open forum on the basis of the religious, political, philosophical, or other content of the speech at such meetings. The term *meeting* under the EAA includes those activities of student groups which are permitted under a school's limited open forum and are not directly related to the school curriculum. This prohibition and definition under the EAA are the basis for the term of art *noncurriculum related student group*. See 20 U.S.C. §§4071(a) and 4072(3).

The policy is also updated due to recent case law updates, including E.D. by Duell v. Noblesville Sch. Dist., 151 F.4th 907 (7th Cir. 2025).

For more information, see the PRESS sample policy's footnotes, available at PRESS Online by logging in at www.iasb.com **Issue 122, June 2026**

- C2. See also U.S. Dept. of Education *Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools* (2026), available at: www.ed.gov/media/document/2026-guidance-constitutionally-protected-prayer-and-religious-expression-public-elementary-and-secondary-schools-113182.pdf. **Issue 122, June 2026**
- C3. In E.D., the Court found no violation of the EAA where a school official decided to suspend a student anti-abortion club based on evidence that the club was partially run by the student's parent, and the student failed to follow the school's content-neutral flyer rules by including political messages. **Issue 122, June 2026**
- C4. Bd. of Ed. of Westside Community Sch. Dist. v. Mergens, 496 U.S. 226, 236 (1990). **Issue 122, June 2026**

- C5. The content-neutral restrictions contained in this item were upheld in E.D. The Court found, "[t]he District could reasonably conclude that covering its walls with warring political messages would undermine that order and divert attention from the business of learning."

This condition's application should be consistent with a board's adopted language in policy 8:25, *Advertising and Distributing Materials in Schools Provided by Non-School Related Entities*. **Issue 122, June 2026**

Document Status: Review and Monitoring

SECTION 2 - BOARD OF EDUCATION

2:30 School District Elections

School District elections are non-partisan, governed by the general election laws of the State, and include the election of Board of Education members, various public policy propositions, and advisory questions. Board of Education members are elected at the consolidated election held on the first Tuesday in April in odd-numbered years. If, however, that date conflicts with the celebration of Passover, the consolidated election is postponed to the first Tuesday following the last day of Passover. The canvass of votes is conducted by the election authority within 21 days after the election. ^{C1}

The Board, by proper resolution, may cause to be placed on the ballot: (a) public policy referendum according to [Article 28](#) of the Election Code, or (b) advisory questions of public policy according to [Section 9-1.5](#) of the School Code.

The Board Secretary serves as the local election official. He or she receives petitions for the submission of a public question to referenda and forwards them to the proper election officer and otherwise provides information to the community concerning District elections.

LEGAL REF.:

[10 ILCS 5/1-3](#), [5/2A](#), [5/9](#), [5/10-9](#), [5/22-17](#), [5/22-18](#), and [5/28](#).

[105 ILCS 5/9](#).

CROSS REF.: 2:40 (Board Member Qualifications), 2:50 (Board Member Term of Office), 2:210 (Organizational Board of Education Meeting)

ADOPTED: September 14, 2021

Proviso Township High School District 209

PRESSPlus Comments

- C1. 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 122, June 2026

Document Status: Review and Monitoring

SECTION 3 - GENERAL SCHOOL ADMINISTRATION

3:40 Superintendent

Duties and Authority^{C1}

The Superintendent is the District's executive officer and is responsible for the administration and management of the District schools in accordance with Board of Education policies and directives, and State and federal law. District management duties include, without limitation, preparing, submitting, publishing, and posting reports and notifications as required by State and federal law, including the special reporting responsibilities in policy 5:90, *Abused and Neglected Child Reporting*. The Superintendent is authorized to develop administrative procedures and take other action as needed to implement Board policy and otherwise fulfill his or her responsibilities. This includes formulating and implementing any and all necessary requirements and/or procedures necessary to provide educational services and/or t permit individuals to be on school property during any period of time in which the Governor or the Director of the Illinois Department of Public Health has issued a declaration related to public health concerns because of a disaster as defined in Section 4 of the Illinois Emergency Management Agency Act while any portion of the District area is covered by the disaster area. The Superintendent may delegate to other District staff members the exercise of any powers and the discharge of any duties imposed upon the Superintendent by Board of Education policies or by Board vote. The delegation of power or duty, however, shall not relieve the Superintendent of responsibility for the action that was delegated.

Qualifications

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

Evaluation

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

Compensation and Benefits

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

LEGAL REF.:

[105 ILCS 5/10-16.7](#), [5/10-20.47](#), [5/10-21.4](#), [5/10-21.9](#), [5/10-23.8](#), [5/21B-20](#), [5/21B-25](#), [5/24-11](#), and [5/24A-3](#).

[5 ILCS 120/7.3](#), Open Meetings Act.

[23 Ill.Admin.Code §§1.310](#), [1.705](#), and [25.355](#).

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

ADOPTED: March 15, 2022

Proviso Township High School District 209

PRESSPlus Comments

C1. 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 122, June 2026

Document Status: Review and Monitoring

SECTION 3 - GENERAL SCHOOL ADMINISTRATION

3:50 Administrative Personnel Other Than the Superintendent

Duties and Authority^{C1}

The Board of Education establishes District administrative and supervisory positions in accordance with the District's needs and State law. This policy applies to all administrators other than the Superintendent, including without limitation, Building Principals. The general duties and authority of each administrative or supervisory position are approved by the Board, upon the Superintendent's recommendation, and contained in the respective position's job description. In the event of a conflict, State law and/or the administrator's employment agreement shall control.

Qualifications

All administrative personnel shall be appropriately licensed and shall meet all applicable requirements contained in State law and Illinois State Board of Education rules.

Evaluation

The Superintendent or designee shall evaluate all administrative personnel and make employment and salary recommendations to the Board of Education.

Administrators shall annually present evidence to the Superintendent of professional growth through attendance at educational conferences, additional schooling, in-service training, and Illinois Administrators' Academy courses, or through other means as approved by the Superintendent.

Administrative Work Year

The work year for administrators shall be the same as the District's fiscal year, July 1 through June 30, unless otherwise stated in the employment agreement. In addition to legal holidays, administrators shall have vacation periods as approved by the Superintendent. All administrators shall be available for work when their services are necessary.

Compensation and Benefits

The Board and each administrator shall enter into an employment agreement that complies with Board policy and State law. The terms of an individual employment contract, when in conflict with this policy, will control.

The Board of Education will consider the Superintendent's recommendations when setting compensation for individual administrators. These recommendations should be presented to

the Board of Education at such a time that will allow the Board to consider contract renewal and nonrenewable issues.

Unless stated otherwise in individual employment contracts, all benefits and leaves of absence available to teaching personnel are available to administrative personnel.

LEGAL REF:

[105 ILCS 5/10-21.4a](#), [5/10-23.8a](#), [5/10-23.8b](#), [5/21B](#), and [5/24A-4](#).

[23 Ill.Admin.Code §§1.310](#), [1.705](#), [50.300](#); and [Parts 25](#) and [29](#).

CROSS REF: 3:60 (Administrative Responsibility of the Building Principal), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:210 (Resignations), 5:250 (Leaves of Absence), 5:290 (Employment Termination and Suspensions)

ADOPTED: March 15, 2022

Proviso Township High School District 209

PRESSPlus Comments

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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 3 - GENERAL SCHOOL ADMINISTRATION

3:60 Administrative Responsibility of the Building Principal

Duties and Authority^{C1}

The Board of Education, upon the recommendation of the Superintendent, employs Building Principals as the chief administrators and instructional leaders of their assigned schools, and may employ Assistant Principals. The primary responsibility of a Building Principal is the improvement of instruction. Each Building Principal shall perform all duties as described in State law as well as such other duties as specified in his or her employment agreement or as the Superintendent may assign, that are consistent with the Building Principal's education and training.

Each Building Principal shall complete State law requirements to be a prequalified evaluator before conducting an evaluation of a teacher.

Evaluation Plan

The Superintendent or designee shall implement an evaluation plan for Principals that complies with [Section 24A-15 of the School Code](#) and relevant Illinois State Board of Education rules. Using that plan, the Superintendent or designee shall evaluate each Building Principal. The Superintendent or designee may conduct additional evaluations.

Qualifications and Other Terms and Conditions of Employment

Qualifications and other terms and conditions of employment are found in Board policy 3:50, *Administrative Personnel Other Than the Superintendent*.

LEGAL REF.:

[105 ILCS 5/2-3.53a](#), [5/10-20.14](#), [5/10-21.4a](#), [5/10-23.8a](#), [5/10-23.8b](#), and [5/24A-15](#).

[10 ILCS 5/4-6.2](#), Election Code.

[105 ILCS 127/](#), School Reporting of Drug Violations Act.

[23 Ill.Admin.Code Parts 35 and 50](#), Subpart D.

CROSS REF.: 3:50 (Administrative Personnel Other Than the Superintendent), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest),

5:150 (Personnel Records), 5:210 (Resignations), 5:250 (Leaves of Absence), 5:290 (Employment Termination and Suspensions)

ADOPTED: March 15, 2022

Proviso Township High School District 209

PRESSPlus Comments

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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 3 - GENERAL SCHOOL ADMINISTRATION

3:70 Succession of Authority

If the Superintendent, Building Principal, or other administrator is temporarily unavailable, the succession of authority and responsibility of the respective office shall follow a succession plan, developed by the Superintendent and submitted to the Board.^{C1}

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 3:30 (Chain of Command)

ADOPTED: January 9, 2024

Proviso Township High School District 209

PRESSPlus Comments

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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 4 - OPERATIONAL SERVICES

4:120 Food Services

Good nutrition shall be promoted in the District's meal programs and in other food and beverages that are sold to students during the school day. The Superintendent shall manage a food service program that complies with this policy and is in alignment with Board of Education policy 6:50, *School Wellness*.^{C1}

Food or beverage items sold to students as part of a reimbursable meal under federal law must follow the nutrition standards specified in the U.S. Dept. of Agriculture rules that implement the National School Lunch and Child Nutrition Acts. Schools being reimbursed for meals under these laws are *participating schools*.

The food service program in participating schools shall comply with the nutrition standards specified in the U.S. Dept. of Agriculture's *Smart Snacks rules* when it offers competitive foods to students on the school campus during the school day. *Competitive foods* are all food and beverages that are offered by any person, organization or entity for sale to students on the school campus during the school day that are not reimbursed under programs authorized by federal law. The food service programs in participating schools shall also comply with any applicable mandates in the Illinois State Board of Education's School Food Service rules implementing these federal laws and the Ill. School Breakfast and Lunch Program Act.

All revenue from the sale of any food or beverages sold in competition with the School Breakfast Program or National School Lunch Program to students in food service areas during the meal period shall accrue to the nonprofit school lunch program account.

LEGAL REF.:

B. Russell National School Lunch Act, [42 U.S.C. §1751](#) *et seq.*

Child Nutrition Act of 1966, [42 U.S.C. §1771](#) *et seq.*

[7 C.F.R. Parts 210](#) (National School Lunch Program) and [220](#) (School Breakfast Program).

[105 ILCS 125/](#), School Breakfast and Lunch Program Act.

[23 Ill.Admin.Code Part 305](#), School Food Service.

CROSS REF.: 4:130 (Free and Reduced-Price Food Services), 6:50 (School Wellness)

ADOPTED: March 15, 2022

PRESSPlus Comments

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Issue 122, June 2026

SECTION 4 - OPERATIONAL SERVICES

4:175 Convicted Child Sex Offender; Screening; Notifications

Persons Prohibited on School Property without Prior Permission^{C1}

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

1. The offender is a parent/guardian of a student attending the school and has notified the Building Principal of his or her presence at the school for the purpose of: (i) attending a conference with school personnel to discuss the progress of his or her child academically or socially, (ii) participating in child review conferences in which evaluation and placement decisions may be made with respect to his or her child regarding special education services, or (iii) attending conferences to discuss other student issues concerning his or her child such as retention and promotion; or
2. The offender received permission to be present from the Board of Education, Superintendent, or Superintendent's designee. If permission is granted, the Superintendent or Board President shall provide the details of the offender's upcoming visit to the Building Principal.

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

Screening

The Superintendent or designee shall perform fingerprint-based criminal history records information checks and/or screenings required by State law or Board policy for employees; student teachers; students doing field or clinical experience other than student teaching; contractors' employees who have direct, daily contact with one or more children; and resource persons and volunteers. The Board President shall ensure that these checks are completed for the Superintendent. He or she shall take appropriate action based on the result of any criminal background check and/or screen.

Notification to Parents/Guardians

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

LEGAL REF.:

[20 U.S.C. §7926](#), Elementary and Secondary Education Act.

[20 ILCS 2635/](#), Uniform Conviction Information Act.

[720 ILCS 5/11-9.3](#), Criminal Code of 2012.

[730 ILCS 152/](#), Sex Offender Community Notification Law.

[730 ILCS 154/75-105](#), Murderer and Violent Offender Against Youth Community Notification Law.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:60 (Administrative Responsibility of the Building Principal), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:30 (Hiring Process and Criteria), 5:260 (Student Teachers), 6:250 (Community Resource Persons and Volunteers), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED: March 15, 2022

Proviso Township High School District 209

PRESSPlus Comments

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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 5 - 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.^{C1}

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: June 11, 2024

Proviso Township High School District 209

PRESSPlus Comments

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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 5 - PERSONNEL

5:140 Solicitations By or From Staff

District employees shall not solicit donations or sales, nor shall they be solicited for donations or sales, on school grounds without prior approval from the Superintendent. ^{C1}

CROSS REF.: 8:90 (Parent Organizations and Booster Clubs)

ADOPTED: January 9, 2024

Proviso Township High School District 209

PRESSPlus Comments

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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 5 - PERSONNEL

5:110 Recognition for Service

The Board of Education will periodically recognize those District employees who contribute significantly to the educational programs and welfare of the students.^{C1}

ADOPTED: January 9, 2024

Proviso Township High School District 209

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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 5 - PERSONNEL

5:185 Family and Medical Leave

Leave Description^{C1}

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

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

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

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

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

1. The birth and first-year care of a son or daughter.
2. The adoption or foster placement of a son or daughter, including absences from work that are necessary for the adoption or foster care to proceed and expiring at the end of the 12-month period beginning on the placement date.
3. The serious health condition of an employee's spouse, child, or parent.

4. The employee's own serious health condition that makes the employee unable to perform the functions of his or her job.
5. The existence of a qualifying exigency arising out of the fact that the employee's spouse, child, or parent is a military member on covered active duty or has been notified of an impending call or order to active duty, as provided in federal rules.
6. To care for the employee's spouse, child, parent, or next of kin who is a covered servicemember with a serious injury or illness, as provided by federal rules.

