

LISLE COMMUNITY UNIT SCHOOL DISTRICT 202
BOARD ROOM
5211 CENTER AVENUE
LISLE, ILLINOIS 60532
Board of Education Meeting
September 28, 2020
7:30 PM

Members of the public are welcome to attend all meetings of the Lisle Community Unit School District 202 Board of Education, including those held via video conferencing. Anyone wishing to view the meeting or provide comment is encouraged to review the information below.

In-Person Meeting Viewing: Guests are welcome to attend the meeting in-person. Viewing areas will be located in the Board Room, Junior High Auditorium, and Junior High Commons. Capacity will be limited to 50 individuals per room.

Remote Meeting Viewing: The proceedings of the meeting will be streamed live and can be viewed using the following link: <http://www.youtube.com/c/LisleDistrict202>. Guests will join the meeting in view-only mode and will not be seen or heard in the meeting. A recording of the meeting will also be available on the School District website within 24 hours of the meetings conclusion.

Public Comment: Public comments can be made in-person or via email at publiccomment@lisle202.org. Comments must be received by 5:00 p.m. on the day in which the meeting is held. Comments submitted by the deadline will not be read aloud during the meeting, but rather will be provided to the School Board prior to the start of the meeting and will become part of the meeting record.

1. Call to Order and Roll Call - 7:30 pm
2. Pledge of Allegiance
3. Reading of Mission Statement
4. School Year 2020-2021 Re-Entry Plan
5. Public Comment
6. Public Hearing for FY2021 Budget
7. **ACTION ITEMS**
 - A. Consent Agenda:
 - (1) Board Meeting Minutes
 - (2) Payroll Pay Orders
 - (3) Vendor Pay Orders
 - (4) Personnel
 - a. Certified Employment
 - b. Classified Resignation
 - c. Extra-Duty Employment
 - d. Extra-Duty Resignation
 - (5) Recognition of Booster Organizations
 - (6) Resolution for Adoption of FY2021 Budget
 - (7) Report on Shared Services and Outsourcing
 - (8) Amendment to Contract for Transportation Services - Westway Coach (School Year 2020-2021)
 - (9) Amendment to Agreement for Transportation Services - Sunrise Transportation (School Year 2020-2021)
 - (10) Second Reading and Approval of Board Policies - PRESS 104 (Part 1)
8. **FINANCIAL INFORMATION** - The Board Acknowledges Receipt of the following Reports
 - A. Compensation Reports
9. **DISCUSSION ITEMS**
 - A. National Merit Recognition 2020
 - B. First Reading of Board Policies - PRESS 104 (Part 2) and PRESS 105
 - C. Freedom of Information Request(s)

D. Superintendent's Report

10. **COMMITTEE REPORTS**

A. Educational Equity & Excellence (E3) - Did not meet

B. Facility Master Planning - Did not meet

C. Finance - See Finance Agenda

D. Policy - See Board Meeting Agenda

11. **BOARD REPRESENTATIVE REPORTS**

A. Eyes to the Skies - Did not meet

B. Home and School Organization

C. IASB Delegate to Board

D. Intergovernmental - Did not meet

E. LEND

F. Lisle Education Foundation

G. SASED

12. Agenda Topics for Future Board Meetings

13. Adjourn to Closed Session for the Purpose of Discussion of: The Appointment, Performance, Discipline,
Compensation or Dismissal of Employees

14. Return to Open Session

15. Adjournment



Mission Statement

Lisle District 202 is committed to providing our learning community with the essential education, skills, and experiences for future success.

The logo features a stylized tiger's head in profile, facing right, rendered in a light blue color. The tiger is positioned behind the text 'LISLE 202', with its body and tail partially visible behind the letters.

LISLE 202

COMMUNITY UNIT SCHOOL DISTRICT

Return to School

September 2020

Key Considerations for In-Person Attendance

- In-person instruction is most effective for student learning
- Illinois Department of Public Health monitors community and regional data to determine safety levels
 - DuPage County currently **Moderate Level**
([DuPage County School Metrics Guidance](#))
- National and local recent experience in public schools has shown in-person learning can occur safely by following IDPH protocols (i.e. social distancing / face masks / hygiene measures / daily health certification)
- Allow for flexible transition between remote and in-person learning

Staff Considerations

- A total of seven (7) staff members are unable to return to in-person instruction due to medical considerations.
 - Elementary: two (2) teachers are able to continue in a remote capacity due to the remote cohort model
 - JH/HS: five (5) teachers may need to be filled with substitute teachers due to the nature of the position
- A total of five (5) staff members are utilizing the Federal Expanded FMLA leave for childcare reasons.
 - Substitutes/coverage is already in place for these positions.
 - This leave option expires on 12/31/2020.
 - Some staff members may be able to return to teaching responsibilities as area schools return to in-person instruction.

Staff Considerations

- Permanent substitutes will be hired in October to support the potential need for staff to isolate/quarantine (along with regular sick days).
 - Elementary - 3 permanent substitutes
 - Junior High - 2 permanent substitutes
 - High School - 3 permanent substitutes

LISLE DISTRICT 202

LISLE ELEMENTARY SCHOOL



Lisle Elementary - Phases of Re-entry

Phase	Date of Return	Students	Schedule
1	September 9th	Prekindergarten (students with IEPs)	PM
2	September 23rd	K-5 Students with greatest need	AM
3	Phase-in Beginning October 15	All K-5 Students	Various

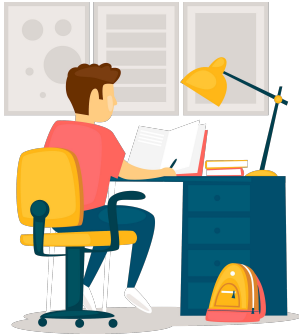
Lisle Elementary - Grades K-1 Weekly Schedule

	Monday	Tuesday	Wednesday	Thursday	Friday
Grades K-1					
9 am to 1 pm (Snack Breaks - No Lunch)	In-person learning	In-person learning	In-person learning	In-person learning	In-person learning

Lisle Elementary - Grades 2-5 Weekly Schedule

	Monday	Tuesday	Wednesday	Thursday	Friday
Grades 2-5					
Cohort A	In-person learning 9:00 am to 3:15 pm	Remote learning 9:00 am to 2:30 pm	<p style="text-align: center;">AM</p> 9:00-11:45 am Remote learning with teacher -----	In-person learning 9:00 am to 3:15 pm	Remote learning 9:00 am to 2:30 pm
Cohort B	Remote learning 9:00 am to 2:30 pm	In-person learning 9:00 am to 3:15 pm	<p style="text-align: center;">PM</p> Asynchronous learning for students Teacher Learning for Ongoing Improvement	Remote learning 9:00 am to 2:30 pm	In-person learning 9:00 am to 3:15 pm

Student/Teacher Instructional Interactions



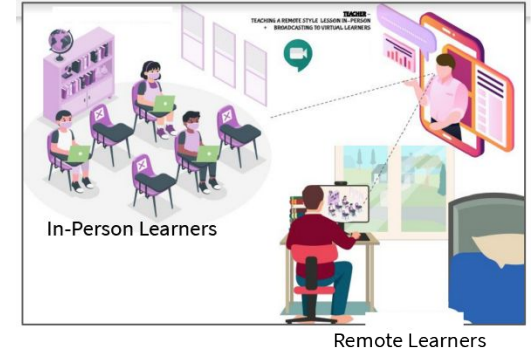
ASYNCHRONOUS LEARNING

Students complete assignments independently



SYNCHRONOUS LEARNING

Student remote cohorts receive synchronous instruction through Google Meets/Seesaw



CONCURRENT LEARNING

Leveraging Technology to teach in-person and remote student cohorts simultaneously

Lisle Elementary - In-Person Transition Timeline

Return Date	Grades
Oct 15th - Thursday	K-1
Oct 19th - Monday	Grades 2-5 - Cohort A
Oct 20th - Tuesday	Grades 2-5 - Cohort B

Parents of students in Grades 2-5 will be notified of their child's cohort by October 9th.

Lisle Elementary - Student Attendance

Grade	Attendance per Day (Estimated)		
	In-Person	Remote	Virtual Academy
Pre-Kindergarten	15	0	0
Kindergarten - First Grade	160	0	55
Second - Fifth Grade	130	130	105
K-5 Special Populations	50	0	0
TOTAL	355	130	160

Lisle Elementary - Lockers

- Lockers will not be used at this time.
- Students will each have a yellow container for their personal items
 - Backpack
 - Individual school supplies
 - Jacket in backpack
 - Snack and water bottle




Lisle Elementary - Bus Transportation

- Assigned seats
- Wear a mask at all times
- Limit of 50 individuals per bus
- Parents will be encouraged to drive their student to help reduce the spread of COVID-19
- Students may not be socially distanced while on the bus

Lisle Elementary - Certification

- Parent will complete certification form and give to student daily
- Form will be collected from student at entrance of school
- Students without certification will have temperature checked prior to entering the building and the school nurse will contact the parent to review certification checklist
- Families who do not follow the protocols will be contacted by the school and encouraged to complete the certification procedure


LISLE 202
COMMUNITY UNIT SCHOOL DISTRICT

Today's Date: _____

I have checked my son/daughter and he/she is free of any COVID-19 symptoms.


Visit <http://bit.ly/Lisle202covidupdate> for a list of symptoms.

My child's temperature is: _____

Student Grade: _____

Student Name (printed): _____

Parent Signature: _____



Lisle Elementary - Lunch

- Menu will be limited to a few prepackaged items
- School lunch free for all students through December 31st (may be extended by Federal Government)
- Lunch will be located in the cafeteria and gymnasium
- Seating will be six feet apart
- Masks may be removed while eating and seated

LISLE DISTRICT 202

LISLE JUNIOR HIGH SCHOOL



Lisle Junior High - Phases of Re-entry

Phase	Date of Return	Students	Schedule
1	September 17	6th grade students with greatest need	AM
2	October 5	7th & 8th grade students with greatest need	AM
3	Phase-in Beginning October 23	All 6-8 Students	Various

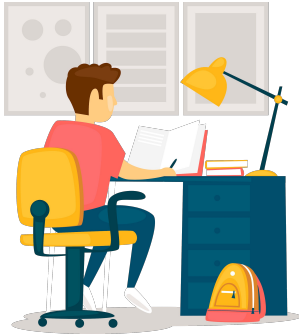
Lisle Junior High - Weekly Schedule

	Monday	Tuesday	Wednesday	Thursday	Friday
Grades 6-8					
Cohort A 8:00 am to 3:00 pm	In-person learning	Remote learning	AM 8:00 am-12 pm Remote learning with teacher Periods 1-9 & Homeroom	In-person learning	Remote learning
Cohort B 8:00 am to 3:00 pm	Remote learning	In-person learning	<hr style="width: 20%; margin: 0 auto;"/> PM Asynchronous learning for students Teacher Learning for Ongoing Improvement	Remote learning	In-person learning
Cohorts consist of half of each grade level.					

Lisle Junior High - Daily Schedule

DAILY SCHEDULE M, T, TH, F	STAGGERED PASSING PERIODS
Student Groups attend in-person for Periods 1-9	<ul style="list-style-type: none"> 6th grade students leave class at beginning of passing period 7th grade students leave class two minutes into passing period 8th grade students leave class 4 minutes into passing period
Period 1 - 8:00-8:40	
Period 2 - 8:46-9:26	
Period 3 - 9:32-10:23*	* Period 3: 11 minutes longer to allow for staggered grade-level mask breaks
Period 4 - 10:29-11:09	
Period 5 11:15-11:55 (Lunch A 11:15-11:45)	
Period 6 11:51-12:31 (Lunch B 12:01-12:31)	
Period 7 - 12:37-1:17	
Period 8 - 1:23-2:14*	* Period 8: 11 minutes longer to allow for staggered grade-level mask breaks
Period 9 - 2:20-3:00	

Student/Teacher Instructional Interactions



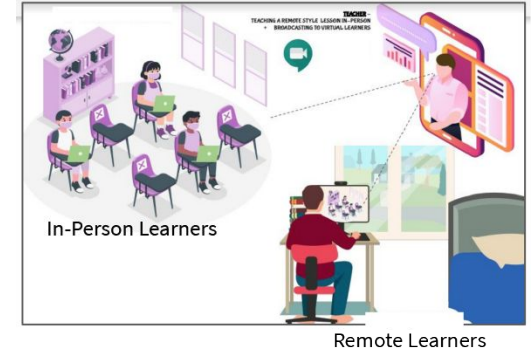
ASYNCHRONOUS LEARNING

Students complete assignments independently



SYNCHRONOUS LEARNING

Student remote cohorts receive synchronous instruction through Google Meets



CONCURRENT LEARNING

Leveraging Technology to teach in-person and remote student cohorts simultaneously

Lisle Junior High - In-Person Transition Timeline

Return Date	Grade
Oct 23rd - Friday	8th - Cohort A = AM Cohort B = PM
Oct 26th - Monday	7th - Cohort A = AM Cohort B = PM
Oct 27th - Tuesday	6th - Cohort A = AM Cohort B = PM
October 29th - Thursday	Cohort A Begins
October 30th - Friday	Cohort B Begins

Parents will be notified of their child's cohort by October 19th.

Lisle Junior High - Student Attendance

GRADE	Attendance per Day <i>(Estimated)</i>		
	In-Person	Remote	Virtual Academy
Grades 6-8	150	150	TBD
Special Populations	TBD	TBD	0
TOTAL	150	150	

Lisle Junior High - Lockers

- Lockers will not be used at this time
- Students will carry their backpacks throughout the day
- Procedures will be re-evaluated for the winter months

Lisle Junior High - Bus Transportation

- Assigned seats
- Wear a mask at all times
- Limit of 50 individuals per bus
- Parents will be encouraged to drive their student to help reduce the spread of COVID-19
- Students may not be socially distanced while on the bus

Lisle Junior High - Certification

- Parent will complete certification form and give to student daily
- Form will be collected from student at entrance of school
- Students without certification will have temperature check prior to entering the building
- Families who do not follow the protocols will be contacted by the school and encouraged to complete the certification procedure

LISLE 202
COMMUNITY UNIT SCHOOL DISTRICT

Today's Date: _____

I have checked my son/daughter and he/she is free of any COVID-19 symptoms.


Visit <http://bit.ly/Lisle202covidupdate> for a list of symptoms.

My child's temperature is: _____

Student Grade: _____

Student Name (printed): _____

Parent Signature: _____



Lisle Junior High - Lunch

- Menu will be limited to a few prepackaged items
- School lunch is free for all students
- Lunch will be located in the commons and gymnasium
- Seating will be six feet apart
- Masks may be removed while eating and seated

LISLE DISTRICT 202

LISLE HIGH SCHOOL



Lisle High School - Phases of Re-entry

Phase	Date of Return	Students	Schedule
1	August 31	Learning for Life Students	M,T,Th,F 9:00-2:00
2	September 2	Special Student Populations	Wednesdays 1:00-3:00
3	Phase-in Beginning October 19	All 9-12 Students	Various

Lisle High School - Weekly Schedule

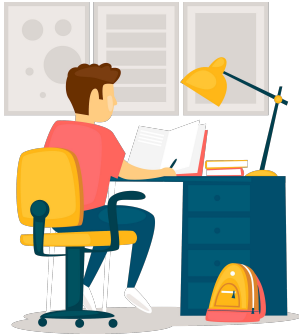
	Monday	Tuesday	Wednesday	Thursday	Friday
Grades 9-12					
Grades 9-10 8:30 am to 1:00 pm	In-person learning	In-person learning	<p style="text-align: center;">AM</p> <p>8:00am-11:55 pm Remote learning with teacher periods 0-7</p> <p style="text-align: center;">-----</p> <p style="text-align: center;">PM</p> <p>Special Student populations Support In-person</p> <p>Teacher Learning for Ongoing Improvement</p>	Remote learning	Remote learning
Grades 11-12 8:30 am to 1:00 pm	Remote learning	Remote learning		In-person learning	In-person learning
Special Populations	In-person learning	In-person learning		In-person learning	In-person learning

Lisle High School - Daily Schedule

SCHEDULE - M, TH	SCHEDULE - T, F
Student Groups attend in-person for Periods 1-4	Student Groups attend in-person for Periods 5-7, 0
<p style="text-align: center;">Period 1 8:30-9:30</p>	<p style="text-align: center;">Period 5 8:30-9:30</p>
<p style="text-align: center;">Period 2 9:38-10:38</p>	<p style="text-align: center;">Period 6 9:38-10:38</p>
<p style="text-align: center;">Period 3 10:46-11:46</p>	<p style="text-align: center;">Period 7 10:46-11:46</p>
<p style="text-align: center;">Period 4 11:54-12:54</p>	<p style="text-align: center;">Period 0 11:54-12:54</p>

Passing periods have been expanded from four to eight minutes.

Student/Teacher Instructional Interactions



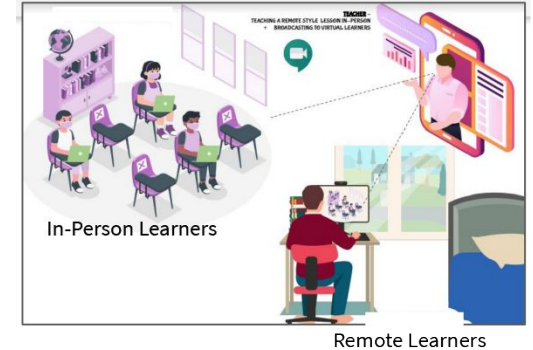
ASYNCHRONOUS LEARNING

Students complete assignments independently



SYNCHRONOUS LEARNING

Student remote cohorts receive synchronous instruction through Google Meets



CONCURRENT LEARNING

Leveraging Technology to teach in-person and remote student cohorts simultaneously

Lisle High School - Transition to In-Person

RETURN DATE	GRADES
Oct 19th - Monday	9-10 “Blue” Days
Oct 22nd - Tuesday	11-12 “Gray” Days

Lisle High School - Student Attendance

GRADE	In-Person Attendance (Wednesdays - Remote for All)	
	In-Person	Virtual Academy
Grades 9-10 (M/T)	187	23
Grades 11-12 (TH/F)	204	
Special Populations (M-F)	~20	0

Lisle High School - Bus Transportation

- Assigned seats
- Wear a mask at all times
- Limit of 50 individuals per bus
- Students may not be socially distanced while on the bus

Lisle High School - Certification

- Daily email will be sent from CrisisGo
- Parent will complete certification online form in CrisisGo
- Certification automatically codes to the student's ID
- Students will scan ID upon arrival
- Students without certification will have temperature check prior to entering the building
- Families who do not follow the protocols will be contacted by the school and encouraged to complete the certification procedure

Lisle High School - Lunch

- Menu will be limited to a few prepackaged items
- Free for all students
- Lunch will be distributed to students as they exit the building

Lisle High School - Lockers

- Lockers will be distributed randomly and not based on age.
- In order to maintain health guidelines, lockers will be spaced out appropriately.
- Students will be allowed to carry their backpacks to class, in order to limit locker contents and trips to lockers.



Health & Safety Protocols

Health & Safety Protocols - All Schools

- Building Measures
 - Increased building-wide cleaning schedules
 - Increased cleaning of high touch areas
 - Hand sanitizer, wipes, masks available in each classroom, plexiglass partitions, PPE provided as needed
 - Increased signage and space limits
 - One-way traffic in hallways and staircases

Health & Safety Protocols - All Schools

COVID-19 Symptoms (as of 9-11-2020)

- Fever (100.4 or higher)
- New cough
- Shortness of breath or difficulty breathing
- Fatigue from unknown cause
- Muscle or body aches
- New onset of moderate to severe headache
- Sore throat
- New congestion or runny nose
- New loss of taste or smell
- Nausea or vomiting
- Diarrhea
- Abdominal pain from unknown cause

This list does not include all possible symptoms. CDC will continue to update this list as we learn more about COVID-19. [Symptoms list source document.](#)

Health & Safety Protocols

- Symptomatic Individuals at School
 - Any student/staff exhibiting new symptoms not associated with a known condition will be isolated and sent home
 - Nurses will review isolation and quarantine requirements
- Confirmed COVID-19 Case Contact Tracing Protocols
 - School nurses have developed procedures and work with the DuPage County Health Department when positive cases occur.

COVID-19 Dashboard

COVID-19 Dashboard

The purpose of this data is to provide our Lisle 202 learning community with a transparent summary of district-wide COVID-19 cases resulting in exclusion from school activities. The weekly numbers include staff and students in Lisle 202. An active case indicates that a student or staff member participating in on-campus activities has tested positive for an active COVID-19 infection. Individuals who test positive are excluded from participation in any in-person/on-campus activity until the school nurse verifies that the individual meets the return criteria set by state and local health authorities. Once the case is cleared to return they are no longer considered an active case and their case is removed from the dashboard count.

This data will be updated at least weekly.