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

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

Eligibility

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

1. The employee has been employed by the District for at least 12 months and has been employed for at least 1,000 hours of service during the 12-month period immediately before the beginning of the leave. The 12 months an employee must have been employed by the District need not be consecutive. However, the District will not consider any period of previous employment that occurred more than seven years before the date of the most recent hiring, except when the service break is due to fulfillment of a covered service obligation under the employee's Uniformed Services Employment and Reemployment Rights Act (USERRA), [38 U.S.C. 4301](#), *et seq.*, or when a written agreement exists concerning the District's intention to rehire the employee.
2. The employee is a full-time classroom teacher.

Requesting Leave

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

anticipated timing and duration of the leave. Failure to give the required notice for a foreseeable leave may result in a delay in granting the requested leave until at least 30 days after the date the employee provides notice.

Certification

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

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

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

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

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

Continuation of Health Benefits

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

Changed Circumstances and Intent to Return

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

Return to Work

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

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

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

Implementation

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

LEGAL REF.:

[29 U.S.C. §2601](#) *et seq.*, Family and Medical Leave Act; [29 C.F.R. Part 825](#).

[105 ILCS 5/24-6.4](#).

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:250 (Leaves of Absence), 5:310 (Compensatory Time-Off), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

ADOPTED: March 15, 2022

Proviso Township High School District 209

PRESSPlus Comments

- C1. 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 122, June 2026

Document Status: Review and Monitoring

SECTION 7 - STUDENTS

7:30 Student Assignment and Intra-District Transfer

Attendance Areas^{C1}

The School District is divided into school attendance areas. The Superintendent will:

1. Review the boundary lines annually and recommend to the Board of Education any changes or revisions for existing units; or
2. Create new units using a lens that considers preventing segregation and the elimination of separating students in the District's schools because of color, race, or nationality.

The Superintendent or designee shall maintain a map of the District showing current school attendance areas. All records pertaining to the creation, alteration, or revision of attendance units are open to the public. Students living in a given school attendance area will be assigned to that school. Homeless children shall be assigned according to policy 6:140, *Education of Homeless Children*.

Transfers Within the District

Intra-District transfers will only be permitted when mandated by the Unsafe School Choice Option covered in Board policy 4:170, *Safety*.

Class Assignments

The Building Principal shall assign students to classes.

LEGAL REF.:

[105 ILCS 5/10-21.3](#), [5/10-21.3a](#), and [5/10-22.5](#).

CROSS REF.: 4:170 (Safety), 6:30 (Organization of Instruction), 6:140 (Education of Homeless Children)

ADOPTED: March 15, 2022

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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 7 - STUDENTS

7:80 Release Time for Religious Instruction/Observance

A student shall be released from school, as an excused absence, because of religious reasons, including to observe a religious holiday, for religious instruction, or because the student's religion forbids secular activity on a particular day(s) or time of day. The student's parent/guardian must give written notice to the Building Principal at least five calendar days before the student's anticipated absence(s). ^{C1}

The Superintendent or designee shall develop and distribute to teachers appropriate procedures regarding student absences for religious reasons, including how teachers are notified of a student's impending absence, and the State law requirement that teachers provide the student with an equivalent opportunity to make up any examination, study, or work requirement.

LEGAL REF.:

[105 ILCS 5/26-1](#) and [5/26-2b](#).

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

CROSS REF.: 7:70 (Attendance and Truancy)

ADOPTED: March 15, 2022

Proviso Township High School District 209

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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 7 - STUDENTS

7:345 Use of Educational Technologies; Student Data Privacy and Security

Educational technologies used in the District shall further the objectives of the District's educational program, as set forth in Board policy 6:10, *Educational Philosophy and Objectives*, align with the curriculum criteria in policy 6:40, *Curriculum Development*, and/or support efficient District operations. The Superintendent shall ensure that the use of educational technologies in the District meets the above criteria. ^{C1}

The District and/or vendors under its control may need to collect and maintain data that personally identifies students in order to use certain educational technologies for the benefit of student learning or District operations.

Federal and State law govern the protection of student data, including school student records and/or *covered information*. The sale, rental, lease, or trading of any school student records or covered information by the District is prohibited. Protecting such information is important for legal compliance, District operations, and maintaining the trust of District stakeholders, including parents, students and staff. The Board designates the Director of Technology to serve as Privacy Officer, who shall ensure the District complies with the duties and responsibilities required of it under the Student Online Personal Protection Act, [105 ILCS 85/](#), amended by P.A. 101-516, eff. 7-1-21.

Definitions

Covered information means personally identifiable information (PII) or information linked to PII in any media or format that is not publicly available and is any of the following: (1) created by or provided to an operator by a student or the student's parent/guardian in the course of the student's or parent/guardian's use of the operator's site, service or application; (2) created by or provided to an operator by an employee or agent of the District; or (3) gathered by an operator through the operation of its site, service, or application.

Operators are entities (such as educational technology vendors) that operate Internet websites, online services, online applications, or mobile applications that are designed, marketed, and primarily used for K-12 school purposes.

Breach means the unauthorized acquisition of computerized data that compromises the security, confidentiality or integrity of covered information maintained by an operator or the District.

Operator Contracts

The Superintendent or designee designates which District employees are authorized to enter into written agreements with operators for those contracts that do not require separate Board approval. Contracts between the Board and operators shall be entered into in accordance with State law and Board policy 4:60, *Purchases and Contracts*, and shall include any specific provisions required by State law.

Security Standards

The Superintendent or designee shall ensure the District implements and maintains reasonable security procedures and practices that otherwise meet or exceed industry standards designed to protect covered information from unauthorized access, destruction, use, modification, or disclosure. In the event the District receives notice from an operator of a breach or has determined a breach has occurred, the Superintendent or designee shall also ensure that the District provides any breach notifications required by State law.

LEGAL REF.:

[20 U.S.C. §1232g](#), Family and Educational Rights and Privacy Act; [34 C.F.R. Part 99](#).

[105 ILCS 10/](#), Ill. School Student Records Act.

[105 ILCS 85/](#), Student Online Personal Protection Act.

[23 Ill. Admin. Code Part 380](#).

CROSS REF.: 4:15 (Identity Protection), 4:60 (Purchases and Contracts), 6:235 (Access to Electronic Networks), 7:340 (Student Records)

ADOPTED: March 15, 2022

Proviso Township High School District 209

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Issue 122, June 2026

9. Public Comments

10. Retire to Executive Session

A. Litigation, when an action against, affecting or on behalf of the particular public body. 5 ILCS 120/2(c) (11).

B. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the public body or legal counsel for public body. 5 ILCS 120/2(c)(1).

C. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees 5 ILCS 120/2(c) (2).

D. Matters related to individual students per Section 2(c)(10)

11. Reconvene the Regular Meeting

12. Consent Agenda

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a) Adobe K12 Renewal

b) Merit School of Music Contract

c) TestNAV ACT/PreACT Contract Services

d) Constitution Test Requirement Clarification

Proviso Township High School District 209

To: Proviso Township High School District 209 Board of Education

From: Krish Mohip, Superintendent

Agenda Topic: Adobe K12 Renewal

Expected Outcome: Action

Staff Contacts: Michael Swanson

Title: Adobe K12 Renewal

Purpose: Proviso currently uses Adobe K12 Creative Cloud for access to all Adobe resources for students and staff. Adobe Creative Cloud offers more than 20 industry-standard apps for design, photography, video, and web. As students develop in-demand digital skills with these tools, they also learn how to express their ideas in more visually compelling ways.

Background:

Proviso Township High School District 209 (PTHS District 209) has licensed Adobe K12 Creative Cloud to provide the necessary industry-standard tools and resources for all students and staff. This includes well-known applications such as Adobe Acrobat Pro, Photoshop, Illustrator, and Adobe Express, among others, which are accessible to every student and staff member via their district-issued laptop.

Current Contract Start Date: September 16, 2025

Term: 12 Months

Previous Yearly Cost: \$27,005 (\$4.91 x 5,500 users)

This purchase aligns with Goal 3 – Technology and Innovation of the strategic plan and the following action steps:

- Create a plan for ongoing upgrades and purchases of devices, technology, infrastructure, and equipment.
- Increase equitable access to high-quality digital resources and standards-based, technology-rich learning experiences.

Administration Analysis:

Proviso Township High School District 209 (PTHS District 209) utilizes Adobe K12 Creative Cloud across all departments, which is vital to daily school operations. By providing the

Adobe Suite to all students, we ensure equitable access to the most up-to-date tools and resources, enabling them to continue developing their 21st-century skills.

Purpose:

Provides students and educators with industry-standard creative tools to support digital literacy, media creation, and 21st-century skills across all subject areas.

Key Features:

- Age-appropriate access with compliance (COPPA, FERPA, SOPPA)
- Includes tools like Photoshop, Illustrator, Premiere Pro, and Adobe Express
- Available on all school-issued devices and personal mobile devices
- Web-based tools support remote and in-class learning
- Single Sign-On integration for secure student access
- Cloud storage and cross-device collaboration
- Managed via central admin console for IT control
- School-owned licenses ensure oversight and compliance

Educational Value:

Empowers students to think creatively, communicate visually, and prepare for college and careers in a digital world.

Equity Impact: The renewal of Adobe K12 Creative Cloud ensures the district continues to provide students and staff with equitable, industry-leading applications and resources.

Student Impact: The Adobe K12 Creative Cloud renewal will continue to provide students with industry-standard creative tools to support digital literacy, media creation, and 21st-century skills across all subject areas.

Staff Impact: The Adobe renewal will provide staff with the necessary applications and resources to educate and serve students across the district.

Financial Impact: Adobe K12 Creative Cloud is \$25,882.50 (\$4.93 x 5,250 users) for the 2026-2027 school year.

Communication: The Director of Technology will communicate with the Business Office to complete the purchase.

Statute, Administrative Policy or Board Rules Statement:

Board Policy 4:60 Purchases and Contracts

Superintendent's Recommendation:

That the Board of Education of Proviso Township High School District 209 accepts the Superintendent's recommendation and approves the acceptance of the Adobe K12 Creative Cloud renewal.



GHA Technologies, Inc.
NEW REMITTANCE ADDRESS
Dept #880831
PO Box 29650
Phoenix, Arizona 85038-9650
United States
<http://www.gha-associates.com>
(P) 480-951-6865
(F) 480-951-6956

Quotation (Open)

Date

Apr 29, 2026 02:29 PM CDT

Modified Date

Jun 15, 2026 01:21 PM CDT

Quote

3101074 - rev 1 of 1

Description

Adobe Licensing 2026

SalesRep

Welch, Ryan
(P) 325-305-0127
(F) 480-951-6956

Customer Contact

Swanson, Michael
MSwanson@pths209.org

Customer

PROVISO TOWNSHIP HIGH
SCHOOL (PT115107)
Swanson, Michael
8601 West Roosevelt Rd
Forest Park, IL 60130
United States
(P) 7083385920

Bill To

PROVISO TOWNSHIP HIGH
SCHOOL
Payable, Accounts
8601 West Roosevelt Rd
Forest Park, IL 60130
United States
(P) 7083385920

Ship To

PROVISO TOWNSHIP HIGH
SCHOOL
Swanson, Michael
8601 West Roosevelt Rd
Forest Park, IL 60130
United States
(P) 7083385920
mwsanson@pths209.org

Customer PO:

Terms:

Undefined

Ship Via:

FedEx Ground

Special Instructions:

Carrier Account #:

#	Description	Part #	Tax	Qty	Unit Price	Total
1	Adobe Creative Cloud for Enterprise All Apps Multiple Platforms Multi-Lingual Subscription Renewal K12 Named User District License (2500+) Level 4 12 Months	A144B9001581D	Yes	5250	\$4.93	\$25,882.50

Subtotal: \$25,882.50
Tax (.0000%): \$0.00
Shipping: \$0.00
Misc: \$0.00
Total: \$25,882.50

DLL Leasing Option	\$2,270.67 / mo. for 12 months. \$1,189.56 / mo. for 24 months. \$830.31 / mo. for 36 months. \$651.46 / mo. for 48 months. \$544.83 / mo. for 60 months.
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-The prices quoted may change due to market conditions beyond our control.

-GHA cannot be responsible for manufacturer availability or delays.

-No verbal quotations or promises can be honored unless set forth herein.

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-Handling Fees: Handling fees charged on shipments are in addition to the freight and insurance charges and vary.

-Returns Policy: Because GHA Represents more than 3500 manufacturers, it is the policy of GHA to pass through the return policy of the manufacturer. Return approvals are subject to the manufacturers approval. Cloud Service Provider CSP orders for Microsoft require at least 30 days of cancellation notice from Buyer. Buyer agrees to pay for any cloud subscription usage incurred. For all other CSP s, GHA will pass through and honor the cancellation policy as stated in the original contract 7, 30, 60 or 90 days of cancellation notice is required. Custom computers and technology orders are non-cancellable and non-returnable. No return will be accepted after 30 days from the invoice date. Goods accepted for credit upon return will be subject to handling/restocking charge, which shall be not less than 15% of the price of Goods. Custom-made Goods are not subject to cancellation or return under any circumstances. In no case are Goods to be returned without first obtaining Seller's written permission. Goods must be securely packed in the original packaging and delivered to Seller in an undamaged condition with Buyer being solely responsible for paying all return freight expenses and keeping the GHA invoice current within 30 days from the date of shipment regardless of the reason for a return. All returns must be accompanied by an authorized RMA number, which is valid for 15 days after date of issuance. GHA Technologies makes NO WARRANTY OF MERCHANTABILITY OR FITNESS FOR ANY PARTICULAR PURPOSE with respect to the goods described hereon. Professional Service Organizations are separate companies from GHA. GHA is not responsible for their workmanship and there is no right to offset payment.

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-Supplier represents and warrants that it is an equal-opportunity employer and does not discriminate on the basis of age, race, creed, color, religion, sex, sexual orientation, gender identity, national origin, disability, marital or veteran status, or any other basis that is prohibited by law.

-This document shall be governed by the laws of the State of Arizona.

-You may view all Terms & Conditions at: <https://www.gha-associates.com/terms-and-conditions> - .

-THIS QUOTE HAS BEEN PROVIDED FOR CLIENT AND GHA PURPOSES ONLY**

-CORPORATE OFFICE: (REMIT PAYMENTS TO THE DEPARTMENT NUMBER AND PO BOX LISTED ABOVE; NO PAYMENTS SHOULD BE MAILED TO THE CORPORATE OFFICE) GHA Technologies, Inc. 8998 E. Raintree Drive Scottsdale, AZ 85260

Proviso Township High School District 209

To: Proviso Township High School District 209 Board of Education

From: Krish Mohip, Superintendent
Dr. Alexander Aschoff, Deputy Superintendent of Academics

Agenda Topic: ACT/PreACT Preparation Test Practice

Expected Outcome: Action

Staff Contacts: Dr. Jorge Sanchez, Principal Proviso Math and Science Academy; Ms. Amy Paulus, PMSA College and Career Counselor; Mrs. Felicia Burkovskiy, PMSA Music Teacher

Title: Merit School of Music Contract Renewal 2026-2027 School Year

Purpose: To continue the District's partnership with Merit School of Music to support the Proviso Math and Science Academy (PMSA) music program for the 2026–2027 school year.

Background:

Proviso Math and Science Academy has partnered with Merit School of Music since the school opened in 2005. Merit School of Music provides instrumental music instruction to PMSA students, along with access to instruments, curricular materials, and programmatic support necessary to sustain a high-quality music education program. Merit instructors undergo a rigorous selection and evaluation process to ensure strong instructional quality, professionalism, and alignment with the District's educational expectations.

In addition to instructional services, Merit continues to provide PMSA with access to an extensive instrument inventory and grant-funded support for instrument purchases, maintenance, and repairs. The partnership also includes the provision of music, method books, and other consumable instructional materials required to support band instruction and student performances.

The continuation of this partnership reflects the District's commitment to maintaining strong fine arts programming and ensuring students have equitable access to meaningful artistic and performance-based learning experiences.

This partnership ensures students have access to engaging, high-quality, equitable, and relevant instructional experiences. The Merit partnership supports Ambitious Instruction

through authentic music performance opportunities and strengthens a Supportive Environment by promoting student creativity, collaboration, discipline, and engagement through the arts.

Administration Analysis:

Through this agreement, PMSA will continue to offer Beginning Band, Concert Band, and additional music-related instructional opportunities during the 2026–2027 school year. Merit School of Music will continue providing highly qualified instructional staff, curricular materials, music resources, and instrument support services necessary to sustain a comprehensive instrumental music program.

The proposed agreement also continues grant-funded support from Merit, including approximately \$15,000 in equipment funding dedicated toward woodwind, brass, and percussion instruments used exclusively at PMSA. This ongoing investment significantly reduces financial burdens on the District while ensuring students have access to high-quality instruments and instructional materials.

The music program continues to provide students with opportunities to participate in concerts, community performances, and commencement activities, helping students develop performance skills, confidence, teamwork, and artistic expression. In addition, music education research consistently demonstrates positive correlations between participation in fine arts programs and improved student engagement, attendance, discipline, and academic performance.

The continuation of this partnership also allows PMSA to maintain specialized music programming without the District independently assuming the substantial costs associated with instrument acquisition, maintenance, repairs, and specialty music staffing.

Equity Impact: Merit School of Music provides all PMSA students equitable access to high-quality music instruction, instruments, and curricular materials regardless of socioeconomic status. The partnership ensures students can participate in band and performance opportunities without the financial barriers often associated with instrumental music programs.

Student Impact: Students will continue to benefit from access to high-quality music instruction, performance experiences, instrument access, and opportunities for artistic growth. Participation in music programs promotes collaboration, discipline, creativity, leadership, and student engagement while enriching the overall educational experience at PMSA.

Staff Impact: The Merit School of Music instructor will continue collaborating with PMSA staff and administration to support student learning experiences, performances, and

music program development. This partnership also strengthens interdisciplinary collaboration opportunities within the PMSA Fine Arts Department.

Financial Impact: The total projected cost of the Merit School of Music contract for the 2026–2027 school year is **\$63,455.00**.

This cost includes:

- Band instruction services
- Administrative support hours
- Concert and performance support
- Instructional materials and consumable supplies
- Instrument maintenance and repairs

Additionally, Merit School of Music will continue providing approximately **\$15,000 in grant-funded instrument support** dedicated exclusively to PMSA music programming.

The proposed agreement reflects a reduction in overall cost compared to the prior year while maintaining high-quality instructional and programmatic supports for students.

Communication: The Merit School of Music instructor will continue receiving District and building-level communications through a Proviso email account and will collaborate with PMSA administration regarding performances, instructional scheduling, concerts, and school events. Program updates and performance information will continue to be shared with students, families, and the school community throughout the year.

Statute, Administrative Policy or Board Rules Statement:

This agreement aligns with Board Policy 6:60 – Curriculum Content, which authorizes the District to provide instructional programming in fine arts and music education as part of a comprehensive educational experience. Additionally, Board Policy 6:30 – Organization of Instruction supports the use of specialized partnerships and instructional programs designed to meet student interests and educational needs. In compliance with Board Policy 4:50 – Payment Procedures and Board Policy 4:60 – Purchases and Contracts, this contract must be reviewed and approved by the Board of Education prior to payment and implementation.

Superintendent’s Recommendation:

That the Board of Education of Proviso Township High School District 209 accepts the Superintendent’s recommendation and approves the acceptance of the Merit School of Music Contract Renewal for the 2026-2027 School Year.

Date of Board Action: July 14, 2026

Proviso Township High School District 209

To: Proviso Township High School District 209 Board of Education

From: Krish Mohip, Superintendent
Dr. Alexander Aschoff, Deputy Superintendent of Academics

Agenda Topic: ACT/PreACT Preparation Test Practice

Expected Outcome: Action

Staff Contacts: Mr. Chase Faull, Coordinator of Data and Assessment; Dr. Aaron Butler, Director of Research, Assessment, and Data; Ms. Matsa Felder, Coordinator of Data and Enrollment

Title: TestNAV ACT/PreACT Contract Services

Purpose: To inform the Board of Education of the District's intent to transition from Cambridge Educational Services to the official ACT/TestNav preparation platform for the 2026–2027 school year. This transition would provide students and staff with preparation resources and practice assessments delivered within the same testing environment used for Illinois' official ACT and PreACT administrations.

Background:

With the Illinois State Board of Education continuing the ACT as the official state assessment for high school accountability, Proviso Township High Schools remains committed to ensuring students and staff are adequately prepared for the operational and instructional demands associated with ACT administration. During the 2025–2026 school year, the District utilized Cambridge Educational Services to support ACT readiness across multiple grade levels. While the platform provided instructional resources and practice assessments, district analysis identified several operational challenges related to platform alignment, roster management, staff training, login procedures, and reporting structures. Feedback from teachers and administrators identified a key limitation: using third-party platforms introduced operational complexity without replicating the actual conditions students face on test day.

In response, the Educational Services team, in collaboration with teacher leaders, Technology and Data team, building and district administrators, evaluated available options and identified TestNAV's official ACT and PreACT practice tests as the most effective path forward. As part of the District's continued review of instructional and assessment systems, Educational Services, Technology, and Data teams explored the

benefits of utilizing the official ACT/TestNav preparation environment instead of a third-party testing platform. The ACT/TestNav system mirrors the exact testing environment students and staff encounter during official state testing, including login procedures, device readiness checks, accommodations workflows, timing tools, proctor dashboards, and troubleshooting protocols.

The District believes transitioning to the official ACT/TestNav preparation system will create a more authentic testing experience while reducing operational complexity and improving districtwide readiness for state ACT and PreACT administrations.

This initiative ensures all students have access to engaging, high-quality, equitable, and relevant instruction and assessment preparation. Utilizing the official ACT/TestNav environment supports Ambitious Instruction through authentic assessment preparation and strengthens Effective Leadership by streamlining operational systems and reducing unnecessary redundancies in assessment administration.

Administration Analysis:

The proposed ACT/TestNav preparation services would provide students and staff with practice assessments delivered through the same platform utilized during the official Illinois ACT and PreACT administrations. This alignment provides substantial operational advantages over the District's previous Cambridge model.

Unlike Cambridge, which required separate platforms, separate roster uploads, separate training procedures, independent login systems, and separate reporting structures, the ACT/TestNav platform creates continuity between practice and official testing. Students would gain familiarity with the exact navigation tools, timing structure, accessibility features, and digital environment they will experience on test day. Similarly, teachers, proctors, administrators, and technology staff would benefit from authentic rehearsal opportunities related to device readiness, accommodations workflows, troubleshooting procedures, and assessment management.

Based on the District's experience during the 2025–2026 school year, these operational differences created confusion and increased the risk of technical or procedural issues during official testing windows. Transitioning to the ACT/TestNav preparation environment is expected to reduce these risks while improving testing efficiency, staff confidence, and student familiarity with the assessment process.

Additionally, the proposed transition represents a significantly more cost-effective solution for the District. The prior Cambridge contract approved during the 2025–2026 school year totaled approximately \$150,559.90. Preliminary ACT/TestNav pricing estimates for 2026–2027 are projected at approximately \$62,000 based on Illinois State Board of Education Pre-ID counts and ACT per-student pricing. This represents a substantial reduction in cost while simultaneously improving alignment to the state assessment environment.

Equity Impact: Providing all students access to the same assessment platform used during official ACT and PreACT testing promotes equitable preparation opportunities across all schools and student groups. Students will have equal exposure to the testing environment, navigation tools, and accommodations features prior to participating in high-stakes state assessments.

Student Impact: Students will benefit from practicing within the exact digital environment used during official ACT and PreACT testing, increasing familiarity, reducing test anxiety, and improving confidence. The platform will also provide students with authentic exposure to navigation tools, timing structures, and accommodations workflows that directly mirror the official testing experience.

Staff Impact: Teachers, administrators, proctors, and technology staff will benefit from streamlined systems and a more authentic rehearsal process for state testing administration. Using the same platform for preparation and official testing reduces the need for duplicate workflows, additional staff training, and separate troubleshooting procedures.

Financial Impact: The estimated cost for the ACT/TestNav preparation services for the 2026–2027 school year is 67,140, based on Illinois State Board of Education Pre-ID student counts and ACT per-student pricing of approximately \$19 per student. This represents a significant reduction from the District’s prior Cambridge contract cost of approximately \$150,559.90 for the 2025–2026 school year. There would be an extra cost of approximately \$22,800 ($\$19 \times 1,200$) if we utilize this platform for the Math and Science Admissions process, but that has not been decided.

Communication: If approved, the Department of Educational Services will collaborate with the Technology Department, building leadership teams, and instructional staff to communicate implementation timelines, training expectations, and testing procedures. Additional support and guidance will be provided to ensure a smooth transition to the ACT/TestNav platform for the 2026–2027 school year.

Statute, Administrative Policy or Board Rules Statement:

This item aligns with Board Policy 6:60 – Curriculum Content, which supports the use of instructional resources and assessment tools that promote college and career readiness. In addition, Board Policy 6:340 – Student Testing and Assessment Program authorizes the District to implement assessments aligned with State accountability requirements. Any future contract approval would also comply with Board Policy 4:50 – Payment Procedures and Board Policy 4:60 – Purchases and Contracts.

Superintendent’s Recommendation:

That the Board of Education of Proviso Township High School District 209 accepts

the Superintendent's recommendation and approves the acceptance of the TestNAV ACT/PreACT Contract Services.

Date of Board Action: July 14, 2026

Proviso Township High School District 209

To: Proviso Township High School District 209 Board of Education

From: Krish Mohip, Superintendent

Agenda Topic: Constitution Test Requirement Clarification

Expected Outcome: Action

Staff Contact: Dr. Jennifer Kirmes, Deputy Superintendent of School Improvement

Purpose:

The purpose of this memo is to request that the Board of Education approve a proposed clarification to the District's Constitution Test graduation requirement under Board Policy 6:300.

Background:

Board Policy 6:300 establishes graduation requirements for students, including the requirement that students pass an examination on patriotism, the principles of representative government, and the proper use and display of the American flag. In addition, students are required to successfully complete a civics course or an approved equivalent. The requested clarification originated from social studies teachers, who identified alignment between the civics curriculum and existing constitutional knowledge requirements. The proposal has been discussed and reviewed across social studies teams and in collaboration with PTU leadership and ISBE to ensure consistency, instructional integrity, and alignment with state expectations. Based on this alignment, administration is proposing clarification that successful completion of the required civics course will satisfy the constitutional knowledge examination requirement outlined in Board Policy 6:300, eliminating the need for a separate assessment.

Administration's Analysis:

Administration reviewed the alignment between the civics curriculum and policy requirements and confirmed that the civics course includes the required content and recommends clarifying that earning a passing grade in the required civics course will fulfill the Constitution test requirement, as the course already assesses all required content. ISBE confirmed that districts may allow successful

completion of civics to satisfy the requirement. This clarification eliminates redundant assessment while maintaining rigor and alignment. The proposed updates to the policy are shown in Exhibit 1 with changes highlighted.

Equity Impact:

This clarification supports equity by ensuring consistent expectations aligned to course outcomes rather than duplicative testing requirements.

Student Impact:

Students benefit from a streamlined graduation requirement where demonstrated mastery within the civics course satisfies the constitutional knowledge requirement.

Staff Impact:

Staff benefit from clear guidance and reduced need for separate assessments, improving instructional alignment and efficiency.

Financial Impact:

There is no direct financial impact associated with this clarification.

Communication:

If adopted, the District will update policy and communicate the change through handbooks, course materials, and staff guidance.

Statute, Administrative Policy, or Board Rules Statement:

This item aligns with Board Policy 6:300 and 23 Ill. Adm. Code 1.445(b), which permits school districts to establish local graduation requirements consistent with

the Illinois School Code, including the manner in which required coursework and assessments are implemented.

Superintendent's Recommendation

That the Board of Education of Proviso Township High School District 209 approves the proposed change to board policy 6:300, as shown in Exhibit 1.

Date of Board Action: July 9, 2026

EXHIBIT 1

6:300 Graduation Requirements

The Board of Education determines high school graduation requirements that will provide each student ample opportunity to achieve the purpose for which the School District exists and that meet the minimum graduation requirements contained in State law. Unless otherwise exempted, each student must successfully accomplish the following in order to graduate from high school:

1. Completing all District graduation and course requirements that are in addition to the State requirements.
2. Completing all courses as provided in the School Code, [105 ILCS 5/27-605](#).
3. Completing all minimum requirements for graduation as specified in State law.
4. Passing an examination on patriotism, principles of representative government, and proper use and display of the American flag. ****
5. Participating in State assessments that are required for graduation by State law.
6. Filing one of the following: (1) a Free Application for Federal Student Aid (FAFSA) with the U.S. Dept. of Education, (2) an application for State financial aid, or (3) an Ill. State Board of Education (ISBE) waiver form indicating that the student understands what these aid opportunities are and has chosen not to file an application. If the student is not at least 18 years of age or legally emancipated, the student's parent/guardian must file one of these documents on the student's behalf.

A student is exempt from this requirement if: (1) the student is unable to file a financial aid application or an ISBE waiver due to extenuating circumstances, (2) the Building Principal attests the District made a good faith effort to assist the student or the student's parent/guardian with filing a financial aid application or an ISBE waiver form, and (3) the student has met all other graduation requirements.

Twenty-Two (22) credits are required for graduation from Proviso East and Proviso West High School. Students must adhere to the expected graduation requirement of their class. Public Act 93-857 requires that students with junior status must take the SAT, unless exempted due to special circumstances, as a condition of graduation.