Week of	Number of Positive Cases	Number in Isolation	Number in Quarantine
October 19th			
October 26th			
November 2nd			

Next Steps

- Week of October 5th
 - Individual School (K-1/2-5/JH/HS) webinars explaining more details and answering question with parents
- Week of October 12th
 - K-8 Drive-thru certification packet pick-up will be scheduled before the start of Phase 3 in-person attendance
- Practice protocols with staff and ensure protective equipment in place
- Research and practice with technology options for concurrent learning, synchronous, and asynchronous
- “Return to School” parent communication efforts

Questions?



Perspectives on School Re-Opening

Lisle 202 Board Meeting

September 28, 2020

Why are parents so angry?

Hobart Indiana: September 25, 2020

They Have Open Schools and Open Activities



This Football field is equal in distance to Chicago as Lisle

Hobart's Cases Per 100,000 = 76 ⁽¹⁾
(DuPage = 72 ⁽²⁾)

Hobart's Positivity Rate: 4.76 ⁽¹⁾
(DuPage 4.7 ⁽²⁾)

Worse virus conditions yet this community can safely open schools and activities

“Follow the science” is typically offered for a rationale. What kind of science differs by zip code or differs by private or public school? If a community in Indiana can safely play football, then why can't we safely have kids in classrooms?

Notes: (1) <https://www.coronavirus.in.gov/2393.htm>

(2) <https://www.dph.illinois.gov/countymetrics?county=DuPage>

There absolutely is a risk, but it's one we can safely manage

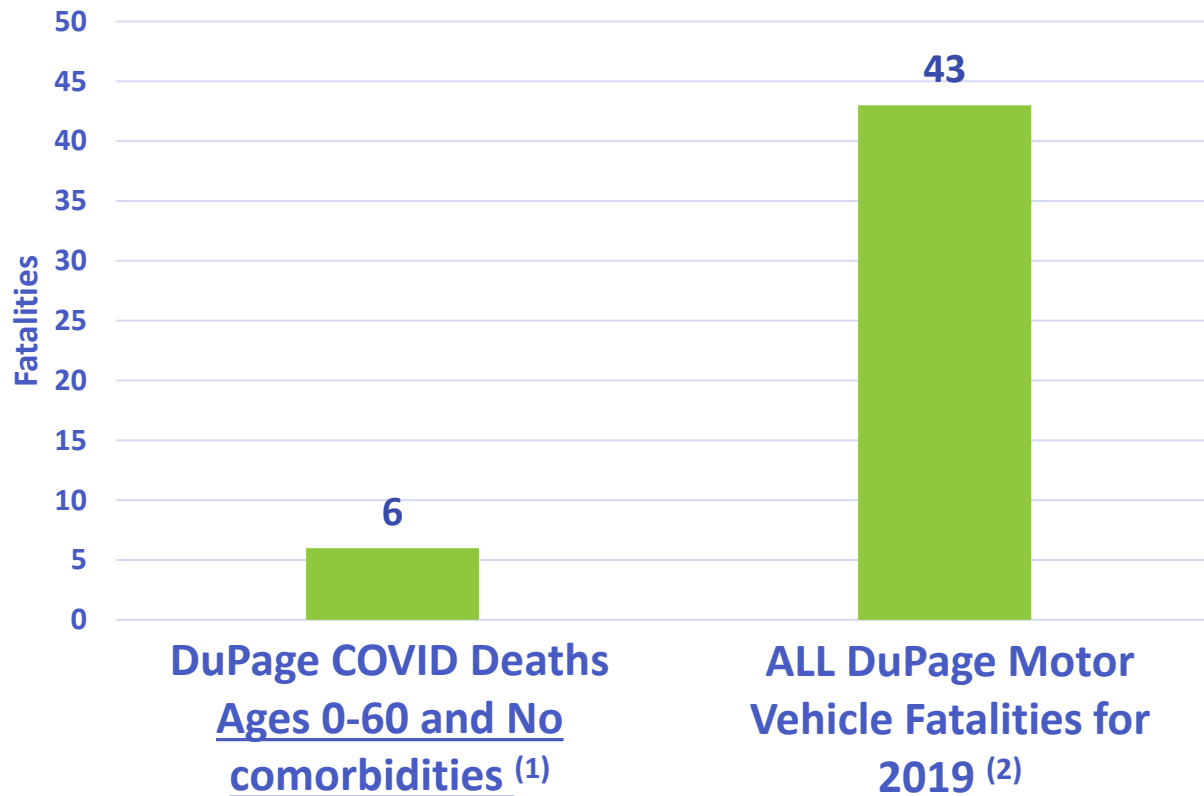
Updated CDC Benchmarks⁽¹⁾ for Infection Survival Ratio by Age Group (as of 9/10/2020)

- **0 – 19 Years** **99.997%**
- **20-49 Years** **99.98%**
- **50-69 Years** **99.5%**
- **70+ Years** **94.6%**

If you view this rationally you understand the virus is real and an indisputable risk, however with each passing day it becomes clearer that we can manage this risk

There absolutely is a risk, but it's one we can safely manage

DuPage Fatalities: Comparing COVID and Motor Vehicles



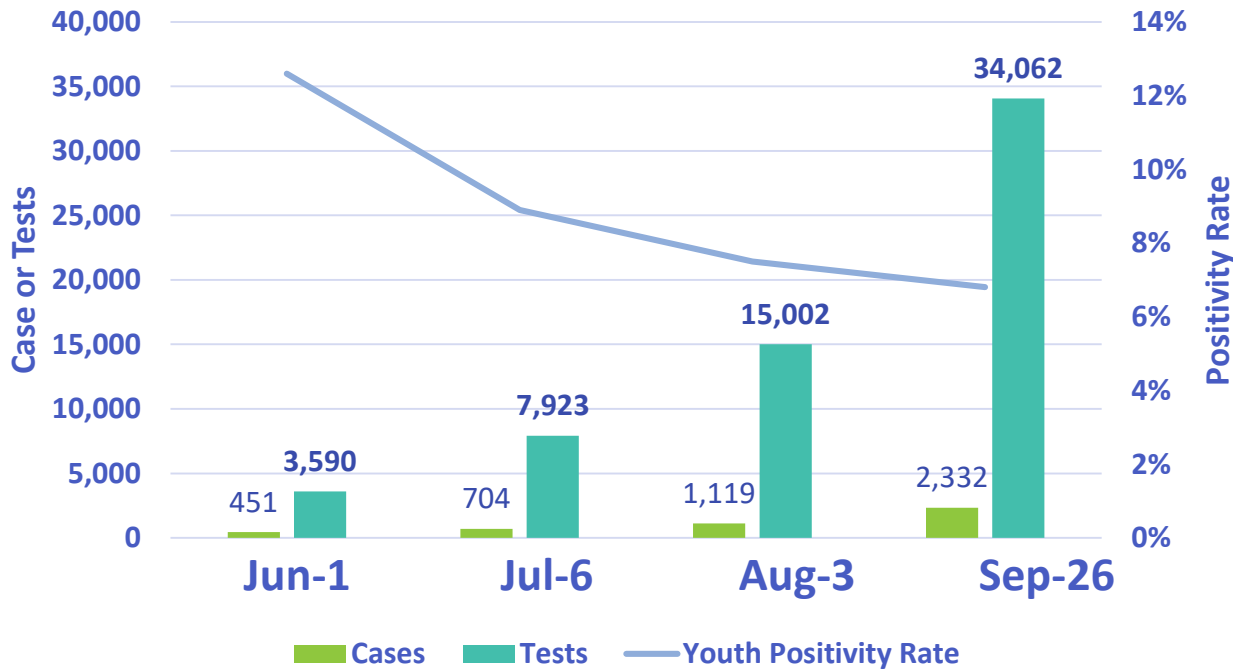
Just as we can make cars safe, we can manage the risk of COVID and the answer isn't "e-learning"

In attending this meeting tonight was anyone fearful about entering their vehicle?

Notes: (1) <https://www.dupagehealth.org/610/DuPage-County-COVID-19-Dashboard>
(2) <https://www.dupageco.org/Coroner/StatsDetail.aspx?typeDeath=ACCIDENT&mannerOfDeath=Motor>

Cases, Cases, Cases – the most mis-leading metric available!

DuPage COVID Cases, Tests and Positivity for Youths (People < 20 Years Old) ⁽¹⁾



417% Increase in YOUTH cases since June

BUT

849% Increase in Youth Tests

And a corresponding 46% decrease in Youth Positivity

Also for context DuPage has >240,000 people under age 20

When you know the growth in youth testing plus the decline in positivity rate among youths are you still worried about that growth in cases?

College kids were undeniably “bad actors”, it is equally undeniable that the impact was negligible

9/22/20 update on C19 among students on campus since August, from 37 U.S. universities: Despite ~48,300 “+ C19 tests” near absence of reported C19 hospitalizations, and zero reported deaths

University	Reported C19+, “Cases” (N)*	Reported Hospitalizations (N)**	Reported C19 Deaths (N)***
(1) U of Alabama sys	2729	0	0
(2) U of Georgia	2901	0	0
(3) U of Kentucky	1645	0	0
(4) Ohio State U	2638	0	0
(5) U of Dayton	1242	0	0
(6) Miami U of OH	1372	0	0
(7) Illinois State U	1334	0	0
(8) U of Iowa	1908	0	0
(9) Missouri State U	960	0	0
(10) U of Kansas	882	0	0
(11) Kansas State U	707	0	0
(12) Penn State U	1182	0	0
(13) U of Wisconsin	2684	1	0
(14) U of Miami	394	0	0
(15) U of S Carolina	2256	0	0
(16) U of Arizona	2137	0	0
(17) Notre Dame U	688	0	0
(18) Temple University	448	0	0
(19) James Madison U	1465	0	0
(20) Texas Tech U	1332	0	0
(21) U of Texas	955	0	0
(22) Texas Christian U	917	0	0
(23) Texas A & M U	1330	0	0
(24) U of Illinois	2138	0	0
(25) Iowa State U	1021	0	0
(26) East Carolina U	889	0	0
(27) U of N Carolina	1085	0	0
(28) N Carolina State U	957	0	0
(29) Auburn U	1654	0	0
(30) Arizona State U	807	0	0
(31) San Diego State U	845	1	0
(32) Ball State U	965	0	0
(33) U of N. Dakota	712	0	0
(34) U of Cent Florida	895	0	0
(35) U of Florida	653	0	0
(36) Oklahoma State U	892	0	0
(37) SUNY-Oneonta	680	0	0
Totals (N)	48,299	2**	0

48,000+ cases

2 Hospitalizations


ZERO fatalities

*As of data accessed 9/22/20; ostensibly by reverse transcriptase polymerase chain reaction amplification & detection of C19 viral RNA, or C19 nucleocapsid protein antigen detection by immunofluorescent assay(s); **As originally noted here: <https://twitter.com/andrewbostom/status/1302438825063591936>; <https://bit.ly/3mHD3Be> “Kansas college student hospitalized with suspected case of multisystem inflammatory syndrome”, but the KS college was unidentified; However 1 of the now 845 C19+ students at SDSU was hospitalized “1st SDSU Student Among COVID-19 Surge Hospitalized as Cases Reach 440.” <https://www.nbcsandiego.com/news/investigations/1st-sdsu-student-among-covid-19-surge-hospitalized-as-cases-reach-440/2402332/> and 1 U-Wisc-Madison student was hospitalized out of 2684 C19+ <https://wkow.com/2020/09/16/first-known-uw-madison-student-hospitalized-with-covid-19/>

There is a massively growing body of evidence that the interactions of children and schools can operate safely & the absence of in-person school / activities is hurting children

Study: University of Wisconsin

90,000 soccer players, 34 states, 100 club teams against 45,000 training sessions and 6,000+ games over 10 weeks

Youth COVID Cases  59% of Expected Amer. Academy of Pediatrics Cases

Source: <https://www.soccerwire.com/news/ecnl-shares-positive-results-from-study-on-safety-of-youth-soccer-amid-covid-19/>




Study: Brown University

>550 schools across 46 states for two weeks
Rates for confirmed cases were 0.076 for students and 0.15 for teachers
“Feared outbreaks in schools yet to arrive . . .”

Source: https://statsiq.co1.qualtrics.com/public-dashboard/v0/dashboard/5f62eae4451ae001535c839#/dashboard/5f62eae4451ae001535c839?pagelId=Page_1ac6a6bc-92b6-423e-9f7a-259a18648318

State of Indiana


Week Five/Six of opening schools across the entire state impacting thousands of schools and hundreds of thousands of students

Hospital Usage   No Change
Positivity  15% Drop

Source: <https://www.coronavirus.in.gov/2393.htm>

Study: University of Wisconsin

13,000 Adolescents/Students surveyed on the impacts of COVID shutdowns

Moderate to Severe Depression:  280% Increase

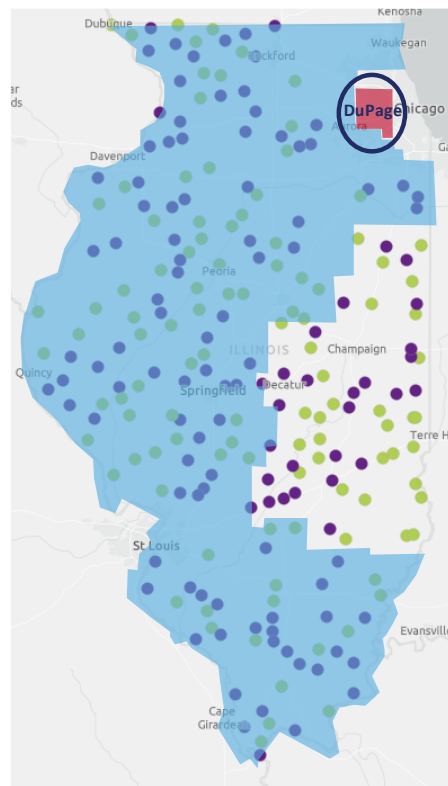
Source: <https://ortho.wisc.edu/wp-content/uploads/2020/09/COVID-19-in-Youth-Soccer.pdf>

Also, in Illinois there are 230 similar school districts, encompassing >160,000 students, that are in the classroom

Re-opened Illinois Unit Districts with <1500 student enrollment . . .

. . . these districts are scattered across the state with most of them in IDPH regions that have continually had higher positivity than DuPage

- AIWood CUSD 225
- Amboy CUSD 272
- Annanaw CUSD 226
- Arcola CUSD 306
- Arthur CUSD 305
- Ashton-Franklin Center CUSD 275
- Astoria CUSD 1
- Athens CUSD 213
- Beecher City CUSD 20
- Bement CUSD 5
- Blue Ridge CUSD 18
- Brimfield CUSD 309
- Brown County CUSD 1
- Brownstown CUSD 201
- Bunker Hill CUSD 8
- Bureau Valley CUSD 340
- Bushnell Prairie City CUSD 170
- Cairo USD 1
- Calhoun CUSD 40
- Carlinville CUSD 1
- Carmi-White County CUSD 5
- Carrier Mills-Stonefort CUSD 2
- Carrollton CUSD 1
- Casey-Westfield CUSD 4C
- Central CUSD 3
- Central CUSD 4
- Century CUSD 100
- Cerro Gordo CUSD 100
- Chadwick-Milledgeville CUSD 399
- Chester CUSD 139
- Christopher USD 99
- Clay City CUSD 10
- Coulterville USD 1
- County of Winnebago SD 320
- Cowden-Herrick CUSD 3A
- Crab Orchard CUSD 3
- Cumberland CUSD 77
- CUSD 3 Fulton County CUSD 4
- Dakota CUSD 201
- Deer Creek-Mackinaw CUSD 701
- Deland-Weldon CUSD 57
- Delavan CUSD 703
- DePue USD 103
- Dieterich CUSD 30
- Dongola USD 66
- Donovan CUSD 3
- Du Quoin CUSD 300
- Dupo CUSD 196
- Durand CUSD 322
- Earlville CUSD 9
- East Dubuque USD 119
- Eastland CUSD 308
- Edgar County CUD 6
- Edwards County CUSD 1
- Egyptian CUSD 5
- El Paso-Gridley CUSD 11
- Eldorado CUSD 4
- Elmwood CUSD 322
- Elverado CUSD 196
- Erie CUSD 1
- Farmington Central CUSD 265
- Fieldcrest CUSD 6
- Flanagan-Cornell Dist 74
- Forrestville Valley CUSD 221
- Franklin CUSD 1
- Galatia CUSD 1
- Galena USD 120
- Gallatin CUSD 7
- Galva CUSD 224
- Gibson City-Melvin-Sibley CUSD 5
- Goreville CUD 1
- Grant Park CUSD 6
- Grayville CUSD 1
- Greenfield CUSD 10
- Greenview CUSD 200
- Griggsville-Perry CUSD 4
- Hamilton CUSD 328
- Hamilton Co CUSD 10
- Hardin County CUSD 1
- Havana CUSD 126
- Henry-Senachwine CUSD 5
- Heyworth CUSD 4
- Hiawatha CUSD 426
- Hinckley Big Rock CUSD 429
- Hoopeston Area CUSD 11
- Hutsenville CUSD 1
- Illini Bluffs CUSD 327
- Illini Central CUSD 189
- Indian Creek CUSD 425
- Iroquois County CUSD 9
- Iroquois West CUSD 10
- Jasper County CUD 1
- Johnston City CUSD 1
- Joppa-Maple Grove UD 38
- Kansas CUSD 3
- Lawrence County CUD 20
- Leland CUSD 1
- Lena Winslow CUSD 202
- LeRoy CUSD 2
- Lewistown CUSD 97
- Lexington CUSD 7
- Liberty CUSD 2
- Litchfield CUSD 12
- Lowpoint-Washburn CUSD 21
- Marissa CUSD 40
- Maroa Forsyth CUSD 2
- Marshall CUSD 2C
- Martinsville CUSD 3C
- Mercer County School District 404
- Meredosia-Chambersburg CUSD 11
- Meridian CUSD 101
- Meridian CUSD 15
- Midland CUSD 7
- Midwest Central CUSD 191
- Milford Area Public Schools District 124
- Momence CUSD 1
- Morrison CUSD 6
- Morrisonville CUSD 1
- Mount Olive CUSD 5
- Mt Pulaski CUSD 23
- Mulberry Grove CUSD 1
- Neoga CUSD 3
- New Athens CUSD 60
- Nokomis CUSD 22
- Norris City-Omaha-Enfield CUSD 3
- North Clay CUSD 25
- North Mac CUSD 34
- North Wayne CUSD 200
- Northwestern CUSD 2
- Oakland CUSD 5
- Oakwood CUSD 76
- Okaw Valley CUSD 302
- Orangeville CUSD 203
- Oregon CUSD 220
- Orion CUSD 223
- Palestine CUSD 3
- Pana CUSD 8
- Panhandle CUSD 2
- Paris CUSD 4
- Paris-Union SD 95
- Patoka CUSD 100
- Paw Paw CUSD 271
- Pawnee CUSD 11
- Paxton-Buckley-Loda CUD 10
- Payson CUSD 1
- Pearl City CUSD 200
- Pecatonica CUSD 321
- Peoria Heights CUSD 325
- Peotone CUSD 207U
- Pikeland CUSD 10
- Pleasant Hill CUSD 3
- Pleasant Plains CUSD 8
- Polo CUSD 222
- Pope Co CUD 1
- Porta CUSD 202
- Princeville CUSD 326
- Prophetstown-Lyndon-Tampico CUSD3
- Putnam County CUSD 535
- R O W A CUSD 208
- Ramsey CUSD 204
- Red Bud CUSD 132
- Red Hill CUSD 10
- Reed Custer CUSD 255U
- Ridgeview CUSD 19
- River Bend CUSD 2
- River Ridge CUSD 210
- Riverdale CUSD 100
- Riverton CUSD 14
- Roanoke Benson CUSD 60
- Rockridge CUSD 300
- Rossville-Alvin CUSD 7
- Salt Fork Community Unit District 512
- Sandoval CUSD 501
- Sangamon Valley CUSD 9
- Scales Mound CUSD 211
- Schuyler-Industry CUSD 5
- Scott-Morgan CUSD 2
- Sesser-Valier CUSD 196
- Shawnee CUSD 84
- Shelbyville CUSD 4
- Sherrard CUSD 200
- Shiloh CUSD 1
- Somonauk CUSD 432
- South Central CUD 401
- South Fork SD 14
- Southeastern CUSD 337
- Southwestern CUSD 9
- Sparta CUSD 140
- Spoon River Valley CUSD 4
- St Elmo CUSD 202
- Stark County CUSD 100
- Stanton CUSD 6
- Steeleville CUSD 138
- Stewardson-Strasburg CUD 5A
- Stockton CUSD 206
- Sullivan CUSD 300
- Teutopolis CUSD 50
- Tremont CUSD 702
- Tri City CUSD 1
- Tri Point CUSD 6-J
- Tri Valley CUSD 3
- Trico CUSD 176
- Triopia CUSD 27
- Tuscola CUSD 301
- United CUSD 304
- V I T CUSD 2
- Valmeyer CUSD 3
- Vandalia CUSD 203
- Villa Grove CUSD 302
- Virginia CUSD 64
- Waltonville CUSD 1
- Warren CUSD 205
- Waverly CUSD 6
- Wayne City CUSD 100
- Wesclin CUSD 3
- West Carroll CUSD 314
- West Central CUSD 235
- West Prairie CUSD 103
- Western CUSD 12
- Westville CUSD 2
- Wethersfield CUSD 230
- Williamsfield CUSD 210
- Wilmington CUSD 209U
- Winchester CUSD 1
- Windsor CUSD 1
- Winnebago CUSD 323
- Woodland CUSD 5
- Woodlawn Unit School District 209
- Zeigler-Royalton CUSD 188



Comparison of Positivity Relative to DuPage as of September 26, 2020 ⁽²⁾

- Higher than DuPage
- Less than DuPage

If all these districts can and are willing to make this work, then 202 should not be different

Notes: (1) <https://www.isbe.net/Pages/covid19.aspx> (enrollment <1500 and PK-12)

(2) <https://www.dph.illinois.gov/regionmetrics>

For another large-scale data point – consider Gwinnett County in Georgia which is a very good peer for DuPage

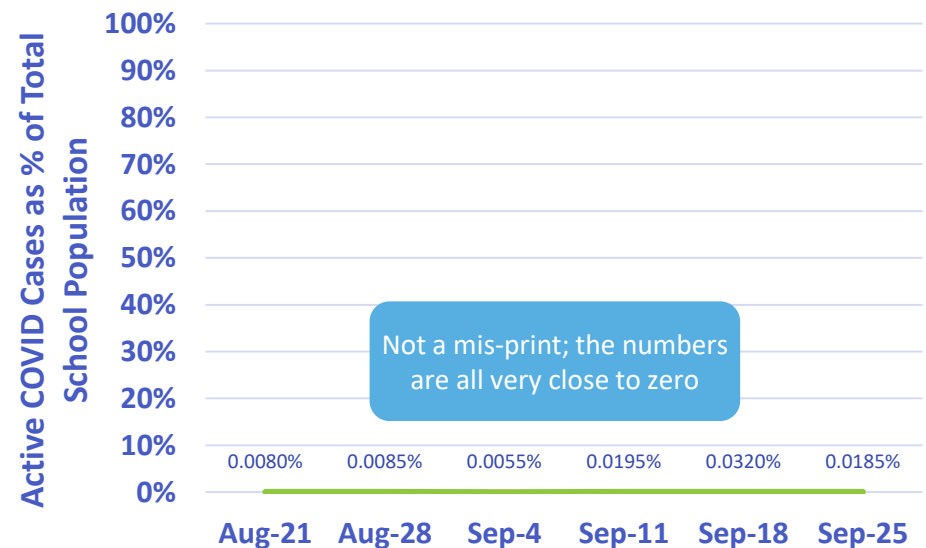
Gwinnett and DuPage are very much peer counties . . .