Courses	For Graduation 2020
English	4
Mathematics	3

Science	3
Social Studies*/Civics/US History/**Black History	3
Health	.5
Foreign Language/Fine Arts/Career Technical Education (CTE)	1
Consumer Education***	.5
Physical Education	3.5
Electives	3.5
TOTAL	22

* One of which must be selected from among World Civilization, Geography, or AP World History.

***Effective for Class of 2022. One semester of Black History is required. The Black History graduation requirement may also be satisfied by African American History or African American Studies.

** The Consumer Education graduation requirement may be satisfied by the following course: consumer education, consumer math, consumer economics, criminal justice (class of 2020, 2021 only) or by passing the State proficiency examination for consumer education.

****Effective for the Class of 2027. Earning a passing grade in civics or an equivalent course will fulfill the requirement to pass an examination on patriotism, principles of representative government, and proper use and display of the American flag.

In addition, all students from Proviso Township High Schools District 209 must complete forty (40) hours or 10 hours per school year of community service during their high school career.

The Proviso Mathematics and Science Academy follows an inquiry model of study requiring 25 Carnegie units of credit for graduation or 27.5 Carnegie units of credit for graduation *with distinction*.

Graduation		Graduation with Distinction	
Academic Area	Required Credits	Academic Area	Required Credits
Science & Technology	4.0	Science & Technology	4.0
Mathematics & Computer Science	5.0	Mathematics & Computer Science	5.0
English	4.0	English	4.0
Fine Arts/Pre-engineering	2.0	Fine Arts/Pre-engineering	2.0
Wellness & Personal Development	4.0	Wellness & Personal Development	4.0
Research	1.0	Research	3.5
*Social Studies	3.0	Social Studies	3.0
World Languages	2.0	World Languages	2.0
TOTAL	25.0	TOTAL	27.5

*Effective for Class of 2022. One semester of Black History is required. The Black History graduation requirement may also be satisfied by African American History or African American Studies.

*Effective for the Class of 2027. Earning a passing grade in civics or an equivalent course will fulfill the requirement to pass an examination on patriotism, principles of representative government, and proper use and display of the American flag.

The Superintendent or designee is responsible for: (1) maintaining a description of all course offerings that comply with the above graduation requirements, (2) notifying students and their parents/guardians of graduation requirements, (3) developing the criteria for determining when a student accomplishes number 5 as well as a method for recording that fact in the student's school record, and (4) taking all other actions needed or necessary to implement this policy.

Early Graduation

The Superintendent or designee shall implement procedures for students to graduate early, provided they finish seven semesters of high school and meet all graduation requirements.

Certificate of Completion

A student with a disability who has an Individualized Education Program prescribing special education, transition planning, transition services, or related services beyond the student's four years of high school, qualifies for a certificate of completion after the student has completed four years of high school. The student is encouraged to participate in the graduation ceremony of his or her high school graduation class. The Superintendent or designee shall provide timely written notice of this requirement to children with disabilities and their parents/guardians.

Service Member Diploma

The District will award a diploma to a service member who was killed in action while performing active military duty with the U.S. Armed Forces or an honorably discharged veteran of World War II, the Korean Conflict, or the Vietnam Conflict, provided that he or she (1) resided within an area currently within the District at the time he or she left high school, (2) left high school before graduating in order to serve in the U.S. Armed Forces, and (3) has not received a high school diploma.

LEGAL REF.:

[105 ILCS 5/2-3.64a-5](#), [5/22-27](#), [5/22-87](#), [5/27-510](#), [5/27-605](#), and [5/27-615](#).

[105 ILCS 70/](#), Educational Opportunity for Military Children Act.

[23 Ill.Admin.Code §1.440](#).

CROSS REF.: [6:30](#) (Organization of Instruction), [6:310](#) (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), [6:320](#) (High School Credit for Proficiency), [7:50](#) (School Admissions and Student Transfers To and From Non-District Schools)

ADOPTED: January 13, 2026

Proviso Township High School District 209

Proviso Township High Schools Board of Education Regular Meeting

Official Minutes of the Board of Education of Proviso Township High Schools District 209 at Proviso Math & Science Academy, Forest Park, IL 60130 on Tuesday, June 9, 2026 at 6:00p.m.

PRESENT – Board Members:

Ms. Rolandra Morris
Ms. Jenny Barbahen
Ms. Nicole Molinaro
Mrs. Sandra Hixson
Dr. William Fisher
Mr. David Ocampo

PRESENT – Administration:

Mr. Krish Mohip, Superintendent of Schools
Dr. Alexander Aschoff, Deputy Superintendent of Educational Services
Dr. Jen Kirmes, Deputy Superintendent of School Improvement
Dr. Elizabeth Alvarez, Deputy Superintendent of Operations
Dr. Latoya McIntosh, Human Resources
Mr. Bill Breisch, Human Resources

Legal:

Mr. James Petrungaro, Attorney, Franczek P.C.

Superintendent's Office:

Mrs. Janessa Enriquez

Executive Session Board of Education

It was moved by Dr. Fisher and seconded by Ms. Barbahen that the Board of Education of the Proviso Township High Schools District 209 retire to executive session at approximately 6:02p.m. for the purpose of discussing items as listed on the agenda.

- A. Litigation, when an action against, affecting or on behalf of the particular public body. 5 ILCS 120/2(c) (11).
- B. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the public body or legal counsel for public body. 5 ILCS 120/2(c)(1).
- C. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees 5 ILCS 120/2(c) (2).
- D. Matters related to individual students per Section 2(c)(10)

Upon roll call, the following members voted:

6 Ayes: Ms. Molinaro, Mrs. Hixson, Ms. Morris, Dr. Fisher, Ms. Barbahen,
Mr. Ocampo

0 Nays: None

0 Abstain: None

1 Absent: Ms. Smith

MOTION PASSED

Reconvene the Regular Meeting

It was moved by Ms. Hixson and seconded by Dr. Fisher that the Board of Education of Proviso Township High Schools District 209 reconvened the Regular Meeting at approximately 7:36PM.

Upon roll call, the following members voted:

7 Ayes: Ms. Molinaro, Mrs. Hixson, Ms. Morris, Dr. Fisher, Ms. Barbahen,
Mr. Ocampo, Ms. Smith

0 Nays: None

0 Abstain: None

0 Absent: None

MOTION PASSED

Pledge of Allegiance

Ms. Morris led those present in the Pledge of Allegiance.

PTHS D209 Vision Statement

Ms. Molinaro read the D209 Vision Statement into the record.

Public Comments

Laura Sasinka - A 1996 graduate of Miss Roberts Beauty Academy expressed support for the academy, emphasizing its positive impact on the community and its role in providing affordable career training and opportunities for local residents.

Danielle Johnson - Expressed support for Miss Roberts Beauty Academy, highlighting its longstanding service to the community, its partnership with the District, and the career opportunities it provides to students.

Jonique Dickerson - Graduate of Miss Roberts Beauty Academy expressed support for the academy, sharing that its mentorship, community involvement, and cosmetology program helped her achieve career success and open her own salon.

Ershkine Reeves - A representative of the Barber Academy expressed support for continuing the District's partnership, highlighting the program's community impact, student opportunities, and long-standing contributions to career and technical education.

Kimarri Petty - A cosmetology educator expressed support for Miss Roberts Beauty Academy, stating that it provides high-quality instruction, personalized student support,

and valuable career opportunities, while encouraging the Board to carefully consider alternative program providers before making changes.

Tina Ivy - Expressed concern with the District's decision-making process, citing the academy's longstanding partnership with the District, commitment to the community, and belief that the program has successfully prepared students for careers in cosmetology.

Della Patterson - Concerns about the District's decision to change cosmetology program providers, citing potential transportation challenges, impacts on students' ability to complete licensing requirements, and the need for greater communication and evaluation of the alternative program.

Presentations

- JGMA
- Discipline Incident Log

Recognitions

Acknowledged student's accomplishments & awards provided.

Celebrated the retirement of Ms. Beverly Hughes after 36 years at Proviso.

Reports and Communication from the Board President

Board President Rolandra Morris welcomed attendees and congratulated the Class of 2026 and Seal of Biliteracy recipients. She highlighted the District's continued focus on student achievement, school safety, academic interventions, MTSS, restorative practices, family and community engagement, and strengthening communication. She reaffirmed the Board's commitment to supporting student success, addressing attendance and behavioral challenges, and maintaining safe, supportive learning environments while encouraging the community to stay engaged with the District throughout the summer.

Reports and Updates from Student Board Members

Outlined the District's summer community engagement plan, highlighting participation in numerous local events, festivals, parades, and back-to-school activities to strengthen community partnerships, increase the District's visibility, and provide opportunities for Board members and staff to engage with families and residents.

Reports and Communication from the Superintendent

Provided an update on the District's strategic plan, outlining the public comment process, upcoming Board review timeline, and anticipated adoption of the final plan in August following revisions based on stakeholder feedback.

Information Items

- a) Tentative FY27 Budget
- b) Adobe K12 Renewal
- c) Merit School of Music Contract
- d) TestNAV ACT/PreACT Contract Services
- e) Constitution Test Requirement Clarification

Consent Agenda

Ms. Morris made a motion to approve #**14** consent agenda

- a) In-Kind Donation to the D209 Robotics Team
- b) Gale Research Database Renewal Contract
- c) Savvas myPerspectives ELA 2025 Digital License 1 Year Renewal
- d) Savvas English Language Arts Professional Learning 2026-2027 School Year
- e) Savvas Math Professional Learning 2026-2027 School Year
- f) Avant 4s Renewal Contract
- g) ELLevation Renewal Contract
- h) Flashlight 360 English Learners Support Renewal Contract
- i) Club & Activity Offerings SY 26-27
- j) MSA Transfer Policy
- k) Microsoft 365 A5 Renewal
- l) Gaggle K-12 Renewal
- m) Renewal of Total Body Wellness Contract

Moved by Dr. Fisher second by Ms. Barbahen

Upon roll call, the following members voted:

7 Ayes: Ms. Molinaro, Mrs. Hixson, Ms. Morris, Dr. Fisher, Ms. Barbahen, Mr. Ocampo, Ms. Smith

0 Nays: None

0 Abstain: None

0 Absent: None

MOTION PASSED

Ms. Morris made a motion to approve consent agenda **#15a Approval of School-Based Admin Contracts**. Moved by Dr. Fisher second by Ms. Hixson.
Upon roll call, the following members voted:

7 Ayes: Ms. Molinaro, Mrs. Hixson, Ms. Morris, Dr. Fisher, Ms. Barbahen,
Mr. Ocampo, Ms. Smith
0 Nays: None
0 Abstain: None
0 Absent: None

MOTION PASSED

Ms. Morris made a motion to approve consent agenda **#15b Approval of School-Based Admin Contracts**. Moved by Dr. Fisher second by Ms. Hixson.
Upon roll call, the following members voted:

7 Ayes: Ms. Molinaro, Mrs. Hixson, Ms. Morris, Dr. Fisher, Ms. Barbahen,
Mr. Ocampo, Ms. Smith
0 Nays: None
0 Abstain: None
0 Absent: None

MOTION PASSED

Ms. Morris made a motion to approve consent agenda **#16a Possible Action Concerning ESP Employment Matters**. Moved by Dr. Fisher second by Ms. Hixson.
Upon roll call, the following members voted:

7 Ayes: Ms. Molinaro, Mrs. Hixson, Ms. Morris, Dr. Fisher, Ms. Barbahen,
Mr. Ocampo, Ms. Smith
0 Nays: None
0 Abstain: None
0 Absent: None

MOTION PASSED

Ms. Morris made a motion to approve consent agenda **#16b Possible Action Concerning ESP Employment Matters**. Moved by Dr. Fisher second by Ms. Hixson. Upon roll call, the following members voted:

7 Ayes: Ms. Molinaro, Mrs. Hixson, Ms. Morris, Dr. Fisher, Ms. Barbahen,
Mr. Ocampo, Ms. Smith
0 Nays: None
0 Abstain: None
0 Absent: None

MOTION PASSED

Ms. Morris made a motion to approve consent agenda **#17 Approval of May 12, 2026, Minutes**. Moved by Dr. Fisher second by Ms. Hixson. Upon roll call, the following members voted:

7 Ayes: Ms. Molinaro, Mrs. Hixson, Ms. Morris, Dr. Fisher, Ms. Barbahen,
Mr. Ocampo, Ms. Smith
0 Nays: None
0 Abstain: None
0 Absent: None

MOTION PASSED

Ms. Morris made a motion to approve consent agenda **#18 Bill List**. Moved by Dr. Fisher second by Ms. Morris. Upon roll call, the following members voted:

7 Ayes: Ms. Molinaro, Mrs. Hixson, Ms. Morris, Dr. Fisher, Ms. Barbahen,
Mr. Ocampo, Ms. Smith
0 Nays: None
0 Abstain: None
0 Absent: None

MOTION PASSED

Ms. Morris made a motion to approve consent agenda **#19 Personnel Report**. Moved by Dr. Fisher second by Ms. Morris.

Upon roll call, the following members voted:

7 Ayes: Ms. Molinaro, Mrs. Hixson, Ms. Morris, Dr. Fisher, Ms. Barbahen,
Mr. Ocampo, Ms. Smith
0 Nays: None
0 Abstain: None
0 Absent: None

MOTION PASSED

FOIA

FOIA report read into record by Mr. Breisch along with status updates.

Old Business

None

New Business

Reminder to the community that agenda items are reviewed in detail during Committee of the Whole meetings prior to Board action and encouraged stakeholders to attend, ask questions, and provide feedback before votes are taken.

Adjourn

9:28PM

Action Item

Subject: Bill List

Rationale: (see attached)

Recommendation:

That the Board of Education of Proviso Township High Schools, District 209, approves the Superintendent's recommendation to release payment for bills as presented.

BILL LIST DATED - 07/07/2026

07/07/26

Proviso Township High School District 209

Voucher Detail Listing

Voucher Batch Number: 1454 06/11/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
TRS ILLINOIS						
Check Group:						
TRS Fee		1	265159	6/10/2026	10.5.2310.211.0000.001.0050.0000	\$1,575.16
				6/10/2026	Teachers Retirement	
				Check #: 0		
					PO/InvoiceTotal:	\$1,575.16
					Vendor Total:	\$1,575.16
					Grand Total:	\$1,575.16

End of Report

Proviso Township High School District 209

Voucher Detail Listing

Voucher Batch Number: 1453

06/11/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Elev8ed Consulting LLC						
Check Group:						
Trinity School Improvement		1	265164	17408 6/8/2026	10.5.3700.390.0000.013.4400.0002 Other Pur Srv Trinity-NP	\$3,400.00
Check #: 2098022106						
PO/InvoiceTotal:						\$3,400.00
Check Group:						
ICC Holistic support		1	265165	17409 6/8/2026	10.5.3700.390.0000.014.4400.0002 Other Pur Srv IC	\$3,400.00
Check #: 2098022106						
PO/InvoiceTotal:						\$3,400.00
Vendor Total:						\$6,800.00
EVERGREEN PARK HIGH SCHOOL						
366825						
Check Group:						
entry fee		1	265155	0001-1/25/2025 1/25/2526	10.5.1501.642.0000.003.0036.0000 Entry Fees	\$30.00
Check #: 2098022107						
PO/InvoiceTotal:						\$30.00
Vendor Total:						\$30.00
Gerald North Aurora, Inc						
Check Group:						
LICENSE & TITLE FEE		1	265162	109578 6/6/2026	10.5.2550.339.0000.001.0010.0000 Other Transportation Services	\$316.00
2026 KIA - K4 - INTERSTELLAR GRAY		1	265162	109578 6/6/2026	10.5.2550.339.0000.001.0010.0000 Other Transportation Services	\$23,475.07
DEALER MARKUP		1	265162	109578 6/6/2026	10.5.2550.339.0000.001.0010.0000 Other Transportation Services	\$1,499.00
DOCUMENTARY SERVICE FEE		1	265162	109578 6/6/2026	10.5.2550.339.0000.001.0010.0000 Other Transportation Services	\$377.63

Proviso Township High School District 209

Voucher Detail Listing

Voucher Batch Number: 1453

06/11/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
OPTIONAL EVR FEE		1	265162	109578 6/6/2026	10.5.2550.339.0000.001.0010.0000 Other Transportation Services	\$35.00
LICENSE & TITLE FEE		1	265162	109578 6/6/2026	10.5.2550.339.0000.001.0010.0000 Other Transportation Services	\$316.00
2026 KIA - SELTOS - SNOW WHITE PEARL		1	265162	109578 6/6/2026	10.5.2550.339.0000.001.0010.0000 Other Transportation Services	\$24,660.07
ACCESSORY		1	265162	109578 6/6/2026	10.5.2550.339.0000.001.0010.0000 Other Transportation Services	\$1,499.00
DOCUMENTARY SERVICE FEE		1	265162	109578 6/6/2026	10.5.2550.339.0000.001.0010.0000 Other Transportation Services	\$377.63
OPTIONAL EVR FEE		1	265162	109578 6/6/2026	10.5.2550.339.0000.001.0010.0000 Other Transportation Services	\$35.00
Check #: 2098022108						
PO/InvoiceTotal:						\$52,590.40
Vendor Total:						\$52,590.40
GLENBARD WEST HIGH SCHOOL	350850					
Check Group:						
wrestling		1	265156	WSC/WEST WRESTLING 1/26/2026	10.5.1501.642.0000.003.0036.0000 Entry Fees	\$300.00
Check #: 2098022109						
PO/InvoiceTotal:						\$300.00
Vendor Total:						\$300.00
MARCIA EBERHARD						
Check Group:						
Tutoring		18	265163	WALTHER/5/21/2 6 5/21/2026	10.5.3700.314.0000.012.4300.0002 Professional Services - Instructional	\$576.00
Check #: 2098022110						
PO/InvoiceTotal:						\$576.00
Vendor Total:						\$576.00

Proviso Township High School District 209

Voucher Detail Listing

Voucher Batch Number: 1453

06/11/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
SECRETARY OF STATE	359747					
Check Group:						
New Drivers ED plates for purchd vehicles		4	265157	0797/FS62627 6/11/2026	10.5.2210.411.0000.001.0010.0000 Educational Supplies	\$40.00
				Check #: 2098022111		
					PO/InvoiceTotal:	\$40.00
					Vendor Total:	\$40.00
Securly, Inc.						
Check Group:						
subscriptions		1	263311	150679 7/1/2026	10.5.3700.312.0000.014.4300.0002 Conferences-IC	\$3,852.00
				Check #: 2098022112		
					PO/InvoiceTotal:	\$3,852.00
					Vendor Total:	\$3,852.00
Shaylon Walker						
Check Group:						
uber		1	265160	REIM/WALKER 9/23/2025	10.5.2210.312.0000.001.4932.0002 Conferences	\$11.40
uber		1	265160	REIM/WALKER 9/23/2025	10.5.2210.312.0000.001.4932.0002 Conferences	\$26.03
Meal Tickets		1	265160	REIM/WALKER 9/23/2025	10.5.2210.312.0000.001.4932.0002 Conferences	\$6.75
metra		1	265160	REIM/WALKER 9/23/2025	10.5.2210.312.0000.001.4932.0002 Conferences	\$13.25
Food Storage container		1	265160	REIM/WALKER 9/23/2025	10.5.2210.312.0000.001.4932.0002 Conferences	\$8.64
Food		1	265160	REIM/WALKER 9/23/2025	10.5.2210.312.0000.001.4932.0002 Conferences	\$15.37
Food Storage container		1	265160	REIM/WALKER 9/23/2025	10.5.2210.312.0000.001.4932.0002 Conferences	\$20.85

Proviso Township High School District 209

Voucher Detail Listing

Voucher Batch Number: 1453

06/11/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
tea		1	265160	REIM/WALKER 9/23/2025	10.5.2210.312.0000.001.4932.0002 Conferences	\$13.00
				Check #: 2098022113		
					PO/InvoiceTotal:	\$115.29
					Vendor Total:	\$115.29
STAPLES ADVANTAGE	351890					
Check Group:						
Please see attachment		1	265019	6065555247 6/3/2026	10.5.2210.410.0000.001.4300.0002 General Supplies	\$2,484.25
				Check #: 2098022114		
					PO/InvoiceTotal:	\$2,484.25
					Vendor Total:	\$2,484.25
VILLAGE OF MAYWOOD WATER DERPART	350391					
Check Group:						
Payment		1	260018	HALL/GYM-6-12- 2026 6/12/2026	20.5.2540.370.0000.002.2000.0000 Water/Sewer Service	\$34.14
				Check #: 2098022115		
					PO/InvoiceTotal:	\$34.14
					Vendor Total:	\$34.14
WESTGATE FLOWERS	364486					
Check Group:						
STAGE ARRANGEMENTS		6	265158	305196 1/7/2026	10.5.2210.390.0000.001.0010.0000 Other Purchased Services	\$1,050.00
DELIVERY		1	265158	305196 1/7/2026	10.5.2210.390.0000.001.0010.0000 Other Purchased Services	\$150.00
				Check #: 2098022116		
					PO/InvoiceTotal:	\$1,200.00
					Vendor Total:	\$1,200.00

Proviso Township High School District 209

Voucher Detail Listing

Voucher Batch Number: 1453 06/11/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Grand Total:						\$68,022.08

End of Report

Proviso Township High School District 209

Voucher Detail Listing

Voucher Batch Number: 1463

06/16/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
AMAZON	360995					
Check Group:						
RENUS 8 Packs, 2-Line Engineering Scientific Calculator Function Calculator for Student and Teacher 16 AAA Batteries Included		9	265003	17DK-NY6M-T43 W	10.5.1400.411.0000.004.3220.0002	\$256.41
				6/7/2026	Educational Supplies	
Reginary 30 Pcs Box Cutter Bulk Retractable Blade Utility Knife Heavy Duty Aluminum Alloy Razor Shell Knife for Cartons, Cardboard and Boxes, DIY, Factory, Home(Black, Yel...		1	265003	17DK-NY6M-T43 W	10.5.1400.411.0000.004.3220.0002	\$38.60
				6/7/2026	Educational Supplies	
CLOYAN Cutting Mat 12"x18", 10 Pack Double-Sided 5-Ply Self Healing Sewing Cutting Mat, Cutting Mats Board for Crafts-Sewing, Fabric, Quilting, Scrapbooking Project		4	265003	17DK-NY6M-T43 W	10.5.1400.411.0000.004.3220.0002	\$143.92
				6/7/2026	Educational Supplies	
Aleene's Original Tacky Glue Mini-Bottle, All Purpose Adhesive, Perfect for Crafts and DIY Projects, Dries Fast and Clear, .66 fl oz 18-Pack		2	265003	17DK-NY6M-T43 W	10.5.1400.411.0000.004.3220.0002	\$64.76
				6/7/2026	Educational Supplies	
SUNLU ABS Filament 1.75mm 3D Printer Filament, Strong and Durable, Excellent Toughness, Individually Vacuum Packed, 4kg in Total, 1kg per Spool, Pack of 4, Black		2	265003	17DK-NY6M-T43 W	10.5.1400.411.0000.004.3220.0002	\$95.96
				6/7/2026	Educational Supplies	
DOITool 2 Pcs 12 Inch/ 30 cm T-Square Plastic Transparent T Ruler for Drafting Drawing Academic Measuring and General Layout Work		34	265003	1Q44-9WHQ-CPX 7	10.5.1400.411.0000.004.3220.0002	\$409.70
				6/13/2026	Educational Supplies	
OVERTURE 6KG Bundle PLA Filament 1.75mm, Neatly Wound 3D Printer Filament 6 Pack 1kg Spool (2.2lbs), Dimensional Accuracy +/- 0.02 mm, Fit Most FDM 3D Printers (6 Col...		1	265003	1Q44-9WHQ-CPX 7	10.5.1400.411.0000.004.3220.0002	\$88.19
				6/13/2026	Educational Supplies	
LuckIn 40 Pcs L Bracket Stainless Steel Corner Brace Sets, 90 Degree Right Angle Shelf Brackets with Screws for Wood Furniture, Chairs, Table, 50mm x 50mm, Silver, 2 Inch		1	265003	1Q44-9WHQ-CPX 7	10.5.1400.411.0000.004.3220.0002	\$22.59
				6/13/2026	Educational Supplies	

Proviso Township High School District 209

Voucher Detail Listing

Voucher Batch Number: 1463

06/16/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
11% Discount Applied - DOITool 2 Pcs 12 Inch/ 30 cm T-Square Plastic Transparent T Ruler for Drafting Drawing Academic Measuring and General Layout Work		34	265003	1Q44-9WHQ-CPX 7 6/13/2026	10.5.1400.411.0000.004.3220.0002 Educational Supplies	(\$45.07)
11% Discount Applied - OVERTURE 6KG Bundle PLA Filament 1.75mm, Neatly Wound 3D Printer Filament 6 Pack 1kg Spool (2.2lbs), Dimensional Accuracy +/- 0.02 mm, Fit Most FDM 3D Printers (6 Col...		1	265003	1Q44-9WHQ-CPX 7 6/13/2026	10.5.1400.411.0000.004.3220.0002 Educational Supplies	(\$9.70)
11% Discount Applied - LuckIn 40 Pcs L Bracket Stainless Steel Corner Brace Sets, 90 Degree Right Angle Shelf Brackets with Screws for Wood Furniture, Chairs, Table, 50mm x 50mm, Silver, 2 Inch		1	265003	1Q44-9WHQ-CPX 7 6/13/2026	10.5.1400.411.0000.004.3220.0002 Educational Supplies	(\$2.48)
1% Discount Applied - DOITool 2 Pcs 12 Inch/ 30 cm T-Square Plastic Transparent T Ruler for Drafting Drawing Academic Measuring and General Layout Work		34	265003	1Q44-9WHQ-CPX 7 6/13/2026	10.5.1400.411.0000.004.3220.0002 Educational Supplies	(\$3.76)
1% Discount Applied - OVERTURE 6KG Bundle PLA Filament 1.75mm, Neatly Wound 3D Printer Filament 6 Pack 1kg Spool (2.2lbs), Dimensional Accuracy +/- 0.02 mm, Fit Most FDM 3D Printers (6 Col...		1	265003	1Q44-9WHQ-CPX 7 6/13/2026	10.5.1400.411.0000.004.3220.0002 Educational Supplies	(\$0.88)
1% Discount Applied - LuckIn 40 Pcs L Bracket Stainless Steel Corner Brace Sets, 90 Degree Right Angle Shelf Brackets with Screws for Wood Furniture, Chairs, Table, 50mm x 50mm, Silver, 2 Inch		1	265003	1Q44-9WHQ-CPX 7 6/13/2026	10.5.1400.411.0000.004.3220.0002 Educational Supplies	(\$0.23)
1% Discount Applied - VJYUIJAY Universal 65W USB C Laptop Charger Compatible with HP chromebook Lenovo Dell Acer Asus Samsung Google Computer Type C Power AC Adapter		0	265003	1Q44-9WHQ-CPX 7 6/13/2026	10.5.1400.411.0000.004.3220.0002 Educational Supplies	\$0.09
1% Discount Applied - 11% Discount Applied - DOITool 2 Pcs 12 Inch/ 30 cm T-Square Plastic Transparent T Ruler for Drafting Drawing Academic Measuring and General Layout Work		34	265003	1Q44-9WHQ-CPX 7 6/13/2026	10.5.1400.411.0000.004.3220.0002 Educational Supplies	\$0.45

Proviso Township High School District 209

Voucher Detail Listing

Voucher Batch Number: 1463

06/16/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
1% Discount Applied - 11% Discount Applied - OVERTURE 6KG Bundle PLA Filament 1.75mm, Neatly Wound 3D Printer Filament 6 Pack 1kg Spool (2.2lbs), Dimensional Accuracy +/- 0.02 mm, Fit Most FDM 3D Printers (6 Col...		1	265003	1Q44-9WHQ-CPX 7	10.5.1400.411.0000.004.3220.0002	\$0.10
				6/13/2026	Educational Supplies	
1% Discount Applied - 11% Discount Applied - LuckIn 40 Pcs L Bracket Stainless Steel Corner Brace Sets, 90 Degree Right Angle Shelf Brackets with Screws for Wood Furniture, Chairs, Table, 50mm x 50mm, Silver, 2 Inch		1	265003	1Q44-9WHQ-CPX 7	10.5.1400.411.0000.004.3220.0002	\$0.02
				6/13/2026	Educational Supplies	
					Check #: 2098022134	
					PO/InvoiceTotal:	\$1,058.67
					Vendor Total:	\$1,058.67
CORPORATE MASTERCARD	362919					
Check Group:						
Credit Card Payment		1	265175	55252700000246 40-7/2 7/2/2026	10.5.2520.399.0000.001.0012.0000 Credit Card	\$58,378.80
					Check #: 2098022135	
					PO/InvoiceTotal:	\$58,378.80
					Vendor Total:	\$58,378.80
Enriquez, Janessa						
Check Group:						
Loyola University - Contract Law		1	265174	INV265174 6/19/2026	10.5.2640.230.0000.001.0325.0000 Tuition Reimbursement	\$2,196.36
					Check #: 2098022136	
					PO/InvoiceTotal:	\$2,196.36
					Vendor Total:	\$2,196.36
Ismail Tolbert						
Check Group:						
Dance Clinic clinician for July 6th to July 9th		1	264625	264625-1 5/9/2026	10.5.1502.302.0000.002.0238.0000 Professional Services - (Consultants)	\$1,900.00