Metric	Gwinnett	DuPage
Population	936,250	922,921
Size	437 mi ²	336 mi ²
Immediate Proximity to an urban center	Atlanta	Chicago
Students	180,000	150,000
# of Public Schools	141	249

Highly similar on many additional demographic attributes. However, one key difference is school density. Gwinnett is almost 2x higher which complicates their COVID re-opening tasks

. . . all Gwinnett Schools have been open for many weeks – they track and report COVID cases by school each day

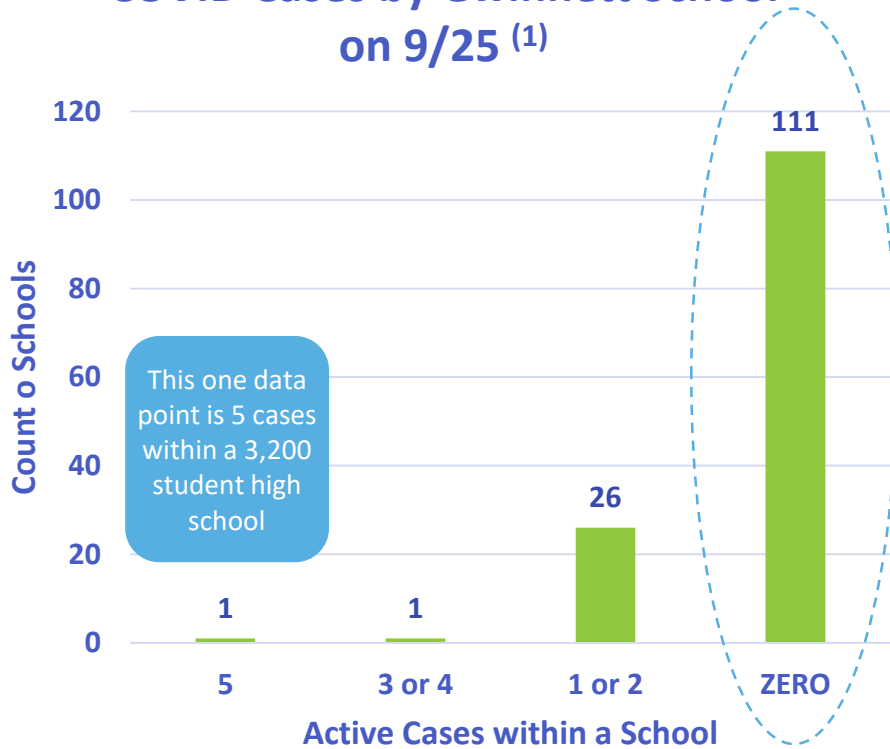
COVID Cases in Gwinnett Schools as a % of Total School Population⁽¹⁾



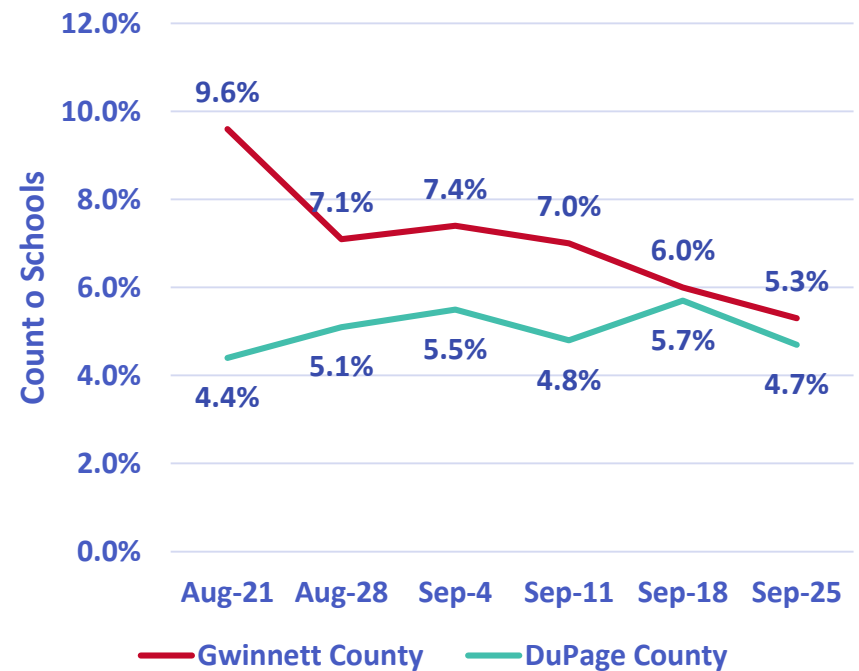
Across all schools and total population of nearly 200,000 (teachers and students) they have averaged 30 active cases a week

However, what is most impactful is the complete absence of outbreaks. Once again this is for a 900,000+ person county and a 200,000 person school district

COVID Cases by Gwinnett School on 9/25 ⁽¹⁾



Positivity Rates: DuPage & Gwinnett ⁽²⁾⁽³⁾



Despite being open for quite some time, 80% of schools have ZERO cases . . .

. . . all while operating in a county with materially higher positivity rate

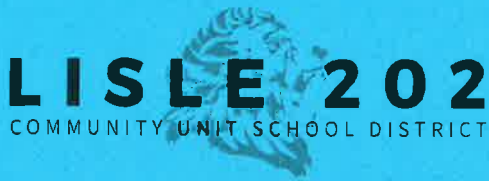
Notes: (1) <https://publish.gwinnett.k12.ga.us/gcps/home/public/schools/learninghub>

(2) <https://dph.georgia.gov/covid-19-daily-status-report>

(3) <https://www.dph.illinois.gov/countyschool?county=DuPage>

In closing

- Majority of parents wanted and still want in-person learning. **WE RESPECTFULLY ASK FOR A VIABLE ALTERNATIVE**
- There is an **over-whelming amount of HARD DATA** articulating **that schools can be open safely**. These are not isolated examples, but rather the **experiences from millions of students and thousands of schools across the country and around the globe**
- A month ago you had a sound and rational plan to get kids into the classroom, yet you let **unproven hypotheses** and **one-off examples** sway your decision making, **PLEASE DO NOT LET THAT HAPPEN AGAIN**
- 202 is “the most expensive school” in DuPage if not Illinois. **For the parents and residents of Lisle that needs to mean something with a positive differentiation every single day**



Request to speak to the Board of Education

PROCEDURE FOR SPEAKING TO THE BOARD OF EDUCATION

Persons wishing to speak during the public comment section of the District 202 Board Meeting are asked to complete a "Request to Speak" card. The purpose of this opportunity is to direct comments to the Board and/or provide information. Ordinarily, the Board will not engage in dialog with the speaker. Comments should be in good taste and demonstrate consideration to others. Each speaker will be allotted up to three minutes.

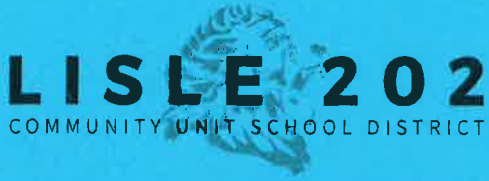
Thank you for following the procedure. Your cooperation will ensure that all individuals who want to speak may do so while simultaneously providing for timely completion of the Board's business agenda. Your continued interest in our community's schools is valued and appreciated.

NAME (please print): Brad Hettich
ADDRESS: ~~630-988-4852~~
DAYTIME PHONE #: 630-988-4852
ORGANIZATION (if any): _____
EMAIL: bradhettich@yahoo.com
DATE: 9/28/2002

Please provide a brief description of the topic you will address:

Getting kids in school

Do you desire follow-up contact from administration regarding your topic of discussion? YES NO UNSURE



Request to speak to the Board of Education

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Thank you for following the procedure. Your cooperation will ensure that all individuals who want to speak may do so while simultaneously providing for timely completion of the Board's business agenda. Your continued interest in our community's schools is valued and appreciated.

NAME (please print): Mirko Martus
ADDRESS: _____
DAYTIME PHONE #: _____
ORGANIZATION (if any): _____
EMAIL: _____
DATE: _____

Please provide a brief description of the topic you will address:

Do you desire follow-up contact from administration regarding your topic of discussion? YES NO UNSURE

FOR ACTION

**Lisle Community Unit School District 202
Board of Education Meeting
September 28, 2020**

SUBJECT: Approval of Board of Education Meeting Minutes

SUGGESTED MOTION - That the Board of Education approve the Regular Minutes from the August 24, 2020 Board of Education Meeting.

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202
BOARD OF EDUCATION
REGULAR MEETING MINUTES
August 24, 2020

Record of Minutes of the Regular Meeting of the Board of Education of Lisle Community Unit School District 202, DuPage County Illinois, which was held in the Board Room of the Administrative Office, 5211 Center Avenue, Lisle Illinois on August 24, 2020.

The meeting was called to order at 7:37 p.m. by Vice-President Ahlmann.

Present: Meg Sima (by telephone per Board Policy)
Pam Ahlmann
Eunice McConville
Daniel Helderle
Lisa Kiener-Barnett
Wendy Nadeau
Randee Sims

Absent: None

Also Present: Dr. Keith Filipiak, Superintendent
Dr. Linda Kotalik, Assistant Superintendent
Jennifer Law, Director of Student Services
David Wilkinson, Director of Finance

The Pledge of Allegiance was recited. Mrs. Ahlmann read the District Mission Statement.

Public Comment

- Brandon Wolak
- Eric Woyna
- Pete Meyer
- Mark LaScala
- Pat Woyna
- Courtney Multhaupt

Consent Agenda

Motion by Mrs. Sims, seconded by Mrs. Kiener-Barnett

TO APPROVE/ACCEPT THE FOLLOWING CONSENT AGENDA ITEMS AS PRESENTED;

- Minutes of Regular and Closed Session of July 27, 2020
- Minutes of Special Session of August 6, 2020
- July 2020 Payroll Pay Orders in the amount of \$ 1,414,150.87
- July 2020 Vendor Pay Orders in the amount of \$ 1,392,165.29
- Personnel:
 - Certified Leave Request
 - Lauren James, Kindergarten Teacher at Lisle Elementary School, is requesting approximately 10 weeks of FMLA starting on October 22, 2020.
 - Elizabeth Hoff, Instructional Specialist at Lisle Elementary School, is requesting one year of Parental Leave for the 20-21 school year.
 - Classified Employment
 - Bonnie Ratzer: Paraprofessional at Lisle Junior High School; Step 4: \$15.90/hr
 - Classified Resignation
 - Danielle Davis, Inclusion Aide at Lisle Junior High School, has submitted her resignation to be effective August 19, 2020.
 - Gina DiMaggio, Inclusion Aide at Lisle Elementary School, has submitted her resignation to be effective August 19, 2020.
 - Stephanie Morales-Rosa, Health Aide at Lisle Elementary School, has submitted her resignation to be effective August 19, 2020.
 - Monica Valdez, Inclusion Aide at Lisle Elementary School, has submitted her resignation to be effective August 19, 2020.
 - Extra-Duty Employment
 - Paul Kohorn, Head Girls' Golf Coach at Lisle Senior High School; Category III, Level 3, Step 8, \$6861.
 - Extra-Duty Resignation
 - Julie Kuefner, Head Girls' Golf Coach at LSHS, is resigning from this position effective August 20, 2020.
 - Brittany Smith, Dance Coach at LJHS, is resigning from this position effective August 01, 2020.
 - James Steben, Assistant Volleyball Coach at LSHS, is resigning from this position effective August 1, 2020.
- First Semester Student Parking Fee Waiver – Lisle High School
- Fiscal Year 2021 Tentative Budget
- Fifth Amendment to Purchase and Sale Agreement for Tate Woods School
- Approval of Evaluation Memorandums of Understanding

Answering to a roll call vote:

AYE: Sims, Kiener-Barnett, Helderle, Nadeau, McConville, Sima, Ahlmann

NAY: None

Motion carried 7-0

Approval of 2020-2021 Amended Calendar

Motion by Mr. Helderle, seconded by Mrs. Kiener-Barnett

TO APPROVE/ACCEPT THE AMENDED 2020-2021 SCHOOL CALENDAR AS PRESENTED;

Answering to a roll call vote:

AYE: Helderle, Kiener-Barnett, Sims, McConville, Sima, Ahlmann

NAY: Nadeau

Motion carried 6-1

Discussion Items

- School Year 2020-2021 Re-Entry Plan
 - Dr. Filipiak discussed background information about the stipends related to athletics and activities. Additional information will be presented at a future Board Meeting for the Board to consider.
 - Dr. Filipiak reviewed the logistical challenges of in-person attendance based on the guidance from the Illinois Department of Public Health.
 - Mrs. Law shared the tentative plans for the special education populations. Federal mandates are still in place and have not been relaxed. Some services will be delivered virtually and some services will be delivered in-person based on student need. Case managers will work with families to determine which goals can be addressed, if the goal needs to be addressed differently, and if there are goals that cannot be addressed at this time.
 - The District is working on plans for students to return to in-person attendance. Dr. Filipiak noted that there may continue to be a need to move between in-person and remote instruction as the year continues.
- First Reading of Board Policies, PRESS 104 Part 1
 - 2:220 School Board Meeting Procedure
 - 4:180 Pandemic Preparedness; Management; and Recovery (updated from June 2020)
 - 7:40 Nonpublic School Students, Including Parochial and Home-Schooled Students (5 Year Review)
 - Due to the length of content, PRESS 104, Part 2 and PRESS 105 will be sent for review prior to the next meeting.
- Board of Education Planning Calendar
- Review of Board Goals, Code of Conduct, and Agreed Upon Norms
 - The Board agreed to make a change in Board Goal, #1, to also add monitoring progress towards meeting the District Mission. The District website will be updated to reflect the change.
 - The Code of Conduct and Agreed Upon Norms were discussed in particular communications, requests for action and sharing of information.

Freedom of Information Requests

The District received Freedom of Information Act request(s) from the following individual(s):

- Steven Duplain

Superintendent Report

The complete Superintendent Report is located in Board Books

Board Comments

Mrs. Ahlmann shared that at the August 17th Lisle Village Board meeting, the Mayor proclaimed Saturday, September 12, 2020 as Carlin "Coach" Nalley Day in the Village of Lisle. In addition to the proclamation, School Street, between Main Street and Spencer Avenue, has been designated to receive an honorary street designation in recognition of Coach Nalley's contributions. Carlin Nalley served Lisle School District 202 for 30 years in the classroom, athletic arenas, district leadership, and as a community leader. He was also the first Director of the Lisle Park District where he established park programs utilizing a symbiotic relationship between the school and park district. "Coach" Nalley continues to serve as an IHSA track and field official for many events in the area and assists in some of the current local programs.

Committee Reports

Board Committee Report summaries are located in Board Books unless otherwise indicated.

- EDUCATIONAL EQUITY & EXCELLENCE (E3) – did not meet
- FACILITY MASTER PLANNING – did not meet
- FINANCE Committee – See Finance Agenda
- POLICY Committee – See Policies for First Reading discussion

Board Representative Reports

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- Eyes to the Skies – did not meet
- Home and School Organization – did not meet
- IASB Delegate to Board – did not meet
- Intergovernmental – did not meet
- LEND – did not meet
- Lisle Education Foundation – did not meet
- SASSED – did not meet

Future Agenda Topics

- Board Member Reports will be added in conjunction to the Superintendent Report
- Athletics/Activities stipend discussion
- Setting a date for an Educational Equity & Excellence committee meeting

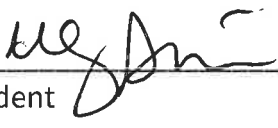
Motion to Adjourn

At 9:32 a.m., motion by Mrs. Nadeau, seconded Mrs. Sims

THAT THE MEETING BE ADJOURNED.

The motion carried with a voice vote of 7-0

ATTEST:



President



Secretary

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202
BOARD OF EDUCATION
REGULAR MEETING MINUTES
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Daniel Helderle
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Wendy Nadeau
Randee Sims

Absent: None

Also Present: Dr. Keith Filipiak, Superintendent
Dr. Linda Kotalik, Assistant Superintendent
Jennifer Law, Director of Student Services
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The Pledge of Allegiance was recited. Mrs. Ahlmann read the District Mission Statement.

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- Approval of Evaluation Memorandums of Understanding

Answering to a roll call vote:

AYE: Sims, Kiener-Barnett, Helderle, Nadeau, McConville, Sima, Ahlmann

NAY: None

Motion carried 7-0

Approval of 2020-2021 Amended Calendar

Motion by Mr. Helderle, seconded by Mrs. Kiener-Barnett

TO APPROVE/ACCEPT THE AMENDED 2020-2021 SCHOOL CALENDAR AS PRESENTED;

Answering to a roll call vote:

AYE: Helderle, Kiener-Barnett, Sims, McConville, Sima, Ahlmann

NAY: Nadeau

Motion carried 6-1

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Future Agenda Topics

- Board Member Reports will be added in conjunction to the Superintendent Report
- Athletics/Activities stipend discussion
- Setting a date for an Educational Equity & Excellence committee meeting

Motion to Adjourn

At 9:32 a.m., motion by Mrs. Nadeau, seconded Mrs. Sims
THAT THE MEETING BE ADJOURNED.