Proviso Township High School District 209

Voucher Detail Listing

Voucher Batch Number: 1463

06/16/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Check #: 2098022137						
PO/InvoiceTotal:						\$1,900.00
Vendor Total:						\$1,900.00
Marquee Helath LLC						
Check Group:						
Physician Screening Form		1	265173	100107 4/9/2026	10.5.2640.390.0000.001.0325.0000 Other Purchased Services	\$15.00
Enhanced Wellness Program		1	265173	103115 4/18/2026	10.5.2640.390.0000.001.0325.0000 Other Purchased Services	\$4,410.90
Physician Screening Form		1	265173	104964 6/4/2026	10.5.2640.390.0000.001.0325.0000 Other Purchased Services	\$15.00
Historical Data Upload		1	265173	20729 9/4/2025	10.5.2640.390.0000.001.0325.0000 Other Purchased Services	\$2,500.00
Onsite Screening, Physician Screening Form, Mileage		1	265173	22276 2/4/2026	10.5.2640.390.0000.001.0325.0000 Other Purchased Services	\$7,341.24
Physician Screening Form		1	265173	22530 3/6/2026	10.5.2640.390.0000.001.0325.0000 Other Purchased Services	\$30.00
Check #: 2098022138						
PO/InvoiceTotal:						\$14,312.14
Vendor Total:						\$14,312.14
Grand Total:						\$77,845.97

End of Report

Student Activities

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account: Student Activity Account 2949428

From Date: 06/01/2026

To Date: 06/20/2026

From Check:

To Check:

From Voucher:

To Voucher:

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
2090003640	06/16/2026	GLORY DAYS INC	\$975.00	1029	Printed	Expense	☐		
2090003641	06/16/2026	JUST FOR KIX	\$909.30	1029	Printed	Expense	☐		
2090003642	06/16/2026	UNIVERSAL CHEERLEADERS ASSOCIATION	\$2,265.00	1029	Printed	Expense	☐		
Total Amount:			\$4,149.30						
End of Report									

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PROVISO TOWNSHIP HIGH SCHOOLS DISTRICT 209

7/7/2026

EDUCATION	10
O & M	20
BOND & INTEREST	30
TRANSPORTATION	40
Social Security/FICA	51
SITE CONSTRUCTION	60
LIFE SAFETY	90
GRAND TOTAL	\$0.00

Student Activity Checks	06/01/26 - 06/30/26	\$4,149.30	
Non Check Voucher	06/01/26 - 06/30/26	\$1,575.16	
Special Checks	06/01/26 - 06/30/26	\$145,868.05	
Gross Payrolls	06/01/26 - 06/30/26	\$2,381,134.04	
Board Share TRS	06/01/26 - 06/30/26	\$17,551.57	
Board Share THIS	06/01/26 - 06/30/26	\$7,782.22	
Board Share IMRF	06/01/26 - 06/30/26	\$49,612.33	
Grant Share Federal-TRS	06/01/26 - 06/30/26	\$0.00	
Board Share FICA-Social Security	06/01/26 - 06/30/26	\$0.00	
Board Share FICA-Medicare	06/01/26 - 06/30/26	\$0.00	
Ameritas Group Dental	06/01/26 - 06/30/26	\$7,853.66	\$39,368.50
Blue Cross Blue Shield of IL	06/01/26 - 06/30/26	\$236,410.71	\$1,227,303.24
TelaDoc	06/01/26 - 06/30/26	\$0.00	\$0.00
TOTAL :		\$2,851,937.04	

PAYROLL:

Date	Gross	Deductions	Net
6/5/2026	\$750,689.02	\$205,734.63	\$544,954.39
6/9/2026	\$104,932.60	\$28,017.20	\$76,915.40
6/18/2026	\$1,097,731.20	\$326,766.78	\$770,964.42
6/30/2026	\$427,781.22	\$116,637.84	\$311,143.38
SUB-TOTAL	\$ 2,381,134.04	\$ 677,156.45	\$ 1,703,977.59

	# OF EMPLOYEES		
Central Office	60	\$333,358.77	\$255,596.64
Teachers	276	\$738,151.55	\$528,233.05
Support Staff	103	\$523,849.49	\$357,835.29
Operation/Maintenance	73	\$357,170.11	\$175,509.69
NJROTC	5	\$71,434.02	\$34,079.55
Other Contractual Staff	62	\$357,170.11	\$352,723.36
	579	\$ 2,381,134.04	\$ 1,703,977.59

THE UNDERSIGNED DO HEREBY CERTIFY THAT THE ACCOUNTS PAYABLE LISTING AND OTHER CLAIMS PRESENTED ABOVE IN THE AMOUNT OF \$. 2,851,937.04 WERE APPROVED FOR PAYMENT AT THE MEETING OF THE BOARD OF EDUCATION OF SCHOOL DISTRICT #209, COOK COUNTY, ILLINOIS HELD 07/07/2026 AND DO HEREBY AUTHORIZE THE SCHOOL TREASURER OF TOWNSHIP 39, RANGE 12 TO PAY THE SAME.

BUSINESS MANAGER

PRESIDENT

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SECRETARY

Action Item

Subject: Bill List

Rationale: (see attached)

Recommendation:

That the Board of Education of Proviso Township High Schools, District 209, approves the Superintendent's recommendation to release payment for bills as presented.

BILL LIST DATED - 07/07/2026

07/07/26

15. Approval of Personnel Report & Employee Count

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A. Approval of Hiring of Administrative, Licensed and Non-Certified Staff, Approval of Transfers of Employees, Approval of Resignation and/or Terminations of Employees, Approval of Stipend and/or Extra-Duty Employment and Approval of Employee Leave

ACTION ITEM – PERSONNEL REPORT

Below you will find a list of recommended candidates that must be approved by the BOE before a contract or official agreement is legally binding. Pursuant to 105 ILCS 5/24-14, the Board reserves the right to rescind acceptance of certified staffs' mid-year resignation, in the event the certified employee accepts a position at a K-12 school during SY27.

July 7, 2026 - Personnel Report

I. Proviso Teacher Union

A. Employment - Proviso Teacher Union

- | | |
|-------------------------------|--|
| 1.) Rivas, Edwing R | Bilingual Education Mathematics Teacher, West |
| Effective Date: | August 11, 2026 |
| Compensation: | \$66,167.00 |
| Experience: | Step 5, BA |
| Replacing: | VACANCY (<i>D Perez</i>) |
|
 | |
| 2.) Adams, Damian | Special Education Teacher, West |
| Effective Date: | August 11, 2026 |
| Compensation: | \$68,044.00 |
| Experience: | Step 7, BA |
| Replacing: | VACANCY (<i>D Vassallo</i>) |
|
 | |
| 3.) Radecki, Dominic J | Special Education Teacher, East |
| Effective Date: | August 11, 2026 |
| Compensation: | \$61,934.00 |
| Experience: | Step 1, BA |
| Replacing: | VACANCY (<i>S Katz</i>) |
|
 | |
| 4.) Cho, Esther | Mathematics Teacher, West |
| Effective Date: | August 11, 2026 |
| Compensation: | \$79,111.00 |
| Experience: | Step 4, MA+60 |
| Replacing: | VACANCY |
|
 | |
| 5.) Jacobsen, Braden B | Art Teacher, West |
| Effective Date: | August 11, 2026 |
| Compensation: | \$61,934.00 |
| Experience: | Step 1, BA |
| Replacing: | VACANCY (<i>S Shipley</i>) |

6.) Ross, Rodney	Art Teacher, West
Effective Date:	August 11, 2026
Compensation:	\$75,793.00
Experience:	Step 8, MA
Replacing:	VACANCY

II. Support Staff Union

A. Employment - Support Staff Union

1) Knott, Donald E	Security (Full-Time), East
Effective Date:	August 4, 2026
Compensation:	\$22.50 / hour
Replacing:	VACANCY (<i>C Loury</i>)
2.) Robinson, Jamonte	Security (Full-Time), East
Effective Date:	August 4, 2026
Compensation:	\$22.50 / hour
Replacing:	VACANCY (<i>S Simon</i>)
3) Thomas, Tamica L	Security (Full-Time), East
Effective Date:	August 4, 2026
Compensation:	No Change - Transfer from Security (Part-Time)
Replacing:	<i>Transfer to Full Time</i>

B. Resignation - Support Staff Union

1.) Draper, Infinite	Kitchen Lead, East
Resignation Date:	June 21, 2026

III. Special Payroll

A. Employment - Administration

1.) Arrambide, Eric D	Director of Buildings and Grounds, District
Effective Date:	July 13, 2026
Compensation:	\$150,000.00
Replacing:	VACANCY (<i>LTaylor</i>)
2.) Snow, LaQuitha Lynette	Dean, West
Effective Date:	July 27, 2026
Compensation:	\$95,000.00

Replacing: VACANCY (A Carson)

3.) **Fox-Crump, Allyson R** **Principal, East**
Effective Date: July 8, 2026
Compensation: \$180,000.00
Replacing: VACANCY (R Hull)

B. Resignation - Administration

1.) **Zjalic-Maksimov, Vera** **Coordinator II - Specialized Services, East**
Resignation Date: June 30, 2026

2.) **Sanchez, Jorge J** **Principal, PMSA**
Resignation Date: June 30, 2026

C. Resignation - Special Payroll

1.) **Ramirez, Rosa I** **Administrative Assistant - Office of the Principal, PMSA**
Resignation Date: June 30, 2026

IV. Reclassification

A. Reclassification Placement - Administration to Classroom Teacher

1.) **Brandon, Alexander J** **Social Studies Teacher, West**
Reclassification from: *Director of Athletics and Activities, East*
Experience: Step 27, MA+60 (Ph.D)
Effective Date: July 1, 2025 (Start date: August 11, 2026)
Compensation: \$114,338.00

V. Summer

A. Summer (2026) - District

1.) **Sigman, Jennifer** **Summer School - English Teacher (Original Credit: In-Person)**
Sessions: *Session 1*
Compensation: \$3,750.00

B. Reversal of Approval - Summer (2026) - District

- | | |
|--|--|
| <p>1.) Birts, Sherrie L</p> <p>Board Approval Date:</p> <p>Reversal Effective Date:</p> <p>Compensation:</p> <p>Reason:</p> | <p>Summer School - Summer School Facilitator
 <i>(Session 2)</i></p> <p>June 9, 2026</p> <p>June 9, 2026</p> <p>\$4,000.00</p> <p><i>Continued responsibilities with current summer employer.</i></p> |
| <p>1.) Sigman, Jennifer</p> <p>Board Approval Date:</p> <p>Reversal Effective Date:</p> <p>Compensation:</p> <p>Reason:</p> | <p>Summer School - English Teacher (Original Credit: In-Person) Both Sessions</p> <p>April 14, 2026</p> <p>April 14, 2026</p> <p>\$7,500.00</p> <p><i>Employee is unable to fulfill the Session 2 assignment and has withdrawn from the position.</i></p> |

VI. Summer Sports Camp - 2026

- | | |
|---|---|
| <p>1.) Bey-Pugh, Alice</p> <p>Compensation:</p> | <p>Summer Sports Camp Head Coach (Swimming)</p> <p>\$35 per hour</p> |
| <p>2.) Mason, Amirah</p> <p>Compensation:</p> | <p>Summer Sports Camp Assistant Coach (Swimming)</p> <p>\$30 per hour</p> |
| <p>3.) Boateng, Brianna</p> <p>Compensation:</p> | <p>Summer Sports Camp Assistant Coach (Boys Basketball)</p> <p>\$30 per hour</p> |
| <p>4.) Nichols, Myra</p> <p>Compensation:</p> | <p>Summer Sports Camp Assistant Coach (Girls Track)</p> <p>\$30 per hour</p> |
| <p>5.) Talley, Arthur</p> <p>Compensation:</p> | <p>Summer Sports Camp Assistant Coach (Boys Basketball)</p> <p>\$30 per hour</p> |

FY27 Employee Count Report - July 7, 2026

PROVISO TOWNSHIP HIGH SCHOOL DISTRICT 209

Office of Human Resources

KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA PROVISO TOWNSHIP HIGH SCHOOL DISTRICT 209 PMSA	 DISTRICT 209 District
	Head Count					Allocations				Vacancies									

Special Payroll

Office of the Superintendent

Superintendent of Schools				1	1				1										Mohip, Krish
Deputy Superintendent of School Improvement				1	1				1										Kirmes, Jennifer L
Deputy Superintendent of Operations				1	1				1										Alvarez, Elizabeth
Deputy Superintendent of Academics				1	1				1										Aschoff, Alexander S
Deputy Superintendent of Finance				1	1				1										Watson-Hill, Deborah
Executive Assistant - Superintendent's Office and Board of Education				1	1				1										Enriquez, Janessa

School Improvement

Director of Instructional Framework and Support				1	1				1										Bahena, Olimpia
Director of Professional Development and Performance Management				1	1				1										Horaites, Athanasia
Coordinator of Alternative Learning Opportunities				1	1				1										Thomas, Debra D
Administrative Assistant - Deputy Superintendent of School Improvement				1	1				1										Hernandez, Jacqueline
Director of Communication					1				1					1	1				VACANCY (K Vandenbroek)
Digital Specialist for Public and Community Relations				1	1				1										Lackland, Nia
Parent Advocate and Engagement Specialist	1	1	1		3	1	1	1								Hobbs, Cori	Hibbler, Gail		
Parent Advocate and Engagement Specialist and School-Based Mental Health Coordinator	1	1	1		3	1	1	1										Del Real, Lupe	

Finance

Coordinator I - Accounting and Finance				1	1				1										Turner, Cassandra
Coordinator I - State and Federal Programs				1	1				1										Walker, Shaylon M
Coordinator II - Payroll				1	1				1										Geans, Jeanetta
Administrative Assistant - Office of Finance				1	1				1										Johnson, Carla D
Administrative Assistant for the Grants				1	1				1										Brooks-Lawrence, Tiffany
Coordinator II - Financial Generalist				1	1				1										Watson, Marcia S

Human Resources

Director - Human Resources				1	1				1										Breisch Jr, William C
Coordinator I - Human Resources					1				1					1	1				VACANCY (W Breisch)
Director of Employee Relations, Investigations and Recruitment				1	1				1										Mcintosh, Latoya A
Coordinator I - Benefits Specialist					1				1					1	1				VACANCY (FY26 Budgeted)
Coordinator II - Human Resources Generalist				1	1				1										Edwards, Michelle L
Administrative Assistant - Human Resources				1	1				1										Reyes, Lizett
Specialist - Benefits				1	1				1										Fields, Jacquelynn

Technology

Director of Technology				1	1				1										Santos, Eric C
Coordinator I - Computer Solutions				1	1				1										Uddin, Faraz M
Coordinator I - Network Systems				1	1				1										Delgadillo, Diego
Coordinator II - Student Information Systems				1	1				1										Harris, Stephanie N
Coordinator II - Information Systems				3	3				3										Bennett, Lamont D Gaidelis, Daniel S Huerta, David

KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA PROVISO MONTROSS PMSA	 PROVISO DISTRICT District	
	Head Count					Allocations				Vacancies										
	Operations																			
Manager - Transportation				1	1				1										DeLeon Jr, Jose A	
Bus Driver - Full Time				1	1				1										Hernandez, Claudia M	
Bus Driver - Part Time				1	1				1										Walker, Jeffery	
Director - Student Nutrition				1	1				1										Garza, Stephanie A	
Assistant Manager of Food Services				1	1				1										Gonzalez, Roberto R	
Kitchen Supervisor	1	1	1		3	1	1	1								Dixon, Letitia	Wachowski, Jennifer	Ratley, Joseph B Jr		
Director of Buildings and Grounds					1				1					1	1				VACANCY (LTaylor), pending Arrambide, Eric D	
Custodial and Maintenance Building Lead	1	1	1	-1	3	1	1	1						1	1	Mcdonald, Alfred Jr	Perales, Jose L	VACANCY (L House)		
Academics & Student Services																				
Director of CTE				1	1				1										Damewood, Melissa P	
Coordinator of Dual Credit, Dual Degree, and Advanced Placement				1	1				1										Johnson, Toni	
Director of Curriculum and MTSS				1	1				1										Ortiz, Rubi Y	
Director of Research, Assessment, and Data				1	1				1										Butler, Aaron	
Research and Data Associate				1	1				1										Evans, Abigail	
Coordinator I - Data and Assessment				1	1				1										Faul, Chase	
Coordinator I - Data and Enrollment				1	1				1										Felder, Matsa	
Coordinator I - Technology Integration				1	1				1										Lee, Felicia	
Director of Multilingual Education				1	1				1										Kallieris, Dimitrios J	
Coordinator II - English Language Learners				2	2				2										Burton, Leonor Lopez, Miguel Uribe	
Director of Specialized Services				1	1				1										Schmitt, Vanessa	
Coordinator II - Specialized Services	1	1			4	2	2			1	1			2		Barone, Meghan Leigh VACANCY (V Zjalic-Maksimov)	Rowlen, Kelley M VACANCY (B Harris-Hughes)		118	
Administrative Assistant - Deputy Superintendent of Academics				1	1				1										Greenhow, Jonette M	
School Administration																				
Principal		1			3	1	1	1		1		1		2	1	VACANCY (R Hull), pending Fox-Crump, Allyson R	Christian, Jeremy E	VACANCY (J Sanchez)		
Assistant Principal	1	2	2		6	2	2	2		1				1		Garcia, Ricardo VACANCY (K Lang)	Brumfield, Michelle C Joseph, Jinu K	Mason, Erin M McElroy, Kim E		
Director of Athletics and Activities	1				2	1	1				1			1		VACANCY (A Brandon)	VACANCY (C McGinnis)			
Dean	4	3			9	4	5				2			2	1	Birts, Sherrie L Lawrence, Daniel Martin, Angela M Moffett, Andre	Johnson, John D Morrow, Kevin T Zak, Peter VACANCY (A Carson), pending Snow, LaQuitha Lynette VACANCY (T Milsap)			
Administrative Assistant - Office of the Principal	1	1			3	1	1	1				1		1		Green, Karmen	Rodriguez, Angelica	VACANCY (R Ramirez)		
School Student Resources and Services																				
School Psychologist		2			3	1	2			1				1		VACANCY (G Washington)	Burton, Treavon T Ziyad-Nau, Taliah B			
Permanent Building Substitute Teacher					11	4	5	2		4	5	2		11		VACANCY (A Spears) VACANCY (D Upchurch) VACANCY (M Pasquier) VACANCY (E Stith)	VACANCY (F Gallegos) VACANCY (R George) VACANCY (J McLaren) VACANCY (H Naylor) VACANCY (J Young)	VACANCY (L Fletcher) VACANCY (A Zenteno)		
SPED Permanent Building Substitute Teacher					2	1	1			1	1			2		VACANCY (FY26 Budgeted)	VACANCY (FY26 Budgeted)			
NJROTC	3	2			5	3	2									Person, Darryl N Toombs, Mckinley Albert Velez, Alejandro	Hawley, Regina M Rushing, Felinquist R			
Special Payroll Count	15	16	6	46	111	24	26	10	51	9	10	4	5	28	3					

KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 West	 PMSA	 District
	Head Count					Allocations				Vacancies									

CONTINUED ON THE NEXT PAGE...

KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PROVISO PMSA	 DISTRICT District
	Head Count					Allocations				Vacancies									

Proviso Teachers WSTU, Local 571 AFT AFL-CIO

General Education

Art Teacher	6	3	3		14	6	5	3			2			2	2	Hill, Daphne A Kim, Marilyn Kuecker, Stephanie L Rose, Meghan E Sandoval, Ismael A Tomita Martin, Johannah C	Doyle, Daniel P Dolezal, Luke A Rozell, Alison D VACANCY (S Shipley), pending Jacobsen, Braden B VACANCY, pending Ross, Rodney	Cornelius, Jeannine Gerise Rodriguez, Daniela Schmidt, Grace E	
English Teacher	12	12	7		31	12	12	7						0		Blagojev, Kristina Clay, Courtney Blair Clayton-Taylor, Jordan Fischer, Brian J Glass, Donica L Gottlieb, Anne Harris, Lynn K Josephs, Catherine Muhammad, Nadia T Olson, Cole L Pak, Faith Y Wordlaw-Franklin, Tabitha L	Bates, Sherry D Bohne, Morgan Daniel, David M Gillespie, Carissa M Goel, Angda Hensel, Michaela R Roberts, Sierra L Ruggiero, Allison Marie Saulsberry, Amanda J Sears, Robin R Sigman, Jennifer L Wesolowski, Beata A	Beresheim, Courtney Ann Foti, Silvia V Markus, Robert A Ovalle, Kathryn Phifer, Robyn Grace Rutstein, Neal David Taylor, Shantel N	
Mathematics Teacher	10	7	8		28	11	9	8		1	2			3	1	Appelman, David T Domanski, Michelle Eng, Savannah M Hay, Michael T Souza, Henry M Iv Thomas, Debra Ann Tran, Carisa C Walker, Ryan A Zabrodsky, Andre M VACANCY (J Kram)	Aulakh, Parampreet Kaur Blood, David Brown, Keith A Collains, Clezeal Rosko, Jozsef Rupar, Jason S Saltzman, Jay A Spires, Larry Douglas Targos, Melanie N VACANCY, pending Cho, Esther VACANCY	Birch, Nicholas P Bokar, Michael J Ferraro, Jessica L Qendro, Dea Huezo, Gloria T Resnick, Rebecca A Stompfor, Jennifer J Walker, Kennedy Wolff-Klammer, Kurt	120
Music Teacher	2	1	1		5	2	2	1			1			1		Seals Jr, Cletis Darrell Severini, Marco R	Atcher, Samuel VACANCY (S Watson)	Burkovskiy, Felicia F	
Physical Education Teacher	8	10	6		25	9	10	6		1				1		Analitis, Alexander C Donnelly, Melissa A Goslowski, Bennie J Pennington, Robert J Romo, Rodolfo Rosado, Mayra Talley, Angela R Zuazo, Jose Angel VACANCY (B Lishka)	Barajas, Amanda M Cox, Travis Mercedes Green, Michael J Ramirez Lona, Allan G Shriber, Emily A Skorupa, John F Spaulding, Randall J Struwing, Paula Williams, Brian A Zubeck, Joseph A	Lang, Kisha M Mccormick, Tracy L Olivares, Ruben D Parker, Gina L Reich, Robert J Schaub, Jessica L	
Science Teacher	9	9	7		25	9	9	7						0		Choi, Thomas Crawford, Marianne Duffey, Siobhan Mcallister, Crystal L Mcelhatton, Ann E Moore, Justin W Pjot, Dale A Richards, Linea Solano, Anthony C	English, Danielle Delisa Hendrickson, Jessica A Humphreys, Jeremy A Kjeldsen, Zachary A Laiq, Subuhee Lane, James W Lucas, Michelle E McCall, Daniel R Williams, Colin R	Caldwell, Daniel S Demirlika, Eva Huels, Sarah Elizabeth Popadowski, Stacey Porter, Ethan A Wardisiani, John C Yue, Ying	

	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA	 District
	Head Count					Allocations				Vacancies									
Social Studies Teacher	11	10	8		29	11	10	8						0		Corso, Christine E Gibfried, Jonathan J Martin, Ryan Douglas Mcclistrim, Martina Mcculloch, Tyler O Mullen, Joshua Joseph Nyquist, Rex D Perry, Ralph B Piemonte, Jessica M Salazar, Omar F Sunner, Christopher S	Brandon, Alexander J Butler, Danele Lee Emmanuel, Ashok V Gordon, Jennifer Hendrickson, Scott L Levasseur, Margarita Anna Loulouis, Ekaterini Spiering, Victoria A Thomas, Rachel R Villanueva, Carlos L	Brouwer, Faith E Colwell, Steven J Ireland, Savannah C Kozma, Michael J Momney, Alexandra J O'Connell, Kelly M Petruzzi-Asselborn, Sarah C Schlessler, Rachael	
World Languages Teacher - Spanish	5	4	4		13	5	4	4						0		Collins, Vanessa M Delgado, Diana Dominguez, Claudia Quito, Mercy L Spain, Sydney E	Cruz, Wanda R Ferraras Canario, Josefa Mcmanmon, Zoe C Otero, Bryan	Garcia, Pablo Gart, Audra D Hahn, Cory A Martinez, Alexandra	
World Languages Teacher - French	2	1	1		4	2	1	1						0		Augustin, Sheryl N Greab, Anamaria	Dorleans, Jocelyn	Duvall, Amanda Kate	
English Learners (EL)																			
Bilingual Education English Teacher	3	3			6	3	3	0						0		Hayslett, Karen Jo Rodriguez, Jovana J Serrano, Melissa	Canton Herrero, Andrea Navarro Ruiz, Leydis Saldana Vasquez, Katherine		
ESL Education English Teacher	3	4	3		10	3	4	3						0		Bojalad-Baginski, Catherine M Gonzalez, Patricia E Rasul, Noreen	Costello, Michael S Serritella, Victoria Lynn Carey, Michael C Natschke, Adenike O	Duran, Cassidy M Helpley, Brooke A Mendelsohn, Mark	
Bilingual Education Mathematics Teacher	2				4	2	2	0			2			2	1	Ariton, Sorin Soca Matos, Dayelis	VACANCY (D Perez), Pending Rivas, Edwing R VACANCY		
ESL Education Mathematics Teacher	1	1			3	1	2				1			1		Shah, Raja N	Sauter, Kristina VACANCY (A Gamino)		
Bilingual Education Science Teacher	2				4	2	2	0			2			2		Arias, Maria C Castellanos-Guevara, Isabel C	Galvan, Jorge C VACANCY		
ESL Education Science Teacher	3	1			5	3	1	1				1		1		Hillemonds, Cathy Dorothea Raceala, Veronica Marinela Razeq, Chadia Z	Klonowski, Joanne V	VACANCY	
Bilingual Education Social Studies Teacher	2	2			4	2	2	0						0		Oquendo Jr, Lucio Soto, Micaela	Calvanese, Antonio Medina-Olague, Diana M		
ESL Education Social Studies Teacher	1	2			3	1	2	0						0		Spencer, Zacharia M	Hammoud, Karen B Wortel, Robert J		
Special Education																			

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	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA	 District
	Head Count					Allocations				Vacancies									
Special Education Teacher	16	20	1		43	19	22	2		3	2	1		6	1	Bishop, Danielle A Brecheisen, Lauren E Brockett, Neal R Buffa, Beth Deady, Lauren E Hackett, Patrick J Josefek, Rebecca S Konstant, Janet Ann La Bash, Jennifer J Lodovico, Dean M Mayhan, Ann McCulloch, Dan Moss, David J Radecki, Joseph C Sirota, Michelle E Welch, Megan VACANCY (S Katz), pending Radecki, Dominic J VACANCY VACANCY	Biniewicz, Daniel Michael Contractor, Satyam R Doyle, Colin T Ford, Steven R Gadau, Melissa B Green, Phyllis M Hedrich, Katie L Jackson, Alyssa L Kissel, Christopher S LeGrand, Lance Lira, Tina C Marino, Angela K Owolabi, Babatunde Powers, Emily E Renaud, Daniel J Shelby, Julius J Smith, Suzan A Valente, Tony Weldon, Caryn Joan Williams, Martha D VACANCY (D Vassallo), pending Adams, Damian VACANCY	Harney-Forde, Kathryn M VACANCY	
Career Technical Education																			
Business Education Teacher	3	4			7	3	4	0						0		Earl, Keisha A Pasquier, Monette Richards, Lamario A	Bivens, Natalia Mitchell Casto, Trinity D Walter, Herman Winfield, Shaurae		
Family and Consumer Sciences Teacher	2	3			8	4	4	0		2	1			3		Green, Patricia E Ibioloye, Maya I VACANCY (J Morrow) VACANCY (R Thomas)	Carter, Latonia Hampton, Glenida Riley, Margaret M VACANCY		122
Applied Technology Teacher	2	3	2		7	2	3	2						0		Jaimes, Robert Thomas, Timothy A	Fedele Jr, Carl S Ferguson, Mark Senase, April M	Nowak, Bradley J Syed, Abdur-Rehman	
Student Resources and Services																			
School Counselor	7	8	4		20	8	8	4		1				1		Bridges, Tonya Gomez, Lauren A Kopf, Julie C Pappas, George A Martinez, Melissa N Mercado, Nia Tyus, Erica J VACANCY (J Caballero)	Soria-Alvarez, Linda Cuci, Cassandra Hooper, De Cora Nichole Oconnor, Nicole G Gonzalez, Antonio Gray-Jones, Hillary V Greenhow, Antony D Robertson, Lauren N	Jarmoc, Ninorta D Lugo, Melissa Maria Mejsstrik, Nicole L Paprocki, Constance E	
College and Career Counselor	1	1	1		3	1	1	1						0		Korntheuer, John D	Spiridis-Skoupas, Anastasia	Paulus, Amy E	
School Social Worker	5	4	2		12	5	5	2			1			1		Johnson, Hannah M Liboy, Glenda Ross, Amanda Santino, Amy M Williams, Amanda C	Doran, Joseph S Franklin, Tramaine R Hogan-Matthews, Jeri B Montoto Vega, Elsa J VACANCY (C Grady)	Godinez, Ruben Watt, Tianna M	
Librarian		1	1		3	1	1	1		1				1		VACANCY (P Adjetey)	Scott, Shannon M	Fiala, Shoshana E	
Reset Room Certified Teacher					2	1	1	0		1	1			2		VACANCY	VACANCY		
PTU Count	118	114	59	0	318	128	129	61	0	10	15	2	0	27	5				