The motion carried with a voice vote of 7-0

ATTEST:

President

Secretary

LISLE COMMUNITY UNIT SCHOOL DISTRICT #202

PAYROLL PAY ORDERS

This is to certify that the Board of Education of Lisle Community Unit School District No. 202 ratified the following payroll pay orders: September 28, 2020

PAYROLL CHECKS ISSUED

Beginning	114183	and Ending	114189
Beginning	114308	and Ending	114316

PAYROLL ACH DEPOSIT

Beginning	9000020667	and Ending	9000020993
Beginning	9000020994	and Ending	9000021323

PAYROLL CHECKS VOIDED

PAYROLL ACH DEPOSITS VOIDED

FUND DISTRIBUTION

EDUCATIONAL	\$ 1,316,594.32
OPERATIONS & MAINTENANCE	\$ 97,922.28
DEBT SERVICES	\$ -
TRANSPORTATION	\$ 3,032.56
IMRF/SOCIAL SECURITY	\$ -
CAPITAL PROJECTS	\$ -
WORKING CASH	\$ -
TOTAL	<u>\$ 1,417,549.16</u>

President - Board of Education

Date

Secretary - Board of Education

Date

Payroll Run Check Listing for Board

Payroll	8/14/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
114183	Stevens, Patricia	200	4,413.50	3,185.26
114184	Cyrus, Richard	300	3,845.50	2,752.81
114185	Rasner, Kimberly	300	2,037.02	1,252.69
9000020667	Anderson, Erik D	100	3,039.79	2,521.88
9000020668	Anderson, Herbert	100	3,699.00	2,519.03
9000020669	Bamboate, Darius	100	3,222.88	2,397.76
9000020670	Brady, Jennifer L	100	2,929.92	2,287.85
9000020671	Bylsma, Nathan	100	3,918.71	2,881.61
9000020672	Bylsma, Svea	100	4,065.25	2,970.47
9000020673	Clarke, Jeannette	100	3,149.63	2,414.57
9000020674	Davis, John	100	4,180.42	3,277.36
9000020675	Gomez, Vasilici	100	2,783.38	2,229.99
9000020676	Gucciardo, Anjanette	100	3,552.50	2,869.35
9000020677	Gumina, Scott	100	4,300.38	2,864.02
9000020678	Hamann, Kelly	100	3,149.63	2,418.35
9000020679	Hardy, Venessa	100	3,845.50	2,409.58
9000020680	Henrichs, Greg	100	3,369.38	2,509.33
9000020681	Honzel, Robin	100	4,284.96	3,177.61
9000020682	Irvine, Karin	100	3,832.52	3,109.93
9000020683	Jaegle, Christine A	100	2,929.92	2,407.72
9000020684	Jaegle, Ronald	100	4,284.96	3,109.38
9000020685	Javior, Jeffrey	100	4,074.04	2,656.84
9000020686	Jensen, Christine	100	3,332.75	2,794.25
9000020687	Kehoe, Debra	100	4,300.38	3,105.36
9000020688	Kern, Erin	100	3,076.42	2,161.31
9000020689	Koeppen, Kelly	100	817.54	731.26
9000020690	Kuefner, Julie	100	3,625.75	2,538.83
9000020691	LaScala, Mark	100	4,187.17	3,014.06
9000020692	Maldre, Sarah	100	2,486.38	1,463.46
9000020693	Matariyeh, Yousef	100	4,187.17	3,048.90
9000020694	Meyer, Kendra	100	4,187.17	3,117.90
9000020695	Milinki, Jennifer	100	3,369.38	2,355.33

Payroll Run Check Listing for Board

Payroll	8/14/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000020696	Multhaupt, Courtney	100	3,699.00	2,790.44
9000020697	Musbach, Darlene	100	4,074.04	2,465.36
9000020698	Ng, Joanna	100	3,113.04	2,065.12
9000020699	Novak, Emily	100	3,552.50	2,234.15
9000020700	Ogan, Elizabeth	100	4,284.96	3,340.49
9000020701	Perez, Kevin E	100	3,113.04	2,375.16
9000020702	Perretta, Mia	100	3,662.38	2,789.99
9000020703	Polinski, Michael	100	2,783.38	2,354.49
9000020704	Renguso, Amy	100	2,721.79	1,985.91
9000020705	Sanko, April	100	4,074.04	2,915.24
9000020706	Sanko, Daniel	100	4,187.17	2,821.68
9000020707	Schalk, Trent	100	316.80	63.32
9000020708	Schwartz, Rebecca	100	3,992.00	2,858.84
9000020709	Smith, Justin	100	3,699.00	2,909.95
9000020710	Steben, James	100	4,413.50	3,356.21
9000020711	Stellmacher, James M	100	2,929.92	2,146.62
9000020712	Waibel, Scott	100	3,385.32	2,418.83
9000020713	Wallenberg, Michelle	100	3,149.63	2,365.57
9000020714	Woyna, Eric	100	3,122.62	2,219.41
9000020715	Woyna, Patrick	100	2,929.92	1,919.81
9000020716	Blatchley, Monica	200	4,074.04	3,245.87
9000020717	Bossenga, Emmy	200	3,845.50	2,335.01
9000020718	Braun, Katherine	200	2,453.79	1,777.12
9000020719	Broadus, Gretchen	200	3,186.25	2,639.88
9000020720	Bumpus, Mary	800	2,666.20	2,220.98
9000020721	Byrne, Sharon	200	3,149.63	2,636.70
9000020722	Cerny, Marie	200	2,563.67	2,164.75
9000020723	Cervený, Karen	200	3,113.05	2,266.23
9000020724	Chiappetta, Rebecca	200	1,875.13	1,611.14
9000020725	Copeland, Naomi	200	534.71	507.95
9000020726	Cornfield, Betty	200	4,413.50	1,745.03
9000020727	De Nichols, Patricia	200	4,065.25	2,255.74

Payroll Run Check Listing for Board

Payroll	8/14/2020				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000020728	Dembowski, Kasie	200	1,549.90	1,223.97	
9000020729	Dybeck, David	200	3,589.13	2,138.99	
9000020730	Hanson, Janet	200	4,413.50	1,764.16	
9000020731	Huschart, Kelly	200	2,783.38	2,194.64	
9000020732	Keigher, Natalie	200	3,337.80	2,422.07	
9000020733	Kim, Paul	200	3,699.00	2,618.93	
9000020734	Klepper, Mary	200	2,783.38	2,129.89	
9000020735	Lumsden, Jason	200	3,332.75	2,271.01	
9000020736	Malcolm, Lauren	200	3,003.17	2,339.26	
9000020737	McIntyre, Celeste	200	3,515.88	2,612.76	
9000020738	McLear IV, Robert	200	3,222.88	2,516.06	
9000020739	Meyer, Peter	200	4,413.51	2,325.30	
9000020740	Meyer, Phillip	200	2,032.94	1,567.30	
9000020741	Miller, Jaime	200	2,168.26	1,658.25	
9000020742	Nelson, Kelli	200	4,253.42	3,015.64	
9000020743	Norwood, Lindsay	200	3,447.67	2,611.50	
9000020744	Oros, Natalie	200	1,318.45	1,084.92	
9000020745	Park, Aimee	200	3,667.42	2,604.06	
9000020746	Pilon, Erica	200	4,033.67	2,958.00	
9000020747	Reband, Jennifer	200	3,992.00	3,114.20	
9000020748	Sauer, Mary	200	3,149.63	2,461.90	
9000020749	Schmidt, Michael	200	4,413.50	3,171.79	
9000020750	Schraub, Daniel	200	3,113.04	2,002.37	
9000020751	Slowiak, Vincent	200	2,976.14	1,890.26	
9000020752	Smid, Jason	200	2,929.92	2,163.40	
9000020753	Wiertel, Jason	200	3,845.50	2,904.94	
9000020754	Altic, Megan	300	3,222.88	2,117.32	
9000020755	Austin, Jennifer	300	1,453.66	1,095.69	
9000020756	Barber, Lorie	300	2,783.38	1,665.77	
9000020757	Campian, James, JR	300	2,109.53	1,516.61	
9000020758	Capristo, Linda	300	3,222.88	2,573.59	
9000020759	Chasensky, Lauren	300	2,710.09	2,088.83	

Payroll Run Check Listing for Board

Payroll	8/14/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000020760	Cyrus, Tonia	300	2,929.92	2,206.88
9000020761	Dahleen, Shayla	300	2,710.17	1,994.34
9000020762	Davis, Brianne	300	3,777.03	2,913.47
9000020763	Dawson, Rachel	300	2,559.37	1,811.62
9000020764	DuBois, Heidi	300	2,710.17	2,040.22
9000020765	Graff, Patrick	300	1,937.38	1,548.64
9000020766	Grau, Jason	300	3,039.79	2,318.34
9000020767	Hausler, Linda	300	3,113.04	2,173.19
9000020768	Hicks, Dena	300	3,772.25	2,606.10
9000020769	Hoff, Elizabeth	300	1,135.05	666.46
9000020770	James, Lauren	300	2,112.65	1,553.41
9000020771	Johnson, Diane	300	4,413.50	1,924.26
9000020772	Kerback, Patricia M	300	533.24	461.62
9000020773	Kimmerly, Suzanne	300	2,929.92	2,153.60
9000020774	Klepadlo, Scott E.	300	1,737.05	1,150.58
9000020775	Klimes, Christy	300	4,187.17	2,982.14
9000020776	Lapham, Kathleen	300	3,589.13	2,863.36
9000020777	Lauten, Theresa	300	3,699.00	2,140.26
9000020778	Leonard, Arlene	300	4,187.17	3,266.34
9000020779	Madonia, Lindsey	300	3,003.17	2,514.06
9000020780	Magness, Adrienne	300	2,636.92	2,009.35
9000020781	Marino, Jillian	300	3,772.25	2,617.60
9000020782	Martin, Stacey	300	2,783.38	2,012.77
9000020783	Miller, Anna	300	2,135.17	1,580.41
9000020784	Murphy, Caitlyn J.	300	2,270.67	1,767.40
9000020785	Murphy, Trisha	300	2,929.92	2,175.64
9000020786	Nelson, Nicole	300	4,284.96	3,435.18
9000020787	Neustadt, Leslie	300	3,735.63	2,701.29
9000020788	O'Shea, Amy	300	3,296.13	2,209.50
9000020789	Parker, Elizabeth	300	3,845.50	2,762.27
9000020790	Paulson, Kristine	300	2,929.92	2,144.39
9000020791	Pavilionis, Vincent	300	2,710.17	1,921.75

Payroll Run Check Listing for Board

Payroll	8/14/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000020792	Peterson, Marybeth	300	3,274.64	2,052.80
9000020793	Polmanteer, Colette	300	3,003.17	1,987.64
9000020794	Poremba, Katherine	300	3,332.75	2,219.03
9000020795	Potempa, Tracey	300	3,149.63	2,445.82
9000020796	Pridmore, Elizabeth	300	3,039.79	1,807.46
9000020797	Puetz, Lauren	300	2,636.92	1,760.22
9000020798	Pupillo, Lauren	300	3,149.63	2,256.19
9000020799	Remigio, Maria	300	4,228.84	3,076.83
9000020800	Schlessinger, Lukas	300	2,746.79	1,766.18
9000020801	Slade, Stephanie	300	2,490.42	1,971.17
9000020802	Smith, Brittany	300	2,563.67	1,951.77
9000020803	Smith, Elisa	300	3,960.87	2,863.57
9000020804	Staley, Shannon	300	3,186.25	2,429.32
9000020805	Stefani, Colleen	300	4,187.17	3,018.03
9000020806	Toby, Maureen	300	2,966.54	2,191.60
9000020807	Tuzzolino, Victoria	300	2,893.25	2,196.98
9000020808	Wojcik, Jane	300	1,236.06	1,164.92
9000020809	Yaniz, Catherine	300	3,003.17	2,304.45
9000020810	Zitt, Jean	300	3,960.88	2,932.08
			470,529.16	338,202.92

Payroll Run Check Listing for Board

Payroll		08/14/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
114186	Biezynski, Jenna A	100	746.27	503.02	
114187	Donahue, Renee	300	951.99	729.79	
114188	Rasner, Kimberly	300	130.00	126.68	
114189	Wollenzien, Nichole	300	89.09	82.28	
9000020811	Buchholz, Marilyn	000	2,291.25	1,401.58	
9000020812	Engler, Jennifer R	000	6,488.69	4,417.16	
9000020813	Filipiak, Keith	000	8,838.58	5,960.59	
9000020814	Hinton, Jeffery	000	2,754.47	1,559.36	
9000020815	Kempfer-Kotalik, Linda	000	7,044.29	3,794.82	
9000020816	Law, Jennifer S	000	6,381.96	4,256.19	
9000020817	McCormick, Jennifer	000	1,925.31	975.62	
9000020818	Navarro, Lawrence M	000	1,927.36	1,310.87	
9000020819	Posego, John C	000	5,279.18	3,244.67	
9000020820	Quinlan, Kevin	000	2,349.00	1,503.77	
9000020821	Rannochio, Alisa	000	2,064.30	1,484.91	
9000020822	Rich, Mary Beth	000	2,999.82	2,160.98	
9000020823	Tsamis, Anna	000	2,925.54	1,718.48	
9000020824	Van Volkenburg, Nancy L	000	2,808.36	1,948.08	
9000020825	Wilkinson, David	000	6,056.54	3,704.93	
9000020826	Anderson, Erik D	100	754.00	710.37	
9000020827	Bamboat, Darius	100	26.00	25.27	
9000020828	Begley, Elizabeth	100	982.68	432.37	
9000020829	Brady, Jennifer L	100	195.00	189.51	
9000020830	Bylsma, Svea	100	416.00	383.99	
9000020831	Clarke, Jeannette	100	104.00	95.99	
9000020832	Costello, Sheri	100	4,575.33	3,430.51	
9000020833	Czyl, Maureen	100	978.52	597.92	
9000020834	Davis, John	100	1,634.85	1,308.63	
9000020835	Ferenzi, Daniella	100	1,704.13	1,323.48	
9000020836	Fitzgerald, Karen	100	1,843.15	417.04	
9000020837	Gansberg, Michele	100	983.58	643.61	
9000020838	Gomez, Vasilici	100	195.00	189.51	

Payroll Run Check Listing for Board

Payroll	08/14/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000020839	Gumina, Scott	100	195.00	184.78
9000020840	Hamann, Kelly	100	1,908.00	1,659.09
9000020841	Hamilton, Mary Pat	100	780.28	495.93
9000020842	Henrichs, Greg	100	26.00	25.27
9000020843	Hochstetter, Judith	100	2,213.82	1,533.78
9000020844	Holmes, Steven	100	1,693.89	1,240.41
9000020845	Howard, Jeffrey	100	7,042.13	4,907.32
9000020846	Irvine, Karin	100	819.00	760.77
9000020847	Jaegle, Christine A	100	455.00	429.57
9000020848	Jaegle, Ronald	100	312.00	292.79
9000020849	Jenkins, David A	100	1,727.82	1,243.23
9000020850	Kerrn, Erin	100	312.00	273.06
9000020851	Klempic, Mirza	100	2,002.18	1,439.84
9000020852	Kohorn, Paul	100	835.28	543.35
9000020853	Kucera, Sasha	100	911.32	597.77
9000020854	Kuefner, Julie	100	390.00	364.78
9000020855	LaScala, Mark	100	182.00	167.99
9000020856	Lutz, Kevin	100	807.98	561.52
9000020857	Maldre, Sarah	100	416.00	393.58
9000020858	Marcum, Thomas C	100	4,590.92	3,697.72
9000020859	Martinez, Brian	100	1,612.98	1,177.63
9000020860	Martinez-Alvear, Aldo	100	1,627.77	1,149.02
9000020861	Meyer, Kendra	100	13.00	12.63
9000020862	Milinki, Jennifer	100	182.00	162.60
9000020863	Multhaupt, Courtney	100	78.00	75.81
9000020864	O'Hara, James	100	3,684.38	2,862.21
9000020865	Polinski, Michael	100	1,014.00	959.95
9000020866	Pomatto-Zimmerman, Jennifer	100	4,576.08	3,674.01
9000020867	Provenzano, Lisa	100	1,018.50	809.60
9000020868	Ridges, Daniel	100	835.28	524.09
9000020869	Schalk, Trent	100	4,291.10	2,610.31
9000020870	Smith, Justin	100	455.00	429.57

Payroll Run Check Listing for Board

Payroll	08/14/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000020871	Stelk, Scott	100	2,886.01	1,804.76
9000020872	Thome, Nicholas	100	3,049.73	1,852.58
9000020873	Todd, Adam	100	1,599.06	1,154.73
9000020874	Waibel, Scott	100	32.50	31.59
9000020875	Wallenberg, Michelle	100	39.00	37.90
9000020876	Weissinger, Derek C	100	3,165.59	2,061.37
9000020877	Wolak, Brandon P	100	2,149.58	1,535.61
9000020878	Woyna, Eric	100	26.00	24.00
9000020879	Woyna, Patrick	100	208.00	191.99
9000020880	Blatchley, Monica	200	234.00	215.99
9000020881	Bossenga, Emmy	200	650.00	550.26
9000020882	Burdeaux, Jessica	200	735.15	518.85
9000020883	Burris, Karen M	200	1,271.05	635.20
9000020884	Davis, Danielle	800	715.95	386.15
9000020885	Davis, Veronica	200	835.00	703.66
9000020886	Dooley, Tara	200	865.73	552.09
9000020887	Erickson, Tor	200	4,029.96	3,025.71
9000020888	Hazard, Jean	200	896.21	610.47
9000020889	Henning, Mary	200	814.13	681.52
9000020890	Joy, Emma P	200	1,824.34	1,082.84
9000020891	Kearney, David	200	5,761.79	4,176.95
9000020892	Klepper, Mary	200	260.00	240.00
9000020893	Lemke, Nanette	200	879.96	586.56
9000020894	Lima, Valerie	200	995.35	648.18
9000020895	Marriner, Carmen M	200	1,030.79	639.42
9000020896	Nelson, Kelli	200	260.00	240.00
9000020897	Norwood, Lindsay	200	585.00	544.78
9000020898	Park, Aimee	200	1,105.00	942.70
9000020899	Pilon, Erica	200	390.00	360.06
9000020900	Ptak, Jeff R	200	2,020.49	1,371.99
9000020901	Rohlicek, Daniel	200	2,093.85	1,402.49
9000020902	Schindler, Dorene	200	742.46	538.88

Payroll Run Check Listing for Board

Payroll	08/14/2020				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000020903	Schmidt, Michael	200	390.00	351.73	
9000020904	Seastrom, Tamela	200	1,704.33	1,113.77	
9000020905	Sergeant, Andrew H	200	1,783.51	1,286.92	
9000020906	Twaddle, Debra	200	884.51	505.24	
9000020907	Weissinger, Zachary T	200	1,643.43	1,204.96	
9000020908	Altic, Megan	300	806.00	753.57	
9000020909	Barber, Lorie	300	182.00	165.87	
9000020910	Bell, Courtney	300	894.32	583.35	
9000020911	Bonini, Susan	300	939.34	487.75	
9000020912	Briggs, Patricia L	300	2,094.56	1,139.73	
9000020913	Burdett, Paul	300	1,900.51	1,146.85	
9000020914	Capristo, Linda	300	110.50	106.79	
9000020915	Carlson, Susan M	300	1,115.95	870.62	
9000020916	Cyrus, Tonia	300	130.00	119.99	
9000020917	Dahleen, Shayla	300	357.50	328.48	
9000020918	Davis, Brianne	300	84.50	82.12	
9000020919	Davis, Courtney	300	208.00	187.31	
9000020920	Dimaggio, Gina	800	792.93	476.54	
9000020921	Dineen-Hendricks, Kathleen	300	3,991.54	3,310.22	
9000020922	DuBois, Heidi	300	806.00	753.57	
9000020923	Emde, John C, II	300	2,158.70	1,563.93	
9000020924	Gomez, Benigno	300	2,021.94	1,393.98	
9000020925	Gosselink, Wesley	300	6,312.42	4,508.82	
9000020926	Green, Patricia	300	182.00	167.98	
9000020927	Grimm, Rhonda	300	934.69	720.25	
9000020928	Heneghan, Dipti	300	891.39	705.40	
9000020929	Herrmann, Mary Jo	300	864.10	554.19	
9000020930	Hoff, Elizabeth	300	624.00	534.15	
9000020931	Johnson, Diane	300	104.00	95.99	
9000020932	Jung, Diane	300	1,037.11	574.77	
9000020933	Kimmerly, Suzanne	300	156.00	151.61	
9000020934	Klepadlo, Scott E.	300	104.00	95.99	

Payroll Run Check Listing for Board

Payroll	08/14/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000020935	Kolacz, Jolanta	300	976.56	518.25
9000020936	Lapham, Kathleen	300	52.00	50.54
9000020937	Larson, Richard W	300	1,820.31	1,339.46
9000020938	Leonard, Arlene	300	26.00	25.27
9000020939	Lorkiewicz, Candace	300	921.07	568.15
9000020940	Madonia, Lindsey	300	156.00	143.99
9000020941	Magness, Adrienne	300	169.00	160.79
9000020942	Marino, Jillian	300	52.00	48.00
9000020943	Martin, Stacey	300	227.50	203.38
9000020944	Masa, Janelle	300	788.87	473.13
9000020945	McCormick, Meredith	300	4,010.58	3,135.73
9000020946	Miller, Anna	300	52.00	48.00
9000020947	Morales Rosa, Stephanie	800	680.06	487.16
9000020948	Murphy, Caitlyn J.	300	130.00	119.99
9000020949	Murphy, Trisha	300	130.00	119.99
9000020950	Neustadt, Leslie	300	227.50	203.38
9000020951	Nielsen, Joan	300	1,026.49	799.03
9000020952	Noreen, Diane C	300	1,028.55	203.08
9000020953	O'Connor-Young, Sheri	300	842.64	669.12
9000020954	Ortiz, Carmen	300	1,784.86	1,207.06
9000020955	O'Shea, Amy	300	104.00	95.99
9000020956	Parker, Elizabeth	300	286.00	251.61
9000020957	Paulson, Kristine	300	910.00	759.49
9000020958	Pavilionis, Vincent	300	502.00	463.37
9000020959	Payne, Melissa	300	5,864.13	4,335.17
9000020960	Potempa, Tracey	300	338.00	311.99
9000020961	Preen, Judith	300	921.76	707.32
9000020962	Pridmore, Elizabeth	300	136.50	130.79
9000020963	Puetz, Lauren	300	884.00	764.85
9000020964	Remigio, Maria	300	220.00	203.07
9000020965	Reyes, Cathy M	300	970.27	579.04
9000020966	Schlessinger, Lukas	300	130.00	119.99

Payroll Run Check Listing for Board

Payroll	08/14/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000020967	Schroeder, Sara	300	338.00	316.78
9000020968	Schwarz, Jeanene	300	965.17	235.55
9000020969	Shehee, Wendy	300	1,021.93	640.65
9000020970	Skonieczny, Sandra	300	756.44	638.36
9000020971	Slade, Stephanie	300	104.00	100.79
9000020972	Smith, Brittany	300	182.00	167.99
9000020973	Smith, Elisa	300	84.50	78.49
9000020974	Sproviero, Rochelle	300	882.64	638.18
9000020975	Staley, Shannon	300	156.00	151.61
9000020976	Stefani, Colleen	300	52.00	48.00
9000020977	Svejda, Michele	300	897.59	566.65
9000020978	Trotter, Suzanne	300	812.39	527.62
9000020979	Tuzzolino, Victoria	300	182.00	165.87
9000020980	Uster, Julia	300	1,051.71	583.41
9000020981	Valdez, Monica	800	916.10	571.99
9000020982	Weeks, Stacey	300	707.53	562.90
9000020983	Weissinger, Karla	300	872.43	560.65
9000020984	Wood, Laurel	800	849.96	568.35
9000020985	Yaniz, Catherine	300	78.00	72.00
9000020986	Zitt, Jean	300	52.00	48.00
9000020987	Marx, Richard	700	2,679.00	1,962.31
9000020988	Pollard, Kathleen	700	4,592.79	3,463.60
9000020989	Buchholz, Thomas	800	1,349.40	1,044.67
9000020990	Kretman, Abbey	800	755.00	596.50
9000020991	Livolsi-Hudgens, Carmella	800	29.00	24.10
9000020992	Parpet, Paul	800	144.00	105.98
9000020993	Rieser, Irina	800	960.00	794.07
			251,654.64	175,764.93

Payroll Run Check Listing for Board

Payroll	08/31/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
114308	Stevens, Patricia	200	4,413.50	3,185.26
114309	Cyrus, Richard	300	3,845.50	2,752.81
114310	Rasner, Kimberly	300	2,037.04	1,252.71
9000020994	Anderson, Erik D	100	3,039.83	2,521.92
9000020995	Anderson, Herbert	100	3,699.00	2,519.03
9000020996	Bamboate, Darius	100	3,222.76	2,397.65
9000020997	Brady, Jennifer L	100	2,929.84	2,287.80
9000020998	Bylsma, Nathan	100	3,918.67	2,881.58
9000020999	Bylsma, Svea	100	4,065.25	2,970.47
9000021000	Clarke, Jeannette	100	3,149.51	2,414.47
9000021001	Davis, John	100	4,180.40	3,277.34
9000021002	Gomez, Vasilici	100	2,783.26	2,229.90
9000021003	Gucciardo, Anjanette	100	3,552.50	2,869.35
9000021004	Gumina, Scott	100	4,300.26	2,863.92
9000021005	Hamann, Kelly	100	3,149.51	2,418.25
9000021006	Hardy, Venessa	100	3,845.50	2,409.58
9000021007	Henrichs, Greg	100	3,369.26	2,509.24
9000021008	Honzel, Robin	100	4,284.92	3,177.59
9000021009	Irvine, Karin	100	3,832.41	3,109.85
9000021010	Jaegle, Christine A	100	2,929.84	2,407.65
9000021011	Jaegle, Ronald	100	4,284.92	3,109.35
9000021012	Javior, Jeffrey	100	4,074.08	2,656.87
9000021013	Jensen, Christine	100	3,332.75	2,794.25
9000021014	Kehoe, Debra	100	4,300.26	3,105.28
9000021015	Kern, Erin	100	3,076.34	2,161.25
9000021016	Koeppen, Kelly	100	817.57	731.28
9000021017	Kuefner, Julie	100	3,625.75	2,538.83
9000021018	LaScala, Mark	100	4,187.09	3,014.00
9000021019	Maldre, Sarah	100	2,486.43	1,463.51
9000021020	Matariyeh, Yousef	100	4,187.09	3,048.84
9000021021	Meyer, Kendra	100	4,187.09	3,117.84
9000021022	Milinki, Jennifer	100	3,369.26	2,355.23

Payroll Run Check Listing for Board

Payroll	08/31/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021023	Mulhaupt, Courtney	100	3,699.00	2,790.44
9000021024	Musbach, Darlene	100	4,072.92	2,464.58
9000021025	Ng, Joanna	100	3,113.08	2,065.15
9000021026	Novak, Emily	100	3,552.50	2,234.15
9000021027	Ogan, Elizabeth	100	4,284.92	3,340.45
9000021028	Perez, Kevin E	100	3,113.08	2,375.20
9000021029	Perretta, Mia	100	3,662.26	2,789.88
9000021030	Polinski, Michael	100	2,783.26	2,354.39
9000021031	Renguso, Amy	100	2,721.68	1,985.83
9000021032	Sanko, April	100	4,074.08	2,915.26
9000021033	Sanko, Daniel	100	4,187.09	2,821.63
9000021034	Schalk, Trent	100	316.90	63.42
9000021035	Schwartz, Rebecca	100	3,992.00	2,858.84
9000021036	Smith, Justin	100	3,699.00	2,909.95
9000021037	Steben, James	100	4,413.50	3,356.21
9000021038	Stellmacher, James M	100	2,929.84	2,146.56
9000021039	Waibel, Scott	100	3,385.35	2,418.85
9000021040	Wallenberg, Michelle	100	3,149.51	2,365.49
9000021041	Woyna, Eric	100	3,122.66	2,219.44
9000021042	Woyna, Patrick	100	2,929.84	1,919.75
9000021043	Blatchley, Monica	200	4,074.08	3,245.90
9000021044	Bossenga, Emmy	200	3,845.50	2,335.01
9000021045	Braun, Katherine	200	2,453.83	1,777.15
9000021046	Broadus, Gretchen	200	3,186.25	2,639.88
9000021047	Byrne, Sharon	200	3,149.51	2,636.61
9000021048	Cerny, Marie	200	2,563.59	2,164.69
9000021049	Cervený, Karen	200	3,112.85	2,266.09
9000021050	Chiappetta, Rebecca	200	1,875.21	1,611.21
9000021051	Copeland, Naomi	200	534.67	507.91
9000021052	Cornfield, Betty	200	4,413.50	1,745.03
9000021053	De Nichols, Patricia	200	4,065.25	2,255.74
9000021054	Dembowski, Kasie	200	1,549.90	1,223.97

Payroll Run Check Listing for Board

Payroll	08/31/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021055	Dybeck, David	200	3,589.01	2,138.90
9000021056	Hanson, Janet	200	4,413.50	1,764.16
9000021057	Huschart, Kelly	200	2,783.26	2,194.55
9000021058	Keigher, Natalie	200	3,337.60	2,421.94
9000021059	Kim, Paul	200	3,699.00	2,618.93
9000021060	Klepper, Mary	200	2,783.26	2,129.81
9000021061	Lumsden, Jason	200	3,332.75	2,271.01
9000021062	Malcolm, Lauren	200	3,003.09	2,339.19
9000021063	McIntyre, Celeste	200	3,515.76	2,612.66
9000021064	McLear IV, Robert	200	3,222.76	2,515.96
9000021065	Meyer, Peter	200	4,413.27	2,325.10
9000021066	Meyer, Phillip	200	2,032.94	1,567.30
9000021067	Miller, Jaime	200	2,168.33	1,658.30
9000021068	Nelson, Kelli	200	4,253.34	3,015.59
9000021069	Norwood, Lindsay	200	3,447.59	2,611.43
9000021070	Oros, Natalie	200	1,318.45	1,084.92
9000021071	Park, Aimee	200	3,667.34	2,604.00
9000021072	Pilon, Erica	200	4,033.59	2,957.94
9000021073	Reband, Jennifer	200	3,992.00	3,114.20
9000021074	Sauer, Mary	200	3,149.51	2,461.81
9000021075	Schmidt, Michael	200	4,413.50	3,171.79
9000021076	Schraub, Daniel	200	3,113.08	2,002.40
9000021077	Slowiak, Vincent	200	2,976.18	1,890.29
9000021078	Smid, Jason	200	2,929.84	2,163.34
9000021079	Wiertel, Jason	200	3,845.50	2,904.94
9000021080	Altic, Megan	300	3,222.76	2,117.23
9000021081	Austin, Jennifer	300	1,453.28	1,095.39
9000021082	Barber, Lorie	300	2,783.26	1,665.69
9000021083	Campian, James, JR	300	2,109.61	1,516.67
9000021084	Capristo, Linda	300	3,222.76	2,573.49
9000021085	Chasensky, Lauren	300	2,671.80	2,061.80
9000021086	Cyrus, Tonia	300	2,929.84	2,206.81

Payroll Run Check Listing for Board

Payroll	08/31/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021087	Dahleen, Shayla	300	2,710.09	1,994.28
9000021088	Davis, Brianne	300	3,776.96	2,913.43
9000021089	Dawson, Rachel	300	2,559.37	1,811.62
9000021090	DuBois, Heidi	300	2,710.09	2,040.16
9000021091	Graff, Patrick	300	1,937.26	1,548.54
9000021092	Grau, Jason	300	3,039.83	2,318.37
9000021093	Hausler, Linda	300	3,113.08	2,173.22
9000021094	Hicks, Dena	300	3,772.25	2,606.10
9000021095	Hoff, Elizabeth	300	1,135.02	666.45
9000021096	James, Lauren	300	2,112.68	1,553.44
9000021097	Johnson, Diane	300	4,413.50	1,924.26
9000021098	Kerback, Patricia M	300	533.28	461.66
9000021099	Kimmerly, Suzanne	300	2,929.84	2,153.54
9000021100	Klepadlo, Scott E.	300	1,736.95	1,150.50
9000021101	Klimes, Christy	300	4,187.09	2,982.08
9000021102	Lapham, Kathleen	300	3,589.01	2,863.26
9000021103	Lauten, Theresa	300	3,699.00	2,140.26
9000021104	Leonard, Arlene	300	4,187.09	3,266.28
9000021105	Madonia, Lindsey	300	3,003.09	2,514.00
9000021106	Magness, Adrianne	300	2,636.84	2,009.29
9000021107	Marino, Jillian	300	3,772.25	2,617.60
9000021108	Martin, Stacey	300	2,783.26	2,012.68
9000021109	Miller, Anna	300	2,135.09	1,580.35
9000021110	Murphy, Caitlyn J.	300	2,270.59	1,767.34
9000021111	Murphy, Trisha	300	2,929.84	2,175.57
9000021112	Nelson, Nicole	300	4,284.92	3,435.16
9000021113	Neustadt, Leslie	300	3,735.51	2,701.20
9000021114	O'Shea, Amy	300	3,296.01	2,209.41
9000021115	Parker, Elizabeth	300	3,845.50	2,762.27
9000021116	Paulson, Kristine	300	2,929.84	2,144.34
9000021117	Pavilionis, Vincent	300	2,710.09	1,921.68
9000021118	Peterson, Marybeth	300	3,274.58	2,052.76

Payroll Run Check Listing for Board

Payroll	08/31/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021119	Polmanteer, Colette	300	3,003.09	1,987.59
9000021120	Poremba, Katherine	300	3,332.75	2,219.03
9000021121	Potempa, Tracey	300	3,149.51	2,445.72
9000021122	Pridmore, Elizabeth	300	3,039.83	1,807.49
9000021123	Puetz, Lauren	300	2,636.84	1,760.15
9000021124	Pupillo, Lauren	300	3,149.51	2,256.08
9000021125	Remigio, Maria	300	4,228.68	3,076.70
9000021126	Schlessinger, Lukas	300	2,746.83	1,766.22
9000021127	Slade, Stephanie	300	2,490.34	1,971.12
9000021128	Smith, Brittany	300	2,563.59	1,951.70
9000021129	Smith, Elisa	300	3,960.75	2,863.47
9000021130	Staley, Shannon	300	3,186.25	2,429.32
9000021131	Stefani, Colleen	300	4,187.09	3,017.98
9000021132	Toby, Maureen	300	2,966.58	2,191.63
9000021133	Tuzzolino, Victoria	300	2,893.25	2,196.98
9000021134	Wojcik, Jane	300	1,235.97	1,164.84
9000021135	Yaniz, Catherine	300	3,003.09	2,304.40
9000021136	Zitt, Jean	300	3,960.76	2,931.98
9000021137	Bumpus, Mary	800	2,666.20	2,220.98
			470,482.47	338,169.58

Payroll Run Check Listing for Board

Payroll		08/31/2020		Lisle CUSD 202	
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
114311	Han, Jieun		130.00	119.99	
114312	Biezynski, Jenna A	100	746.27	503.02	
114313	Stevens, Patricia	200	26.00	25.27	
114314	Donahue, Renee	300	952.07	729.84	
114315	Rasner, Kimberly	300	156.00	151.05	
114316	Wollenzien, Nichole	300	89.09	82.28	
9000021138	Buchholz, Marilyn	000	2,044.50	1,260.93	
9000021139	Engler, Jennifer R	000	5,749.94	3,958.31	
9000021140	Filipiak, Keith	000	8,838.58	5,960.59	
9000021141	Hinton, Jeffery	000	2,467.32	1,381.02	
9000021142	Kempfer-Kotalik, Linda	000	7,044.29	3,794.82	
9000021143	Law, Jennifer S	000	6,381.96	4,256.19	
9000021144	McCormick, Jennifer	000	1,925.31	975.62	
9000021145	Navarro, Lawrence M	000	1,927.36	1,310.87	
9000021146	Posego, John C	000	5,167.80	3,186.64	
9000021147	Quinlan, Kevin	000	2,349.00	1,503.77	
9000021148	Rannochio, Alisa	000	1,836.56	1,321.70	
9000021149	Rich, Mary Beth	000	2,668.96	1,955.48	
9000021150	Tsamis, Anna	000	3,692.03	2,117.92	
9000021151	Van Volkenburg, Nancy L	000	2,808.36	1,948.08	
9000021152	Wilkinson, David	000	6,056.54	3,704.93	
9000021153	Anderson, Erik D	100	26.00	25.27	
9000021154	Anderson, Herbert	100	45.50	44.22	
9000021155	Bamboot, Darius	100	78.00	75.81	
9000021156	Begley, Elizabeth	100	982.76	432.43	
9000021157	Brady, Jennifer L	100	442.00	422.37	
9000021158	Bylsma, Svea	100	78.00	72.00	
9000021159	Chandhok, Mona A	100	130.00	119.99	
9000021160	Costello, Sheri	100	4,575.33	3,430.51	
9000021161	Czyl, Maureen	100	1,054.64	652.46	
9000021162	Ferenzi, Daniella	100	1,262.76	1,001.35	
9000021163	Fitzgerald, Karen	100	1,843.15	417.04	

Payroll Run Check Listing for Board

Payroll	08/31/2020				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000021164	Gansberg, Michele	100	983.58	643.61	
9000021165	Gomez, Vasilici	100	52.00	50.54	
9000021166	Gumina, Scott	100	52.00	50.54	
9000021167	Hamann, Kelly	100	52.00	50.54	
9000021168	Hamilton, Mary Pat	100	832.64	539.46	
9000021169	Hardy, Venessa	100	52.00	48.00	
9000021170	Hochstetter, Judith	100	2,119.37	1,475.11	
9000021171	Holmes, Steven	100	1,693.89	1,240.41	
9000021172	Honzel, Robin	100	26.00	24.00	
9000021173	Howard, Jeffrey	100	7,042.13	4,907.32	
9000021174	Irvine, Karin	100	26.00	25.27	
9000021175	Jenkins, David A	100	1,727.82	1,243.23	
9000021176	Jensen, Christine	100	52.00	50.54	
9000021177	Kerrn, Erin	100	130.00	119.99	
9000021178	Klempic, Mirza	100	2,002.18	1,439.84	
9000021179	Koeppen, Kelly	100	312.00	302.38	
9000021180	Kohorn, Paul	100	835.16	543.25	
9000021181	Kucera, Sasha	100	911.24	597.71	
9000021182	Kuefner, Julie	100	208.00	196.79	
9000021183	LaScala, Mark	100	26.00	24.00	
9000021184	Lutz, Kevin	100	807.86	561.45	
9000021185	Maldre, Sarah	100	442.00	417.58	
9000021186	Marcum, Thomas C	100	4,590.92	3,697.72	
9000021187	Martinez, Brian	100	1,612.98	1,177.63	
9000021188	Martinez-Alvear, Aldo	100	1,627.77	1,149.02	
9000021189	Meyer, Kendra	100	52.00	50.54	
9000021190	Milinki, Jennifer	100	409.50	365.87	
9000021191	Multhaupt, Courtney	100	130.00	124.79	
9000021192	Ng, Joanna	100	52.00	50.54	
9000021193	Novak, Emily	100	78.00	72.00	
9000021194	Ogan, Elizabeth	100	97.50	90.00	
9000021195	O'Hara, James	100	3,684.38	2,862.21	

Payroll Run Check Listing for Board

Payroll	08/31/2020	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021196	Perez, Kevin E	100	52.00	48.00
9000021197	Perretta, Mia	100	520.00	478.27
9000021198	Polinski, Michael	100	58.50	56.85
9000021199	Pomatto-Zimmerman, Jennifer	100	4,576.08	3,674.01
9000021200	Provenzano, Lisa	100	1,018.50	809.60
9000021201	Renguso, Amy	100	104.00	95.99
9000021202	Ridges, Daniel	100	939.16	617.50
9000021203	Schalk, Trent	100	4,207.47	2,554.55
9000021204	Schwartz, Rebecca	100	390.00	364.78
9000021205	Smith, Justin	100	52.00	50.54
9000021206	Stelk, Scott	100	2,217.14	1,389.31
9000021207	Stellmacher, James M	100	52.00	48.00
9000021208	Thome, Nicholas	100	2,385.53	1,459.95
9000021209	Todd, Adam	100	1,599.06	1,154.73
9000021210	Weissinger, Derek C	100	1,946.02	1,290.25
9000021211	Wolak, Brandon P	100	1,839.86	1,313.65
9000021212	Woyna, Patrick	100	156.00	143.99
9000021213	Bossenga, Emmy	200	26.00	24.00
9000021214	Braun, Katherine	200	52.00	48.00
9000021215	Burdeaux, Jessica	200	735.15	518.85
9000021216	Burris, Karen M	200	1,271.21	635.33
9000021217	Cornfield, Betty	200	52.00	48.00
9000021218	Davis, Veronica	200	835.02	703.68
9000021219	Dooley, Tara	200	865.61	552.02
9000021220	Erickson, Tor	200	4,029.96	3,025.71
9000021221	Hazard, Jean	200	896.07	610.37
9000021222	Henning, Mary	200	814.01	681.42
9000021223	Huschart, Kelly	200	26.00	25.27
9000021224	Joy, Emma P	200	1,824.34	1,082.84
9000021225	Kearney, David	200	5,761.79	4,176.95
9000021226	Keigher, Natalie	200	182.00	165.87
9000021227	Kim, Paul	200	26.00	25.27

Payroll Run Check Listing for Board

Payroll	08/31/2020				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000021228	Klepper, Mary	200	52.00	48.00	
9000021229	Lemke, Nanette	200	879.96	586.56	
9000021230	Lima, Valerie	200	995.49	648.27	
9000021231	Malcolm, Lauren	200	130.00	119.99	
9000021232	Marriner, Carmen M	200	1,030.71	639.37	
9000021233	McIntyre, Celeste	200	52.00	50.54	
9000021234	Meyer, Phillip	200	52.00	50.54	
9000021235	Miller, Jaime	200	52.00	48.00	
9000021236	Nelson, Kelli	200	52.00	48.00	
9000021237	Norwood, Lindsay	200	65.00	63.17	
9000021238	Oros, Natalie	200	26.00	24.00	
9000021239	Park, Aimee	200	65.00	63.17	
9000021240	Pilon, Erica	200	156.00	148.79	
9000021241	Ptak, Jeff R	200	2,076.87	1,412.40	
9000021242	Rohlicek, Daniel	200	1,840.05	1,220.98	
9000021243	Sauer, Mary	200	130.00	124.79	
9000021244	Schindler, Dorene	200	742.52	538.93	
9000021245	Schraub, Daniel	200	52.00	50.54	
9000021246	Seastrom, Tamela	200	1,704.33	1,113.77	
9000021247	Sergeant, Andrew H	200	1,650.67	1,191.73	
9000021248	Slowiak, Vincent	200	364.00	315.92	
9000021249	Twaddle, Debra	200	884.37	505.13	
9000021250	Weissinger, Zachary T	200	1,643.43	1,204.96	
9000021251	Altic, Megan	300	156.00	151.61	
9000021252	Barber, Lorie	300	78.00	72.00	
9000021253	Bell, Courtney	300	894.24	583.29	
9000021254	Bonini, Susan	300	939.42	487.82	
9000021255	Briggs, Patricia L	300	2,094.56	1,139.73	
9000021256	Burdett, Paul	300	1,691.01	996.71	
9000021257	Capristo, Linda	300	91.00	88.44	
9000021258	Carlson, Susan M	300	958.91	755.09	
9000021259	Chasensky, Lauren	300	90.67	88.12	