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KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA	 District
	Head Count					Allocations				Vacancies									

Proviso Support Staff Council of the WSTU, LOCAL 571 AFT																			
Ten (10) Month Support Staff																			
Grade Level I: Job Coach				1	1				1					0					Walker, Montese
Grade Level I: Administrative Assistant I	1	3			5	1	4				1			1					Garcia, Maria P Hrobowski, Kya K Lindsey, Kim Leanna Rodriguez, Estephania
Grade Level II: Technical Support Aide					0									0					
Cafeteria Monitor	4	3	1		9	4	4	1			1			1					Cooper, Millison Griffin, Alfred L Jr Moore, Barbara Thomas, Betty J Bailey, Laura H Neal, Valeria Nevins, Delania Y VACANCY (J Rodriguez) Thomas, Beatrice
Security (Full-Time)	19	27	8		59	23	28	8		4	1			5	3				Barker-McCottrell, Peaches C Burns, Daryl A Carroll, Destiny Diaz, Sofia Dodson Sr, Eric Douglass, Mary L Ford, Willard S Green, Liza R Harris, Lance Manzo, Elizabeth D Mayfield, Ronald Moore, Dionta Paxton Jr, Cornelius Pieranunzi, Frank J Polk, Justyn V Powell, Sharell L Tate, Derrinesha Thomas, Tamica L (from Part-time) Walker, Titiana VACANCY (S Simon), pending Robinson, Jamonte VACANCY (C Loury), pending Knott, Donald E VACANCY (C Donaldson) VACANCY (R Bradford III) Akui, Jahwan El-Haj Curington, Quandalisa D Gillespie, Robert L Greenhow, Devaughn J Grissom, Darnell E Haggans, Kyla D Hill, Leticia A Howard, Christina C Howard, Qunnetti Mackey, Lionel Metzger, Siatta Miller Sr, Renard Mitchell, Darryl Murphy, Ernest L Owens, Matthew Powell, Patricia A Pruitt, Darryl Robinson, Brian Jephunneh Rodgers, Richard Singletary, Catrina G Smith, Adam M Stepter, Lavar J Swoope, Alexander F Thompson, D'Kartes Herron Washington, Khari Wilson, Racquel M Young, Keeshawn M VACANCY (A Saldivar)
Security (Part-Time)	1	1	1		3	1	1	1						0					Horn, De Andre Williams, William C Russell, Billy
Paraprofessional (Full-time)	8	6			19	10	9			2	3			5					Higgins, Angela S Johnson, Diana K Lucas, Johnnie R McAfee, Candice R Salazar Garcia, Ana K Smith, Lincoln R Swinnie, Javon A Yates, Carla VACANCY (KDSC-K Skanes) VACANCY (KDSC-T Frazier) Gomez, Kimberly Mazzulla, Ana K Mobley, Kamilah K Norwood, Fatima L Parrott, Marco C Wilson, Keyuna P VACANCY (KDSC-L Glover) VACANCY (KDSC-B Boateng) VACANCY (KDSC-V Wallace)
Paraprofessional (Full-time) - Bilingual Spanish	2	1			12	6	6			4	5			9					Hernandez, Stephanie Quinones, Sonia Y VACANCY (KDSC-C Mena) VACANCY (KDSC-D Alvarez) VACANCY (KDSC-J Rosales) VACANCY (KDSC-T Favela) Mazon, Carolina A VACANCY (KDSC-A Munoz) VACANCY (KDSC-A Macias) VACANCY (KDSC-M Rueda) VACANCY (KDSC-R Yanes) VACANCY (T Tyler)
Paraprofessional (Part-time)	1	1			2	1	1							0					Westbrook, Richard Tyrone Glass, Mia J
Twelve (12) Month Support Staff																			

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	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA	 District
	Head Count					Allocations				Vacancies									
Grade Level II: Administrative Assistant II	13	11	-1	1	28	13	12	2	1		1	3		4		Boyce, Donald Brown, Keva Ann Coleman, Victoria Galarza Jr, Alvaro Jeffers, Othys Mancilla, Jessica Mendoza, Gabriela Mata, Laura A McGrew, Andrea D Miller, Ashley M Negrete Luevano, Dolores Smith, Tatanisha V Torres, Angeles	Adams, Deanna M Batts De Diaz, Triniece F Braxton, Summer M Faletti, Pearl Garcia, Lynette Horton, Tara N Jackson, Barbara J Jacobo, Lorena Jenkins, Johnny N Johnson, Ashley Jones, Latanya Satterfield, Angela C VACANCY (D Lambert)	Esquivel, Elizabeth Garzon, Melanie A VACANCY (FY26 Budgeted) VACANCY (A Correa) VACANCY (E Esquivel)	Jones, Marc
Grade Level II: Assistant to the Band Director	1				2	1	1				1			1		Johnson, Joseph	VACANCY (T Ross)		
Grade Level II: Translator/Office Assistant	-1		-1	-1	1		1			1	1	1	1	4		VACANCY (FY26 Budgeted)	VACANCY (T Batts De Diaz)	VACANCY (FY26 Budgeted)	VACANCY (FY26 Budgeted)
Grade Level III: Administrative Assistant III	1	1			2	1	1							0		Brown, Keva Ann	Walker, Daphene		
Grade Level IV: Accounts Payable and Receivable Agent				1	1				1					0					Mobley, Launa P
Grade Level IV: Business Office Liaison			2		2			2						0					Benion, Devaughn P Zollicoffer, Sharda
Grade Level IV: Procurement Agent				1	1				1					0					Courts, Diamond A
Grade Level IV: Registrar	1	1	1		3	1	1	1						0		White, Marion D	Magee, Shirley	Teruel, Wanda V	
Grade Level V: Nurse	1		1		3	1	1	1			1			1		Jacoby, James	VACANCY (L Rice)	Delgado, Maria Margarita	
Grade Level V: Assistant to the Director/Accounting and Payroll					0									0					
Grade Level V: Head Bookkeeping/Chief Cashier				1	1				1					0					Chester, Ida L
Grade Level V: Assistant to the Director of IT				1	1				1					0					Emory, Mariah
Food Services																			
Kitchen Lead		1			3	1	1	1		1		1		2		VACANCY (I Draper)	Griffin, Deaja	VACANCY (L Sanderson)	
Food Service Worker (8 hours)	2	2	2		6	2	2	2						0		Jones-Graham, Annette Watson, James E	Watts, Kunta K Young, Twanna	Hart, Carolyn D Miller, CD	
Food Service Worker (6.5 hours)	2	2	1		5	2	2	1						0		Gillings, Jeanette O Miller, Charles W	Harris, Bertha A White, Stephanie M	Chavez, Emilia	
Food Service Worker (6 hours)	1	1	1		3	1	1	1						0		Lewis, Sandra	Adams, Brenda L	Hicks, Patricia	
Food Service Worker (4 hours)	3	2			6	3	3				1			1		Jefferson, Tanya Tankson, David R Williams, Cynthia	Perkins, Jackson III Washington, Kimberly M VACANCY (B Harris)		
Support Staff Union Count	60	63	16	5	178	72	79	21	6	12	16	5	1	34	3				

CONTINUED ON THE NEXT PAGE...

KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA	 District
	Head Count					Allocations				Vacancies									

Proviso Custodial And Maintenance Union SEIU Local 73, CTW

Grade Level VI																			
Lead HVAC and Building Systems Technician	1	1	1		3	1	1	1						1		Gluecklich, Steven E	Noyola, Sergio X	Johnson, Corey J	
Grade Level V																			
HVAC and Building Systems Technician	1	1	1		3	1	1	1						1		Edmond, Terry	Rodas-Beltran, Dario Xavier	Taylor, Calvin K	
Electrical Maintenance Technician			1		3	1	1	1		1	1			2		VACANCY	VACANCY	Villalva, Luis A	
Plumbing Maintenance Technician	1	1			3	1	1	1				1		1		Pirozzoli, Vito Anthony	Tellez, Sergio	VACANCY	
Carpentry Maintenance Technician	1		1		3	1	1	1			1			1		Sloan, Thomas	VACANCY	Shelton, Woodrow A	
Mechanical Maintenance Technician					2	1	1			1	1			2		VACANCY	VACANCY		
Grade Level IV																			
Painter Maintenance Technician	1				3	1	1	1			1	1		2		VACANCY	VACANCY (E Guerrero)	VACANCY	
Facilities and Grounds Maintenance Technician	1	1	1		3	1	1	1						1		Cozzi, Joseph E	Good, Ronald A	Madlock, Jeffrey	
Receiving and Logistics Technician	1	1	1		3	1	1	1						0		Donatille, Anthony John	Welch, Billy W	Zambole, Nicholas C	
Laundry and Facilities Support Technician				1	1				1					1					Daniels Owens, Denise L
Grade Level III																			
Athletic Equipment and Facilities Technician	1	1			2	1	1							0		Brown, Claude E	Echevarria, Martin R		
HVAC and Building Systems Technician Associate	2	1			4	2	2				1			1		Murray, Danielle Lavon Taylor, William C	Graham, Michael M VACANCY		
Facilities and Grounds Maintenance Technician Associate	1	2			3	1	2							0		Straughter, Darrell R	Hughes, Leroy I Ruiz, Roy		
Athletic Equipment and Facilities Technician Associate	1				2	1	1				1			1		Love, Demetre K Sr	VACANCY		
Grade Level II																			
Restroom Custodian - Day			1		3	1	1	1		1	1			2		VACANCY	VACANCY	Mccarroll Wynn, Rayda L	125
Restroom Custodian - Night	1				3	1	1	1			1	1		2		Angelino, Elicelda	VACANCY	VACANCY	
Grade Level I																			
Custodian - Day	3	2	1		8	3	3	2			1	1		2		Craig, Terrase Johnson, Reginald Alcarcel, Luis F	Plomero, Javier Sotelo, Ofelia VACANCY	Garcia, Ana Rosa VACANCY	
Custodian - Night	7	9	5		27	10	12	5		3	3			6		Davis, Lamar F Johnson, Charlotte Joiner, Bryce M Mahmoud, Ahmad Ross, Nijel Q Velazquez, Juan C Washington, Shaquiel S VACANCY VACANCY VACANCY	Aguilera, Luis F Cano-Cantu, Alfredo J Hrobowski, Marcus Lopez De Gallegos, Yessica A Macias, Wenceslada Norwood, Shaundell J Plomero, Aricia Smith, Michael R Stafford, Larry L Jr VACANCY VACANCY VACANCY	Enciso, Salvador Galvan, Jose L Robbins, Winston B Ross, Donovan F Velazquez, Ambrosio	
Custodial & Maintenance Union Count	23	20	13	1	79	29	32	17	1	6	12	4	0	22					

CONTINUED ON THE NEXT PAGE...

KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 West	 PMSA	 District
	Head Count					Allocations				Vacancies									
	Employee Count Totals	216	213	94	52	686	253	266	109	58	37	53	15	6	111	11			

Proviso Township High School District 209 received the following (“FOIA”) requests:

Status	Date Received	Time Received	Requester Name	Request
Response Provided	June 17, 2026	9:48 AM	Rob Propst	I’m requesting the following information. - Copy of the most recent service agreement for waste and recycling service for all locations - Copy of the last two months of waste and recycling invoices
In Process	June 24, 2026	1:09 PM	Eileen Dover	I am requesting copies of the following public records concerning travel, meal, lodging, and miscellaneous professional development expenditures or reimbursements for all current members of the Board of Education: 1. Expense Reports and Standardized Forms: All completed standardized expense reimbursement forms, estimated expense approval forms, and advancement vouchers submitted by or on behalf of any school board member for the fiscal years FY2025 and FY2026 (to date). 2. Itemized Receipts: Copies of all supporting receipts—specifically including itemized restaurant/meal receipts showing individual food and beverage items purchased—attached to or associated with the aforementioned reimbursement or advancement requests, as required under the Local Government Travel Expense Control Act (50 ILCS 150/20). 3. District Credit/Procurement Card Statements: Any monthly credit card or procurement card (P-Card) statements, including itemized transaction details, reflecting charges paid directly by the District for any board member's conference registration, lodging, or travel expenses during this same period.

				4. Board Approvals: Minutes, resolutions, or roll-call voting records documenting the Board of Education's approval of these specific board member expenditures at open meetings during FY2025 and FY2026.
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In Process	June 24, 2026	5:30 PM	Euretta C. Ivy	Supplemental FOIA Request Regarding the Cosmetology Program Services Bid: - Records concerning the evaluation and selection process: Final score tabulations and rankings of all vendors; Evaluation committee recommendations or award recommendation memoranda; Records identifying the evaluators and their respective roles in the process; Emails, correspondence, meeting notes, and other communications regarding the evaluation and selection of vendors; Records reflecting administrative and/or Board approval of the selected vendor; Narrative evaluations, comments, or written explanations supporting the scores assigned to each bidder; Records showing how the final award decision was made. - Missing or incomplete evaluation records: Any completed evaluation records relating to Ms. Roberts Beauty Academy, including any completed version of the evaluation sheet that appeared unscored in the scoring workbook; Any other completed scoring sheets or evaluation records not included in the District's original response. - Records concerning Ms. Roberts Beauty Academy: All records, documents, data, reports, correspondence, notes, prior evaluations, site-visit reports, vendor files, or other materials relied upon by District personnel or evaluators in: Assessing Ms. Roberts Beauty Academy; Scoring Ms. Roberts Beauty Academy; Ranking Ms. Roberts Beauty Academy; Making determinations regarding Ms. Roberts Beauty Academy. - Records concerning the "expert" referenced at the May 26, 2026 Board meeting: The expert's name, title, qualifications, employer, and role; Any contract, agreement, engagement letter, authorization, or other record concerning the expert's services; All notes, reports, observations, evaluations, scoring sheets, site-visit reports,
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				photographs, correspondence, recommendations, or other documents prepared by or provided to the expert; Records showing the dates on which each school was visited or evaluated; Any comparison matrix, checklist, rubric, ranking document, or report used by the expert to compare the schools; All notes and findings for each school reviewed by the expert, including comparisons within each evaluation category; All communications between District personnel, evaluators, administrators, Board members, and the expert concerning the evaluation process or vendor selection. - Information obtained from sources outside the submitted proposals: Identification of any outside sources relied upon by evaluators; All records reflecting information obtained from those sources; Any records showing how that outside information was used in scoring, ranking, or selecting vendors. - If no records concerning the expert exist: The requester asks the District to provide: A written explanation describing the basis for the statements made during the May 26, 2026 Board meeting; Identification of the information relied upon in making those statements. - Withheld records: If any responsive records are withheld, the requester asks the District to provide: A detailed index describing the withheld records; The specific Illinois Freedom of Information Act exemption or exemptions relied upon for withholding each record. - Requested action: The requester asks the District to conduct an additional search and supplement its prior response with all responsive records.
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17. Old Business
18. New Business
19. Adjourn