Payroll Run Check Listing for Board

Payroll	08/31/2020				Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount	
9000021260	Dahleen, Shayla	300	1,183.00	1,000.67	
9000021261	Davis, Brianne	300	247.00	232.79	
9000021262	Dineen-Hendricks, Kathleen	300	3,991.54	3,310.22	
9000021263	Emde, John C, II	300	2,590.27	1,873.22	
9000021264	Gomez, Benigno	300	2,086.47	1,440.22	
9000021265	Gosselink, Wesley	300	6,312.42	4,508.82	
9000021266	Grimm, Rhonda	300	1,170.17	893.49	
9000021267	Heneghan, Dipti	300	772.11	617.65	
9000021268	Herrmann, Mary Jo	300	833.43	528.71	
9000021269	Hoff, Elizabeth	300	169.00	159.95	
9000021270	James, Lauren	300	104.00	100.79	
9000021271	Jung, Diane	300	920.99	500.95	
9000021272	Klepadlo, Scott E.	300	195.00	176.59	
9000021273	Klimes, Christy	300	104.00	95.99	
9000021274	Kolacz, Jolanta	300	916.94	480.35	
9000021275	Larson, Richard W	300	1,820.31	1,339.46	
9000021276	Lorkiewicz, Candace	300	920.99	568.10	
9000021277	Magness, Adrianne	300	26.00	25.27	
9000021278	Marino, Jillian	300	104.00	95.99	
9000021279	Masa, Janelle	300	718.75	420.34	
9000021280	McCormick, Meredith	300	4,010.58	3,135.73	
9000021281	Miller, Anna	300	26.00	24.00	
9000021282	Nelson, Nicole	300	156.00	143.99	
9000021283	Neustadt, Leslie	300	91.00	84.00	
9000021284	Nielsen, Joan	300	891.19	699.50	
9000021285	Noreen, Diane C	300	1,028.35	202.90	
9000021286	O'Connor-Young, Sheri	300	733.58	588.88	
9000021287	Ortiz, Carmen	300	1,784.86	1,207.06	
9000021288	O'Shea, Amy	300	117.00	108.00	
9000021289	Parker, Elizabeth	300	156.00	143.99	
9000021290	Paulson, Kristine	300	442.00	380.23	
9000021291	Pavilionis, Vincent	300	52.00	48.00	

Payroll Run Check Listing for Board

Payroll	08/31/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000021292	Payne, Melissa	300	5,864.13	4,335.17
9000021293	Polmanteer, Colette	300	221.00	198.03
9000021294	Potempa, Tracey	300	136.50	126.00
9000021295	Preen, Judith	300	921.68	707.27
9000021296	Pridmore, Elizabeth	300	71.50	69.49
9000021297	Remigio, Maria	300	26.00	24.00
9000021298	Reyes, Cathy M	300	942.47	558.57
9000021299	Schlessinger, Lukas	300	390.00	359.99
9000021300	Schwarz, Jeanene	300	1,013.07	275.35
9000021301	Shehee, Wendy	300	925.31	569.59
9000021302	Skonieczny, Sandra	300	756.44	638.36
9000021303	Slade, Stephanie	300	52.00	50.54
9000021304	Smith, Brittany	300	26.00	24.00
9000021305	Smith, Elisa	300	91.00	88.44
9000021306	Sproviero, Rochelle	300	882.56	638.13
9000021307	Staley, Shannon	300	494.00	470.38
9000021308	Stefani, Colleen	300	65.00	60.00
9000021309	Svejda, Michele	300	1,067.99	688.76
9000021310	Trotter, Suzanne	300	812.39	533.55
9000021311	Tuzzolino, Victoria	300	26.00	24.00
9000021312	Uster, Julia	300	952.21	522.05
9000021313	Weeks, Stacey	300	707.41	562.81
9000021314	Weissinger, Karla	300	872.35	560.58
9000021315	Yaniz, Catherine	300	45.50	42.00
9000021316	Davis, Danielle	800	715.90	386.11
9000021317	Dimaggio, Gina	800	792.93	476.54
9000021318	Kretman, Abbey	800	635.00	506.02
9000021319	Livolsi-Hudgens, Carmella	800	29.00	24.10
9000021320	Morales Rosa, Stephanie	800	679.93	487.06
9000021321	Rieser, Irina	800	800.00	670.87
9000021322	Valdez, Monica	800	845.10	526.85
9000021323	Wood, Laurel	800	849.88	568.30

Payroll Run Check Listing for Board

Payroll	08/31/2020			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
			224,882.89	154,496.32

LISLE COMMUNITY UNIT SCHOOL DISTRICT #202

VENDOR PAY ORDERS

This is to certify that the Board of Education of Lisle Community Unit School District No. 202 ratified the following vendor pay orders: September 28, 2020

GENERAL CHECKING ACCOUNT

CHECKS ISSUED	Beginning	114190	Ending	114191
	Beginning	114317	Ending	114319
	Beginning	114320	Ending	114334
	Beginning	114344	Ending	114512
WIRES ISSUED	Beginning	8000000481	Ending	8000000485
	Beginning	8000000486	Ending	8000000492
VOIDED CHECKS	Beginning		Ending	

FUND DISTRIBUTION

EDUCATIONAL	\$	1,465,441.75
OPERATIONS & MAINTENANCE	\$	160,372.60
DEBT SERVICES	\$	-
TRANSPORTATION	\$	8,277.56
IMRF/SOCIAL SECURITY	\$	111,622.40
CAPITAL PROJECTS	\$	-
WORKING CASH	\$	-
	TOTAL	\$ 1,745,714.31

IMPREST CHECKING ACCOUNT

CHECKS ISSUED	Beginning	9705	Ending	9707
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FUND DISTRIBUTION

EDUCATIONAL	\$	266.43
OPERATIONS & MAINTENANCE	\$	1,178.97
TRANSPORTATION	\$	-
CAPITAL PROJECTS	\$	-
	TOTAL	\$ 1,445.40

GRAND TOTAL \$ 1,747,159.71

President - Board of Education

Date

Secretary - Board of Education

Date

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 08/14/2020 ZPAY 081420

R - Regular Run Type

Check Number	Name	Net Check Amt
114190	AXA Equitable/EQUI-VEST	2,674.33
114191	Lisle CUSD #202	2,178.03
8000000481	Harris Bank	109,851.17
8000000482	Illinois Department Of Revenue	30,923.81
8000000483	Teachers' Health Ins Security	2,373.01
8000000484	Teachers' Retirement System	10,523.02
8000000485	U.S. OMNI	34,403.38
Regular Checks:	2	4852.36
ACH Checks:	0	0.00
Wire Transfers:	5	188074.39
Total:	<u>7</u>	<u>192,926.75</u>

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$147,160.57	\$0.00	\$0.00	147,160.57
20 - Operations & Maintenance	\$7,907.04	\$0.00	\$0.00	7,907.04
40 - Transportation	\$126.70	\$0.00	\$0.00	126.70
55 - Social Security	\$37,732.44	\$0.00	\$0.00	37,732.44

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 08/31/2020 ZPAYEOM 083120

R - Regular Run Type

Check Number	Name	Net Check Amt
114317	AXA Equitable/EQUI-VEST	2,674.33
114318	Lisle CUSD #202	2,178.03
114319	VSP of Illinois, NFP	4,917.46
8000000486	Educational Benefit Coop	363,432.02
8000000487	Harris Bank	104,605.72
8000000488	Illinois Department Of Revenue	29,678.52
8000000489	Illinois Municipal Retirement	55,800.73
8000000490	Teachers' Health Ins Security	2,118.24
8000000491	Teachers' Retirement System	9,391.38
8000000492	U.S. OMNI	34,403.38
Regular Checks:	3	9769.82
ACH Checks:	0	0.00
Wire Transfers:	7	599429.99
Total:	10	609,199.81

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$500,144.37	\$0.00	\$0.00	500,144.37
20 - Operations & Maintenance	\$34,886.92	\$0.00	\$0.00	34,886.92
40 - Transportation	\$278.56	\$0.00	\$0.00	278.56
50 - Muncipal Retirement	\$38,896.56	\$0.00	\$0.00	38,896.56
55 - Social Security	\$34,993.40	\$0.00	\$0.00	34,993.40

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 08/31/2020 August End of Month

R - Regular Run Type

Check Number	Name	Net Check Amt
114320	Amazon.com Corporate Credit	10,536.91
114321	AT&T: Acct 198-2	22.03
114322	AT&T: Acct 680	653.65
114323	AT&T: Acct 927	1,682.80
114324	AT&T: Acct 988-5	149.26
114325	BMO Harris Bank NA	3,300.00
114326	Capital One Commercial	422.31
114327	Com Ed	5,991.40
114328	Custom Security Electronics Inc	360.00
114329	Gordon Flesch Co, Inc	289.53
114330	Lisle Community Unit School	1,501.35
114331	Speech Corner	742.74
114332	T-Mobile for Government	450.00
114333	T-Mobile for Government	484.26
114334	Waste Management of Illinois,	476.04
Regular Checks:	15	27062.28
ACH Checks:	0	0.00
Wire Transfers:	0	0.00
Total:	15	27,062.28

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$10,926.96	\$0.00	\$0.00	10,926.96
20 - Operations & Maintenance	\$16,135.32	\$0.00	\$0.00	16,135.32

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 09/28/2020 September Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
114344	Adobe Inc.	2,496.00
114345	Adrian, Sandra	212.00
114346	Airtex Mfg LLLP dba	651.54
114347	Allegra Marketing/Print/Mail	1,076.20
114348	Anderson Pest Solutions	416.45
114349	Apple Inc.	700.00
114350	AreteLabs	295.00
114351	Artic Bites, LLC	203.45
114352	ASCD	89.00
114353	AssetGenie, Inc	723.25
114354	Association of Illinois School	110.00
114355	AT&T: Acct 988-5	327.76
114356	BMO Harris Bank NA	4,192.94
114357	Breezin' Thru Inc.	1,500.00
114358	BSN Sports, LLC	9,297.00
114359	Buckeye Cleaning Centers	1,136.50
114360	Byrne, Sharon	61.16
114361	Campian, Jim	399.52
114362	Capital One Commercial	591.62
114363	CDW Government Inc	7,552.00
114364	Cerny, Marie	10.00
114365	Chicago Office Technology	3,560.00
114366	Consolidated Electrical	5,423.50
114367	Cooperative Association for	482.63
114368	Costello, Sheri	129.99
114369	Coughlan Companies, LLC	5,547.34
114370	CrisisGo, Inc	1,384.00
114371	Cult of Pedagogy, LLC	39.00
114372	Daily Herald Media Group	41.40
114373	DeNichols, Patti	41.86
114374	DHE Computer Systems, LLC	39,382.50

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 09/28/2020 September Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
114375	Dineen-Hendricks, Kathleen	120.00
114376	Discovery Benefits	119.00
114377	DuPage County (Building &	100.00
114378	Dupage Regional Office of	750.00
114379	EDpuzzle, Inc	1,200.00
114380	Elan Photography, Inc	1,132.60
114381	Elevation Healthcare LLC	5,882.50
114382	Emde, John C, II	75.00
114383	Erickson, Tor	120.00
114384	Facts On File, Inc	1,094.07
114385	Fastenal Company	23.30
114386	Filipiak, Keith	120.00
114387	Flaghouse, Inc	85.00
114388	Fox Valley Fire & Safety	1,220.30
114389	Franczek	678.50
114390	G & G Lawncare Inc	2,275.00
114391	Gale/CENGAGE Learning	1,002.32
114392	Garvey's Office Products	99.90
114393	GlenOaks Therapeutic Day	6,165.60
114394	Gomez, Benigno	120.00
114395	Gordon Flesch Co, Inc	941.86
114396	Gosselink, Wesley	505.02
114397	Grainger	33.60
114398	Great Minds PBC	1,250.00
114399	Guided Readers, Inc	835.00
114400	Hamann, Kelly	70.00
114401	Heartland Payment Systems,	355.00
114402	Heidenry, Nick	250.00
114403	Heinemann	6,481.95
114404	Himes, Petrarca & Fester, Chtd	1,410.00
114405	Hinton, Jeff	120.00

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 09/28/2020 September Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
114406	Home Depot Credit Services	362.36
114407	Home Depot U.S.A., Inc	8,724.25
114408	Home Depot U.S.A., Inc (CA)	382.08
114409	Home Depot U.S.A., Inc (GA)	4,908.06
114410	Home Depot U.S.A., Inc (GA2)	43.75
114411	Home Depot U.S.A., Inc (TX)	423.87
114412	Honzel, Robin	29.85
114413	IADA	130.00
114414	Illinois American Water	4,346.27
114415	Illinois ASBO	170.00
114416	Illinois Grade School Music	130.00
114417	Illinois Office of the State Fire	630.00
114418	Illinois Time Recorder Co	1,688.00
114419	ILMEA State Office	50.00
114420	International Translation	2,895.00
114421	Jaegle, Christine A	125.00
114422	James Harold Beutjer Plumbing	4,766.55
114423	Johnstone Supply	35.87
114424	JourneyEd.com, Inc	13,691.91
114425	Kearney, Dave	120.00
114426	Kotalik, Linda	120.00
114427	Kuefner, Julie	29.99
114428	LabSource Inc	117.50
114429	Laforce Inc	450.00
114430	LaScala, Mark	73.54
114431	Law, Jennifer S	267.28
114432	Learning A-Z	4,303.35
114433	Learning Without Tears	5,523.38
114434	Leo's Cleaners	1,300.29
114435	Lewis Paper	147.83
114436	Library Store Inc	82.36

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 09/28/2020 September Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
114437	Lisle Automotive & Tire	367.78
114438	Literacy Resources, LLC	87.99
114439	Lowery McDonnell Company	11,210.00
114440	MAA American Mathematical	178.00
114441	Magness, Adrienne	20.00
114442	MakeMusic, Inc	1,620.00
114443	Maldre, Sarah	125.00
114444	Marcum, Thomas C	120.00
114445	Meyer, Pete	145.08
114446	Mittera Group, Inc	2,392.50
114447	Mizen, Julie	1,632.24
114448	N.E.R.D.S., Inc.	192.99
114449	Navarro, Lawrence M	20.00
114450	Nelson, Kelli	7.50
114451	NEUCO Inc	5,524.59
114452	Nicor Gas	1,470.88
114453	O'Hara, James	120.00
114454	O'Leary, Cindy	100.00
114455	OTC Brands, Inc	78.44
114456	Park, Aimee	112.62
114457	Patriot Pavement Maintenance,	2,700.00
114458	Payne, Melissa	120.00
114459	Performance Chemical &	8,016.24
114460	Pioneer Valley Books	1,620.00
114461	Pitsco	2,747.25
114462	Poellinetz, Andre	80.00
114463	Pomatto-Zimmerman, Jennifer	150.00
114464	Power Up Batteries LLC	249.85
114465	Precision Control Systems of	190.00
114466	Ptak, Jeff R	120.00
114467	Puetz, Lauren	125.92

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 09/28/2020 September Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
114468	Quinlan & Fabish Music	1,539.90
114469	Raineri, Kim	76.00
114470	Raptor Technologies, LLC	1,695.00
114471	Read Naturally, Inc	690.00
114472	Reband, Jennifer	15.92
114473	Riteway Glass Inc	425.00
114474	Schertler, Craig	38.00
114475	Scholastic Inc (BOOK	58.72
114476	Scholastic INC (MAGAZINE	167.02
114477	School Association For Special	608,057.78
114478	School Specialty, Inc	292.75
114479	Schreiner, Corky	25.20
114480	SDI Innovations, Inc	1,919.02
114481	Sherwin Williams	312.00
114482	SHI International Corp	9,588.64
114483	Shorewood Home & Auto, Inc.	4,219.34
114484	Shuter, Art	540.00
114485	Simpli Faster & Freelap USA	298.00
114486	SiteOne Landscape Supply,	395.05
114487	Smith, Justin	90.25
114488	St Francis High School	100.00
114489	Staples Business Advantage	1,548.70
114490	Sunrise Southwest LLC	7,872.30
114491	Supreme School Supply Co	186.60
114492	Telcom Innovations Group	65.00
114493	Themes & Variations	149.95
114494	Time USA LLC	519.75
114495	USI Education & Government	1,120.78
114496	Vanguard Energy Services,	366.19
114497	Vernier Software & Technology	449.07
114498	Village of Lisle	13,239.58

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 09/28/2020 September Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
114499	Village of Lisle	30,270.10
114500	Village of Lisle (Utilities)	22.89
114501	Walmart Community	332.12
114502	Warehouse Direct	2,474.90
114503	Waste Management of Illinois,	1,384.83
114504	WCEPS	67.00
114505	Weissinger, Derek C	120.00
114506	West Music	662.40
114507	WeVideo Inc.	2,659.00
114508	Wilkinson, David	120.00
114509	William V. MacGill & Co	1,403.05
114510	Wilson Language Training	183.71
114511	Wojcik, Jane	258.67
114512	Woyna, Patrick	82.95

Regular Checks:	169	916525.47
ACH Checks:	0	0.00
Wire Transfers:	0	0.00
Total:	169	916,525.47

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$807,209.85	\$0.00	\$0.00	807,209.85
20 - Operations & Maintenance	\$101,443.32	\$0.00	\$0.00	101,443.32
40 - Transportation	\$7,872.30	\$0.00	\$0.00	7,872.30

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 08/11/2020 Imprest 8.11.20

R - Regular Run Type

Check Number	Name	Net Check Amt
9705	AT&T: Acct 430-0	114.93
9706	AT&T: Mobility	381.76
9707	WEX Bank	948.71
Regular Checks:	3	1445.40
ACH Checks:	0	0.00
Wire Transfers:	0	0.00
Total:	3	1,445.40

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$266.43	\$0.00	\$0.00	266.43
20 - Operations & Maintenance	\$1,178.97	\$0.00	\$0.00	1,178.97

For Action

**Lisle Community Unit School District 202
Board Of Education Meeting
September 28, 2020**

SUBJECT: Approval of Certified Employment.

BACKGROUND: The Administration is pleased to recommend the employment of the certified candidates as outlined by the Administrative recommendation included in your packet.

FINANCIAL IMPACT: These positions are budgeted for FY 2020.

RECOMMENDATION: Approval of employment.

SUGGESTED MOTION: That the Board of Education approves the employment of:

Jami Lieder, .05 FTE Gifted Teacher at Lisle Elementary School. She is placed a Master's +0, Step 0 (\$30,383).

Name	School	Placement	Salary
Lieder, Jami	LES	Master's +0, St. 0	\$30,383.00

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202

RECOMMENDATION FOR NEW EMPLOYEE

CERTIFIED PERSONNEL

DATE: 8/31/20 RECOMMENDED BY: Melissa Payne

POSITION A. TO BE FILLED: Gifted Teacher

POSITION B. TO BE FILLED: _____

Grant Program: _____ Yes No

If "Yes" _____ Reading Improvement _____ Title I _____ Other (specify)

REPLACING: Patty Hurt NEW POSITION: _____

NAME OF RECOMMENDED INDIVIDUAL: Jami Lieder

COLLEGE/MAJOR: BA in Theater from University of Illinois, MA in Teaching from National Louis University.

PRIOR EXPERIENCE: Assistant for Kindi Academy-taught 4th/5th, SASSED assistant, Consultant and classroom coach at St. Augustine College, Pre-K teacher at Gan Yeladim Early Learning Center, Kdg, 4th and 5th grade teacher at Solomon Schechter Day School

START DATE: 09/02/2020 BOARD APPROVAL DATE: 09/28/2020

RECOMMENDED SALARY SCHEDULE PLACEMENT: Master's Step 0 (\$30,383)

FULL TIME EQUIVALENCY: 0.5 FTE CONTRACTED DAYS 181

BACKGROUND INFORMATION: Jami has experience in the upper grade levels. She prides herself on getting to know her students and finding out their interests. She She has students become part of the process when setting up routines and expectations for the classroom. We are excited to have her join our Lisle Elementary staff.

(Attach additional information if necessary)

FOR ACTION

**Lisle Community Unit School District 202
Board Of Education Meeting
September 28, 2020**

SUBJECT: Acceptance of Classified Resignation.

BACKGROUND: A resignation has been received from a Classified Employee

FINANCIAL IMPACT: This position has been included in the FY 21 budget and will be filled accordingly.

RECOMMENDATION: Acceptance of Resignation.

SUGGESTED MOTION: That the Board of Education accepts the resignation of:

Kevin Lutz, Learning Environment Supervisor at Lisle Senior High School, has resigned effective on 09/18/2020.

To the Board of Education

I am sorry to inform you that I must tender my resignation of my position of Learning Environment Supervisor at Lisle Senior High as I have accepted a position at Benedictine University as a community service officer/dispatcher. This resignation is effective as of the end of September 17th. I cannot thank everyone enough for the wonderful opportunities that this position has afforded me, and wish everyone the best.

Sincerely,

A handwritten signature in black ink, appearing to read "Kevin", with a stylized flourish at the end.

FOR ACTION

**Lisle Community Unit School District 202
Board Of Education Meeting
September 28, 2020**

SUBJECT: Approval of Extra-Duty Employment.

BACKGROUND: The Administration is pleased to recommend the employment of the certified candidates for the Extra-Duty positions of the activities listed below.

FINANCIAL IMPACT: This position has been budgeted for the FY 2021.

RECOMMENDATION: Acceptance of Recommendation.

SUGGESTED MOTION: That the Board of Education approves the extra-duty employment of:

Mark LaScala: Assistant Cross Country Coach at Lisle Senior High School; Category IV, Level 3 (Step 8, \$ 5881).

James Steben: Softball Coach at Lisle Junior High School: Category V, Level 5 (Step 13+: \$6861.00).

Brandon Wolak: Assistant Gold Coach at Lisle Senior High School: Category IV, Level 3 (Step 8 \$ 5881).

Name	School	Placement	Salary
Mark LaScala	LSHS	CAT IV; Step 8	\$ 5881
James Steben	LJHS	CAT. V; Step 13+	\$ 6861
Brandon Wolak	LSHS	CAT IV: Step 8	\$ 5881

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202
RECOMMENDATION FOR NEW EXTRA-DUTY EMPLOYEE
EXTRA-DUTY CERTIFIED PERSONNEL

DATE: 9/3/20 RECOMMENDED BY: Tom Marcum

POSITION A. TO BE FILLED: Assistant Cross Country Coach

POSITION B. TO BE FILLED: _____

Grant Program: _____ Yes _____ No

If "Yes" _____ Reading Improvement _____ Title I _____ Other (specify)

REPLACING: _____ NEW POSITION: _____

NAME OF RECOMMENDED INDIVIDUAL: Mark LaScala

ADDRESS: _____

COLLEGE/MAJOR: _____

PRIOR EXPERIENCE: DISTRICT 202: 26 years coaching basketball – 14 as head coach, 18 years coaching football, 1 year coaching softball, 4 years coaching cross country

START DATE: August 2020 BOARD APPROVAL DATE: 09/28/2020

RECOMMENDED SALARY SCHEDULE PLACEMENT: LEVEL 3

FULL TIME EQUIVALENCY: _____ CONTRACTED DAYS _____

BACKGROUND INFORMATION: Extensive coaching experience in District 202, accountable/reliable, great rapport with student-athletes, proven as a successful leader.

(Attach additional information if necessary)

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202

RECOMMENDATION FOR NEW EMPLOYEE

CERTIFIED PERSONNEL

DATE: 8/26/20 RECOMMENDED BY: Tom Marcum

POSITION A. TO BE FILLED: Assistant Golf Coach

POSITION B. TO BE FILLED: _____

Grant Program: _____ Yes _____ No

If "Yes" _____ Reading Improvement _____ Title I _____ Other (specify)

REPLACING: _____ NEW POSITION: _____

NAME OF RECOMMENDED INDIVIDUAL: Brandon Wolak

ADDRESS: _____

COLLEGE/MAJOR: _____

PRIOR EXPERIENCE: DISTRICT 202: 2 years varsity head wrestling coach, 1 year varsity head track coach, 4 years assistant football; 4 years assistant wrestling, 3 years assistant track

START DATE: August 2020 BOARD APPROVAL DATE: 09/28/2020

RECOMMENDED SALARY SCHEDULE PLACEMENT: Cat. IV; LEVEL 3 (Step 8, \$5,881)

FULL TIME EQUIVALENCY: _____ CONTRACTED DAYS _____

BACKGROUND INFORMATION: Varsity coaching experience in District 202, accountable/reliable, great rapport with student-athletes, willingness to grow and improve.

(Attach additional information if necessary)

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202

RECOMMENDATION FOR NEW EMPLOYEE

CERTIFIED PERSONNEL

DATE: 10/20/2019 RECOMMENDED BY: Dave Kearney

POSITION A. TO BE FILLED: Lisle Junior High Varsity Softball

POSITION B. TO BE FILLED: _____

Grant Program: _____ Yes _____ No

If "Yes" _____ Reading Improvement _____ Title I _____ Other (specify)

REPLACING: Trent Schalk NEW POSITION: _____

NAME OF RECOMMENDED INDIVIDUAL: Jim Steben

COLLEGE/MAJOR: _____

PRIOR EXPERIENCE: Jim has been a coach at Lisle High School in the baseball/softball programs for the past 28-years.

—

START DATE: 08/31/2020 BOARD APPROVAL DATE: 09/28/2020

RECOMMENDED SALARY SCHEDULE PLACEMENT: _____

FULL TIME EQUIVALENCY: _____ CONTRACTED DAYS _____

BACKGROUND INFORMATION: Jim has been our boys' basketball coach for many years and has done a tremendous job balancing developing the necessary skills needed to continue at the high level and making it enjoyable for his student athletes. With his experience in baseball and softball, I am confident he will be the perfect fit for our school.

(Attach additional information if necessary)

FOR ACTION

**Lisle Community Unit School District 202
Board Of Education Meeting
September 28, 2020**

SUBJECT: Acceptance of Extra-Duty Resignation.

BACKGROUND: A resignation has been received from an Activity Sponsor.

FINANCIAL IMPACT: This position has been included in the FY 20 budget and will be filled accordingly.

RECOMMENDATION: Acceptance of Resignation.

SUGGESTED MOTION: That the Board of Education accepts the resignation of:

Trent Schalk, Head Coach for Varsity Softball at Lisle Senior High School. He has resigned effective September 9, 2020.

Name	School	Placement	Effective Date
Schalk, Trent	LSHS	HS Softball Coach	09/09/2020

September 9, 2020

Mr. Marcum,

Please accept this letter as my formal resignation from the position of High School Girls Varsity Softball Coach, effective today, September 9th, 2020. In the seven years with the program, I will not forget the relationships I have built with the players, fellow coaches, and parents. I have been blessed to work with such wonderful people at Lisle High School and I am going to miss those relationships the most.

I am excited to see the program continue to grow and develop in the years to come under new leadership and wish that person all the best.

Sincerely,

A handwritten signature in black ink, appearing to read 'Trent Schalk', with a long horizontal line extending to the right.

Trent Schalk

CC Anna Tsamis

FOR ACTION

**Lisle Community Unit School District 202
Board of Education Meeting
September 28, 2020**

SUBJECT: Board of Education Recognition of Booster Organizations

BACKGROUND DATA: The Board of Education recognizes that school organizations of parents and other interested persons are valuable as a means to stimulate interest and endorsement for the objectives of the District.

[School Board Policy 8:90](#), adopted September 26, 2016, establishes basic requirements for school affiliated parent or booster organizations.

The following organizations are being recommended for approval:

Lisle Home & School Organization
Lisle Booster Club
Lisle Band Parents Organization
Lisle Choral Parent Organization
Lisle Education Foundation

SUGGESTED MOTION: That the Board of Education approve the Lisle Home and School Organization, Lisle Booster Club, Lisle Band Parents Organization, Lisle Choral Parent Organization, Lisle Education Foundation as organizations officially associated with the Lisle Community Unit School District 202.

FOR ACTION

**Lisle Community Unit School Dist. 202
Board of Education Meeting
September 28, 2020**

SUBJECT: Adoption of FY2021 Budget

BACKGROUND DATA: Included with the Finance Committee Meeting information is the recommended FY2021 Budget and related materials. The required hearing is scheduled during the Board of Education Meeting. Information on changes from the tentative budget will be reviewed at the Finance Committee Meeting prior to the regular meeting. A short presentation will be made during the hearing with time being allowed for any public comments.

FINANCIAL IMPACT: Refer to the FY2021 Budget Summary and line item detail of the estimated receipts and expenditures included in the Finance Committee materials. The official School District Budget Form for FY2021 is also included in the Board Packet.

RECOMMENDATION: The Administration recommends that the Board of Education adopt the proposed FY2021 Budget as presented.

SUGGESTED MOTION: That the Board of Education approve the Resolution for Adoption of the Fiscal Year 2021 Budget reflecting total direct receipts of \$35,460,894 and total direct disbursements of \$36,707,487.

Lisle Community Unit School District 202

RESOLUTION FOR ADOPTION OF THE FISCAL YEAR 2021 BUDGET

WHEREAS the Board of Education of Lisle Community Unit School District No. 202, County of DuPage, State of Illinois, caused to be prepared in tentative form a budget, and the Secretary of this Board has made the same conveniently available to public inspection for at least thirty days prior to final action thereon;

AND WHEREAS a public hearing was held as to such budget on the twenty-eight day of September, 2020, notice of said hearing was given at least thirty days prior thereto as required by law, and all other legal requirements have been complied with;

NOW, THEREFORE, Be it resolved by the Board of Education of said district as follows:

Section 1: That the fiscal year of the School District be and the same hereby fixed and declared to be beginning July 1, 2020, and ending June 30, 2021.

Section 2: That the budget containing an estimate of amounts available in each Fund, separately, and of expenditures from each be and the same is hereby adopted as the budget of this school district for the said fiscal year.

ILLINOIS STATE BOARD OF EDUCATION

School Business Services Division

School District
 Joint Agreement

SCHOOL DISTRICT/JOINT AGREEMENT BUDGET FORM *
July 1, 2020 - June 30, 2021

Accounting Basis:

Cash
 Accrual

Unbalanced budget, however, a deficit reduction plan is not required at this time.

Date of Amended Budget: _____
 (MM/DD/YY)

District Name: _____ Lisle Community Unit School District No. 202

District RCDT No: _____ 19-022-2020-26

If your FY20 AFR states that you need to do a deficit reduction plan and your FY21 budget is balanced please state the measures you took to have your budget become balanced. (Bckgrnd-Assumpt 25-26)

Budget of _____ Lisle Community Unit School District No. 202, County of _____ DuPage _____,
 State of Illinois, for the Fiscal Year beginning _____ July 1, 2020 _____ and ending _____ June 30, 2021 _____.

WHEREAS the Board of Education of _____ Lisle Community Unit School District No. 202 _____,
 County of _____ DuPage _____, State of Illinois, caused to be prepared in tentative form a budget, and the Secretary
 of this Board has made the same conveniently available to public inspection for at least thirty days prior to final action thereon;
 AND WHEREAS a public hearing was held as to such budget on the _____ 28th _____ day of _____ September _____, 20 _____ 20 _____,
 notice of said hearing was given at least thirty days prior thereto as required by law, and all other legal requirements have been complied with;

NOW, THEREFORE, Be it resolved by the Board of Education of said district as follows:

Section 1: That the fiscal year of this school district be and the same hereby is fixed and declared to be
 beginning _____ July 1, 2020 _____ and ending _____ June 30, 2021 _____.

Section 2: That the following budget containing an estimate of amounts available in each Fund, separately, and expenditures from each be
 and the same is hereby adopted as the budget of this school district for said fiscal year.

ADOPTION OF BUDGET

The budget shall be approved and signed below by members of the School Board. Adopted this _____ 28th _____
 day of _____ September _____, 20 _____ 20 _____ by a roll call vote of _____ Yeas, and _____ Nays, to wit:

** MEMBERS VOTING YEA:	** MEMBERS VOTING NAY:

* Based on the 23 Illinois Administrative Code-Part 100 and inconformity with Section 17-1 of the School Code.
 ** Type in the members who voted "YEA" nor "NAY". Actual school board member signatures are not required for electronic submission.

- (1) A certified copy of this document must be filed with the county clerk within 30 days of adoption as required by Section 18-50 of the Property Tax Code (35 ILCS 200/18-50).
- (2) Districts are required to submit the adopted/amended budget electronically to ISBE within 30 days of adoption or by October 30, whichever comes first. Budgets are submitted to **School Finance Report (SFR)**: <https://sec1.isbe.net/attachmgr/default.aspx>
The electronic version does not require member signatures, we do not accept PDF copies.

BUDGET SUMMARY

1	A	B	C	D	E	F	G	H	I	J	K
	<i>Begin entering data on EstRev 5-10 and EstExp 11-17 tabs.</i>		(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
3	ESTIMATED BEGINNING FUND BALANCE July 1, 2020 ¹ (without Student Activity Funds)		11,402,024	480,829	183,150	2,103,165	461,802	2,673,623	804,793	1,993	0
4	RECEIPTS/REVENUES (without Student Activity Funds)										
5	LOCAL SOURCES	1000	24,849,000	4,053,700	1,208,700	1,043,000	958,600	6,100	6,300	4,400	0
6	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0		0	0				
7	STATE SOURCES	3000	1,479,546	0	0	602,550	0	0	0	0	0
8	FEDERAL SOURCES	4000	1,248,398	600	0	0	0	0	0	0	0
9	Total Direct Receipts/Revenues ⁸		27,576,944	4,054,300	1,208,700	1,645,550	958,600	6,100	6,300	4,400	0
10	Receipts/Revenues for "On Behalf" Payments ²	3998	12,905,000								
11	Total Receipts/Revenues		40,481,944	4,054,300	1,208,700	1,645,550	958,600	6,100	6,300	4,400	0
12	DISBURSEMENTS/EXPENDITURES (without Student Activity Funds)										
13	INSTRUCTION	1000	18,352,217				391,300			0	
14	SUPPORT SERVICES	2000	8,231,172	3,220,320		1,983,830	594,020	539,000		4,400	0
15	COMMUNITY SERVICES	3000	122,612	0		159,000	0			0	
16	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS	4000	1,635,116	0	0	0	0	0		0	0
17	DEBT SERVICES	5000	0	0	1,474,500	0	0			0	0
18	PROVISION FOR CONTINGENCIES	6000	0	0	0	0	0	0		0	0
19	Total Direct Disbursements/Expenditures ⁹		28,341,117	3,220,320	1,474,500	2,142,830	985,320	539,000		4,400	0
20	Disbursements/Expenditures for "On Behalf" Payments ²	4180	12,905,000	0	0	0	0	0		0	0
21	Total Disbursements/Expenditures		41,246,117	3,220,320	1,474,500	2,142,830	985,320	539,000		4,400	0
22	Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures		(764,173)	833,980	(265,800)	(497,280)	(26,720)	(532,900)	6,300	0	0
23	OTHER SOURCES/USES OF FUNDS										
24	OTHER SOURCES OF FUNDS (7000)										
25	PERMANENT TRANSFER FROM VARIOUS FUNDS										
26	Abolishment the Working Cash Fund ¹⁶	7110									
27	Abatement of the Working Cash Fund ¹⁶	7110									
28	Transfer of Working Cash Fund Interest	7120	1,900								
29	Transfer Among Funds	7130									
30	Transfer of Interest	7140									
31	Transfer from Capital Projects Fund to O&M Fund	7150		0							
32	Transfer of Excess Fire Prev & Safety Tax & Interest ³ Proceeds to O&M Fund	7160		0							
33	Transfer of Excess Accumulated Fire Prev & Safety Bond and Int ^{3a} Proceeds to Debt Service Fund	7170			0						
34	SALE OF BONDS (7200)										
35	Principal on Bonds Sold ⁴	7210									
36	Premium on Bonds Sold	7220									
37	Accrued Interest on Bonds Sold	7230									
38	Sale or Compensation for Fixed Assets ⁵	7300									
39	Transfer to Debt Service to Pay Principal on Capital Leases	7400			0						
40	Transfer to Debt Service Fund to Pay Interest on Capital Leases	7500			0						
41	Transfer to Debt Service Fund to Pay Principal on Revenue Bonds	7600			0						
42	Transfer to Debt Service Fund to Pay Interest on Revenue Bonds	7700			0						
43	Transfer to Capital Projects Fund	7800						750,000			
44	ISBE Loan Proceeds	7900									
45	Other Sources Not Classified Elsewhere	7990			100,000						
46	Total Other Sources of Funds ⁸		1,900	0	100,000	0	0	750,000	0	0	0

BUDGET SUMMARY

1	A	B	C	D	E	F	G	H	I	J	K
	<i>Begin entering data on EstRev 5-10 and EstExp 11-17 tabs.</i>		(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
47	OTHER USES OF FUNDS (8000)										
49	TRANSFER TO VARIOUS OTHER FUNDS (8100)										
50	Abolishment or Abatement of the Working Cash Fund ¹⁶	8110							0		
51	Transfer of Working Cash Fund Interest	8120							1,900		
52	Transfer Among Funds	8130									
53	Transfer of Interest ⁶	8140									
54	Transfer from Capital Projects Fund to O&M Fund	8150									
55	Transfer of Excess Fire Prev & Safety Tax & Interest ³ Proceeds to O&M Fund	8160									
56	Transfer of Excess Accumulated Fire Prev & Safety Bond ^{3a} Int Proceeds to Debt Service Fund	8170									
57	Taxes Pledged to Pay Principal on Capital Leases	8410									
58	Grants/Reimbursements Pledged to Pay Principal on Capital Leases	8420									
59	Other Revenues Pledged to Pay Principal on Capital Leases	8430									
60	Fund Balance Transfers Pledged to Pay Principal on Capital Leases	8440									
61	Taxes Pledged to Pay Interest on Capital Leases	8510									
62	Grants/Reimbursements Pledged to Pay Interest on Capital Leases	8520									
63	Other Revenues Pledged to Pay Interest on Capital Leases	8530									
64	Fund Balance Transfers Pledged to Pay Interest on Capital Leases	8540									
65	Taxes Pledged to Pay Principal on Revenue Bonds	8610									
66	Grants/Reimbursements Pledged to Pay Principal on Revenue Bonds	8620									
67	Other Revenues Pledged to Pay Principal on Revenue Bonds	8630									
68	Fund Balance Transfers Pledged to Pay Principal on Revenue Bonds	8640									
69	Taxes Pledged to Pay Interest on Revenue Bonds	8710									
70	Grants/Reimbursements Pledged to Pay Interest on Revenue Bonds	8720									
71	Other Revenues Pledged to Pay Interest on Revenue Bonds	8730									
72	Fund Balance Transfers Pledged to Pay Interest on Revenue Bonds	8740									
73	Taxes Transferred to Pay for Capital Projects	8810									
74	Grants/Reimbursements Pledged to Pay for Capital Projects	8820									
75	Other Revenues Pledged to Pay for Capital Projects	8830									
76	Fund Balance Transfers Pledged to Pay for Capital Projects	8840		750,000							
77	Transfer to Debt Service Fund to Pay Principal on ISBE Loans	8910									
78	Other Uses Not Classified Elsewhere	8990									
79	Total Other Uses of Funds ⁹		0	750,000	0	100,000	0	0	1,900	0	0
80	Total Other Sources/Uses of Fund		1,900	(750,000)	100,000	(100,000)	0	750,000	(1,900)	0	0
81	ESTIMATED ENDING FUND BALANCE June 30, 2021 (Without Student Activity Funds)		10,639,751	564,809	17,350	1,505,885	435,082	2,890,723	809,193	1,993	0
82											
83	Student Activity ESTIMATED BEGINNING FUND BALANCE July 1, 2020 Fund 11		95,806								
84	RECEIPTS/REVENUES (For Student Activity Funds)										
85	Total Student Activity Direct Receipts/Revenues (Local Sources)	1799	250,000								
86	DISBURSEMENTS/EXPENDITURES (For Student Activity Funds)										
87	Total Student Activity Direct Disbursements/Expenditures	1999	255,000								
88	Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures		(5,000)								
89	Student Activity ESTIMATED ENDING FUND BALANCE June 30, 2021		90,806								
90											
91	Total ESTIMATED BEGINNING FUND BALANCE July 1, 2020 (All Sources Including Student Activity Funds)		11,497,830	480,829	183,150	2,103,165	461,802	2,673,623	804,793	1,993	0
92	RECEIPTS/REVENUES (All Sources with Student Activity Funds)										
93	LOCAL SOURCES	1000	25,099,000	4,053,700	1,208,700	1,043,000	958,600	6,100	6,300	4,400	0

BUDGET SUMMARY

1	A	B	C	D	E	F	G	H	I	J	K
	<i>Begin entering data on EstRev 5-10 and EstExp 11-17 tabs.</i>		(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
94	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0		0	0				
95	STATE SOURCES	3000	1,479,546	0	0	602,550	0	0	0	0	0
96	FEDERAL SOURCES	4000	1,248,398	600	0	0	0	0	0	0	0
97	Total Direct Receipts/Revenues ⁸		27,826,944	4,054,300	1,208,700	1,645,550	958,600	6,100	6,300	4,400	0
98	Receipts/Revenues for "On Behalf" Payments ²	3998	12,905,000	0	0	0	0	0		0	0
99	Total Receipts/Revenues		40,731,944	4,054,300	1,208,700	1,645,550	958,600	6,100	6,300	4,400	0
100	DISBURSEMENTS/EXPENDITURES (All Sources with Student Activity Funds)										
101	INSTRUCTION	1000	18,607,217				391,300				0
102	SUPPORT SERVICES	2000	8,231,172	3,220,320		1,983,830	594,020	539,000		4,400	0
103	COMMUNITY SERVICES	3000	122,612	0		159,000	0			0	
104	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS	4000	1,635,116	0	0	0	0	0		0	0
105	DEBT SERVICES	5000	0	0	1,474,500	0	0			0	0
106	PROVISION FOR CONTINGENCIES	6000	0	0	0	0	0	0		0	0
107	Total Direct Disbursements/Expenditures ⁹		28,596,117	3,220,320	1,474,500	2,142,830	985,320	539,000		4,400	0
108	Disbursements/Expenditures for "On Behalf" Payments ²	4180	12,905,000	0	0	0	0	0		0	0
109	Total Disbursements/Expenditures		41,501,117	3,220,320	1,474,500	2,142,830	985,320	539,000		4,400	0
110	Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures		(769,173)	833,980	(265,800)	(497,280)	(26,720)	(532,900)	6,300	0	0
111	OTHER SOURCES/USES OF FUNDS										
112	OTHER SOURCES OF FUNDS (7000)										
113	Total Other Sources of Funds ⁸		1,900	0	100,000	0	0	750,000	0	0	0
114	OTHER USES OF FUNDS (8000)										
116	Total Other Uses of Funds ⁹		0	750,000	0	100,000	0	0	1,900	0	0
117	Total Other Sources/Uses of Fund		1,900	(750,000)	100,000	(100,000)	0	750,000	(1,900)	0	0
118	ESTIMATED ENDING FUND BALANCE June 30, 2021 (All Sources With student Activity Funds)		10,730,557	564,809	17,350	1,505,885	435,082	2,890,723	809,193	1,993	0
119											
120	SUMMARY OF EXPENDITURES Without Student Activity Funds (by Major Object)										
121	Description	Acct #	(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
122			Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
123	Object Name										
124	Salaries	100	17,231,893	1,277,900		43,300		0		0	0
125	Employee Benefits	200	5,226,947	310,920		1,530	985,320	0		0	0
126	Purchased Services	300	2,113,379	608,500	0	1,996,000		24,000		4,400	0
127	Supplies & Materials	400	1,115,643	803,000		2,000		0		0	0
128	Capital Outlay	500	26,500	130,000		100,000		515,000		0	0
129	Other Objects	600	2,465,660	0	1,474,500	0	0	0		0	0
130	Non-Capitalized Equipment	700	161,095	90,000		0		0		0	0
131	Termination Benefits	800	0	0		0				0	
132	Total Expenditures		28,341,117	3,220,320	1,474,500	2,142,830	985,320	539,000		4,400	0

SUMMARY OF CASH TRANSACTIONS

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Acct #	(10) Educational	(20) Operations & Maintenance	(30) Debt Service	(40) Transportation	(50) Municipal Retirement/ Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety
3	BEGINNING CASH BALANCE ON HAND July 1, 2020 ⁷ (Without Student Activity Funds)		25,423,898	2,600,163	799,729	2,613,987	935,672	2,673,622	807,048		
4	Total Direct Receipts & Other Sources ⁸		27,578,844	4,054,300	1,308,700	1,645,550	958,600	756,100	6,300	4,400	0
5	OTHER RECEIPTS										
6	Interfund Loans Payable (Loans from Other Funds)	411									
7	Interfund Loans Receivable (Repayment of Loans)	141									
8	Notes and Warrants Payable	433									
9	Other Current Assets	199									
10	Total Other Receipts		0	0	0	0	0	0	0	0	0
11	Total Direct Receipts, Other Sources, & Other Receipts		27,578,844	4,054,300	1,308,700	1,645,550	958,600	756,100	6,300	4,400	0
12	Total Amount Available		53,002,742	6,654,463	2,108,429	4,259,537	1,894,272	3,429,722	813,348	4,400	0
13	Total Direct Disbursements & Other Uses ⁹		28,341,117	3,970,320	1,474,500	2,242,830	985,320	539,000	1,900	4,400	0
14	OTHER DISBURSEMENTS										
15	Interfund Loans Receivable (Loans to Other Funds) ¹⁰	141									
16	Interfund Loans Payable (Repayment of Loans)	411									
17	Notes and Warrants Payable	433									
18	Other Current Liabilities	499									
19	Total Other Disbursements		0	0	0	0	0	0	0	0	0
20	Total Direct Disbursements, Other Uses, & Other Disbursements		28,341,117	3,970,320	1,474,500	2,242,830	985,320	539,000	1,900	4,400	0
21	ENDING CASH BALANCE ON HAND June 30, 2021 ⁷ (Without Student Activity Funds)		24,661,625	2,684,143	633,929	2,016,707	908,952	2,890,722	811,448	0	0
22											
23	Activity Funds BEGINNING CASH BALANCE ON HAND July 1, 2020 ⁷		95,806								
24	Total Direct Receipts & Other Sources ⁸		250,000								
25	Total Amount Available		345,806								
26	Total Direct Disbursements & Other Uses ⁹		255,000								
27	Activity funds ENDING CASH BALANCE ON HAND June 30, 2021 ⁷		90,806								
28											
29	Total BEGINNING CASH BALANCE ON HAND July 1, 2020 ⁷ (With Student Activity Funds)		25,519,704	2,600,163	799,729	2,613,987	935,672	2,673,622	807,048	0	0
30	Total Direct Receipts & Other Sources ⁸		27,828,844	4,054,300	1,308,700	1,645,550	958,600	756,100	6,300	4,400	0
31	Total Other Receipts		0	0	0	0	0	0	0	0	0
32	Total Direct Receipts, Other Sources, & Other Receipts		27,828,844	4,054,300	1,308,700	1,645,550	958,600	756,100	6,300	4,400	0
33	Total Amount Available		53,348,548	6,654,463	2,108,429	4,259,537	1,894,272	3,429,722	813,348	4,400	0
34	Total Direct Disbursements & Other Uses ⁹		28,596,117	3,970,320	1,474,500	2,242,830	985,320	539,000	1,900	4,400	0
35	Total Other Disbursements		0	0	0	0	0	0	0	0	0
36	Total Direct Disbursements, Other Uses, & Other Disbursements		28,596,117	3,970,320	1,474,500	2,242,830	985,320	539,000	1,900	4,400	0
37	Total ENDING CASH BALANCE ON HAND June 30, 2021 ⁷ (With Student Activity Funds)		24,752,431	2,684,143	633,929	2,016,707	908,952	2,890,722	811,448	0	0

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Acct #	(10) Educational	(20) Operations & Maintenance	(30) Debt Service	(40) Transportation	(50) Municipal Retirement/ Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety
3	RECEIPTS/REVENUES FROM LOCAL SOURCES (1000)										
4	AD VALOREM TAXES LEVIED BY LOCAL EDUCATION AGENCY	1100									
5	Designated Purposes Levies ^{11 (1110-1120)}	-	19,261,600	3,888,700	1,206,900	996,900	428,800		4,400	4,400	
6	Leasing Purposes Levy ¹²	1130									
7	Special Education Purposes Levy	1140	4,984,700								
8	FICA and Medicare Only Levies	1150					498,700				
9	Area Vocational Construction Purposes Levy	1160									
10	Summer School Purposes Levy	1170									
11	Other Tax Levies (Describe & Itemize)	1190									
12	Total Ad Valorem Taxes Levied by District		24,246,300	3,888,700	1,206,900	996,900	927,500	0	4,400	4,400	0
13	PAYMENTS IN LIEU OF TAXES	1200									
14	Mobile Home Privilege Tax	1210									
15	Payments from Local Housing Authority	1220									
16	Corporate Personal Property Replacement Taxes ¹³	1230	281,000				29,000				
17	Other Payments in Lieu of Taxes (Describe & Itemize)	1290									
18	Total Payments in Lieu of Taxes		281,000	0	0	0	29,000	0	0	0	0
19	TUITION	1300									
20	Regular Tuition from Pupils or Parents (In State)	1311									
21	Regular Tuition from Other Districts (In State)	1312									
22	Regular Tuition from Other Sources (In State)	1313									
23	Regular Tuition from Other Sources (Out of State)	1314									
24	Summer School Tuition from Pupils or Parents (In State)	1321									
25	Summer School Tuition from Other Districts (In State)	1322									
26	Summer School Tuition from Other Sources (In State)	1323									
27	Summer School Tuition from Other Sources (Out of State)	1324									
28	CTE Tuition from Pupils or Parents (In State)	1331									
29	CTE Tuition from Other Districts (In State)	1332									
30	CTE Tuition from Other Sources (In State)	1333									
31	CTE Tuition from Other Sources (Out of State)	1334									
32	Special Education Tuition from Pupils or Parents (In State)	1341									
33	Special Education Tuition from Other Districts (In State)	1342									
34	Special Education Tuition from Other Sources (In State)	1343									
35	Special Education Tuition from Other Sources (Out of State)	1344									
36	Adult Tuition from Pupils or Parents (In State)	1351									
37	Adult Tuition from Other Districts (In State)	1352									
38	Adult Tuition from Other Sources (In State)	1353									
39	Adult Tuition from Other Sources (Out of State)	1354									
40	Total Tuition		0								
41	TRANSPORTATION FEES	1400									
42	Regular Transportation Fees from Pupils or Parents (In State)	1411									
43	Regular Transportation Fees from Other Districts (In State)	1412				30,000					
44	Regular Transportation Fees from Other Sources (In State)	1413				10,000					
45	Regular Transportation Fees from Co-curricular Activities (In State)	1415									
46	Regular Transportation Fees from Other Sources (Out of State)	1416									
47	Summer School Transportation Fees from Pupils or Parents (In State)	1421									
48	Summer School Transportation Fees from Other Districts (In State)	1422									
49	Summer School Transportation Fees from Other Sources (In State)	1423									
50	Summer School Transportation Fees from Other Sources (Out of State)	1424									
51	CTE Transportation Fees from Pupils or Parents (In State)	1431									
52	CTE Transportation Fees from Other Districts (In State)	1432									
53	CTE Transportation Fees from Other Sources (In State)	1433									
54	CTE Transportation Fees from Other Sources (Out of State)	1434									
55	Special Education Transportation Fees from Pupils or Parents (In State)	1441									
56	Special Education Transportation Fees from Other Districts (In State)	1442									

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Acct #	(10) Educational	(20) Operations & Maintenance	(30) Debt Service	(40) Transportation	(50) Municipal Retirement/ Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety
57	Special Education Transportation Fees from Other Sources (In State)	1443									
58	Special Education Transportation Fees from Other Sources (Out of State)	1444									
59	Adult Transportation Fees from Pupils or Parents (In State)	1451									
60	Adult Transportation Fees from Other Districts (In State)	1452									
61	Adult Transportation Fees from Other Sources (In State)	1453									
62	Adult Transportation Fees from Other Sources (Out of State)	1454									
63	Total Transportation Fees					40,000					
64	EARNINGS ON INVESTMENTS	1500									
65	Interest on Investments	1510	59,800	6,100	1,800	6,100	2,100	6,100	1,900		
66	Gain or Loss on Sale of Investments	1520									
67	Total Earnings on Investments		59,800	6,100	1,800	6,100	2,100	6,100	1,900	0	0
68	FOOD SERVICE	1600									
69	Sales to Pupils - Lunch	1611	60,000								
70	Sales to Pupils - Breakfast	1612									
71	Sales to Pupils - A la Carte	1613	51,500								
72	Sales to Pupils - Other (Describe & Itemize)	1614									
73	Sales to Adults	1620	1,200								
74	Other Food Service (Describe & Itemize)	1690									
75	Total Food Service		112,700								
76	DISTRICT/SCHOOL ACTIVITY INCOME	1700									
77	Admissions - Athletic	1711	3,000								
78	Admissions - Other	1719	1,000								
79	Fees	1720	49,700								
80	Book Store Sales	1730									
81	Other District/School Activity Revenue (Describe & Itemize)	1790									
82	Student Activity Fund Revenues	1799	250,000								
83	Total District/School Activity Income (without Student Activity Funds 1799)		53,700	0							
84	Total District/School Activity Income (with Student Activity Funds 1799)		303,700								
85	TEXTBOOK INCOME	1800									
86	Rentals - Regular Textbooks	1811									
87	Rentals - Summer School Textbooks	1812									
88	Rentals - Adult/Continuing Education Textbooks	1813									
89	Rentals - Other (Describe)	1819									
90	Sales - Regular Textbooks	1821									
91	Sales - Summer School Textbooks	1822									
92	Sales - Adult/Continuing Education Textbooks	1823									
93	Sales - Other (Describe & Itemize)	1829									
94	Other (Describe & Itemize)	1890									
95	Total Textbooks		0								
96	OTHER REVENUE FROM LOCAL SOURCES	1900									
97	Rentals	1910		148,000							
98	Contributions and Donations from Private Sources	1920	500								
99	Impact Fees from Municipal or County Governments	1930									
100	Services Provided Other Districts	1940									
101	Refund of Prior Years' Expenditures	1950	70,000	10,900							
102	Payments of Surplus Moneys from TIF Districts	1960									
103	Drivers' Education Fees	1970	15,000								
104	Proceeds from Vendors' Contracts	1980									
105	School Facility Occupation Tax Proceeds	1983									
106	Payment from Other Districts	1991	10,000								
107	Sale of Vocational Projects	1992									
108	Other Local Fees (Describe & Itemize)	1993									
109	Other Local Revenues (Describe & Itemize)	1999									
110	Total Other Revenue from Local Sources		95,500	158,900	0	0	0	0	0	0	0

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Acct #	(10) Educational	(20) Operations & Maintenance	(30) Debt Service	(40) Transportation	(50) Municipal Retirement/ Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety
111	Total Receipts/Revenues from Local Sources (without Student Activity Funds 1799)	1000	24,849,000	4,053,700	1,208,700	1,043,000	958,600	6,100	6,300	4,400	0
112	Total Receipts/Revenues from Local Sources (with Student Activity Funds 1799)		25,099,000								
FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT (2000)											
113	Flow-Through Revenue from State Sources	2100									
115	Flow-Through Revenue from Federal Sources	2200									
116	Other Flow-Through Revenue (Describe & Itemize)	2300									
117	Total Flow-Through Receipts/Revenues From One District to Another District	2000	0	0		0	0				
RECEIPTS/REVENUES FROM STATE SOURCES (3000)											
UNRESTRICTED GRANTS-IN-AID (3001-3099)											
119	Evidence Based Funding Formula (Section 18-8.15)	3001	1,254,018								
121	Reorganization Incentives (Accounts 3005-3021)	3005									
122	Fast Growth District Grants	3030									
123	Other Unrestricted Grants-In-Aid From State Sources (Describe & Itemize)	3099									
124	Total Unrestricted Grants-In-Aid		1,254,018	0	0	0	0	0		0	0
RESTRICTED GRANTS-IN-AID (3100-3900)											
SPECIAL EDUCATION											
127	Special Education - Private Facility Tuition	3100	139,000								
128	Special Education - Funding for Children Requiring Sp Ed Services	3105									
129	Special Education - Personnel	3110									
130	Special Education - Orphanage - Individual	3120	53,000			22,000					
131	Special Education - Orphanage - Summer Individual	3130	4,950			550					
132	Special Education - Summer School	3145									
133	Special Education - Other (Describe & Itemize)	3199									
134	Total Special Education		196,950	0		22,550					
CAREER AND TECHNICAL EDUCATION (CTE)											
136	CTE - Technical Education - Tech Prep	3200									
137	CTE - Secondary Program Improvement (CTEI)	3220	6,843								
138	CTE - WECEP	3225									
139	CTE - Agriculture Education	3235									
140	CTE - Instructor Practicum	3240									
141	CTE - Student Organizations	3270									
142	CTE - Other (Describe & Itemize)	3299									
143	Total Career and Technical Education		6,843	0			0				
BILINGUAL EDUCATION											
145	Bilingual Education - Downstate - TPI and TBE	3305									
146	Bilingual Education - Downstate - Transitional Bilingual Education	3310									
147	Total Bilingual Education		0				0				
148	State Free Lunch & Breakfast	3360	1,700								
149	School Breakfast Initiative	3365									
150	Driver Education	3370	19,000								
151	Adult Education (from ICCB)	3410									
152	Adult Education - Other (Describe & Itemize)	3499									
TRANSPORTATION											
154	Transportation - Regular and Vocational	3500				182,000					
155	Transportation - Special Education	3510				398,000					
156	Transportation - Other (Describe & Itemize)	3599									
157	Total Transportation		0	0		580,000	0				
158	Learning Improvement - Change Grants	3610									

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Acct #	(10) Educational	(20) Operations & Maintenance	(30) Debt Service	(40) Transportation	(50) Municipal Retirement/ Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety
159	Scientific Literacy	3660									
160	Truant Alternative/Optional Education	3695									
161	Early Childhood - Block Grant	3705									
162	Chicago General Education Block Grant	3766									
163	Chicago Educational Services Block Grant	3767									
164	School Safety & Educational Improvement Block Grant	3775									
165	Technology - Technology for Success	3780									
166	State Charter Schools	3815									
167	Extended Learning Opportunities - Summer Bridges	3825									
168	Infrastructure Improvements - Planning/Construction	3920									
169	School Infrastructure - Maintenance Projects	3925									
170	Other Restricted Revenue from State Sources (Describe & Itemize)	3999	1,035								
171	Total Restricted Grants-In-Aid		225,528	0	0	602,550	0	0	0	0	0
172	Total Receipts/Revenues from State Sources	3000	1,479,546	0	0	602,550	0	0	0	0	0
173	RECEIPTS/REVENUES FROM FEDERAL SOURCES (4000)										
174	UNRESTRICTED GRANTS-IN-AID RECEIVED DIRECTLY FROM FEDERAL GOVT. (4001-4009)										
175	Federal Impact Aid	4001									
176	Other Unrestricted Grants-In-Aid Received Directly from the Federal Govt. (Describe & Itemize)	4009									
177	Total Unrestricted Grants-In-Aid Received Directly from Fed Govt		0	0	0	0	0	0	0	0	0
178	RESTRICTED GRANTS-IN-AID RECEIVED DIRECTLY FROM FEDERAL GOVT (4045-4090)										
179	Head Start	4045									
180	Construction (Impact Aid)	4050									
181	MAGNET	4060									
182	Other Restricted Grants-In-Aid Received Directly from Federal Govt. (Describe & Itemize)	4090									
183	Total Restricted Grants-In-Aid Received Directly from Federal Govt.		0	0		0	0	0			0
184	RESTRICTED GRANTS-IN-AID RECEIVED FROM FEDERAL GOVT. THRU THE STATE (4100-4999)										
185	TITLE V										
186	Title V - Flexibility and Accountability	4100									
187	Title V - SEA Projects	4105									
188	Title V - Rural Education Initiative (REI)	4107									
189	Title V - Other (Describe & Itemize)	4199									
190	Total Title V		0	0		0	0				
191	FOOD SERVICE										
192	Breakfast Start-Up Expansion	4200									
193	National School Lunch Program	4210	75,000								
194	Special Milk Program	4215									
195	School Breakfast Program	4220									
196	Summer Food Service Admin/Program	4225	25,000								
197	Child and Adult Care Food Program	4226									
198	Fresh Fruit and Vegetables	4240									
199	Food Service - Other (Describe & Itemize)	4299									
200	Total Food Service		100,000				0				
201	TITLE I										
202	Title I - Low Income	4300	200,000								
203	Title I - Low Income - Neglected, Private	4305									
204	Title I - Migrant Education	4340									
205	Title I - Other (Describe & Itemize)	4399									
206	Total Title I		200,000	0		0	0				

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Acct #	(10) Educational	(20) Operations & Maintenance	(30) Debt Service	(40) Transportation	(50) Municipal Retirement/ Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety
207	TITLE IV										
208	Title IV - Student Support & Academic Enrichment Grant	4400	14,500								
209	Title IV - 21st Century	4421									
210	Title IV - Other (Describe & Itemize)	4499									
211	Total Title IV		14,500	0		0	0				
212	FEDERAL - SPECIAL EDUCATION										
213	Federal Special Education - Preschool Flow-Through	4600	15,900								
214	Federal Special Education - Preschool Discretionary	4605									
215	Federal Special Education - IDEA Flow Through	4620	599,000								
216	Federal Special Education - IDEA Room & Board	4625									
217	Federal Special Education - IDEA Discretionary	4630									
218	Federal Special Education - IDEA - Other (Describe & Itemize)	4699									
219	Total Federal Special Education		614,900	0		0	0				
220	CTE - PERKINS										
221	CTE - Perkins-Title IIIIE Tech Prep	4770	5,780								
222	CTE - Other (Describe & Itemize)	4799									
223	Total CTE - Perkins		5,780	0			0				
224	Federal - Adult Education	4810									
225	ARRA - General State Aid - Education Stabilization	4850									
226	ARRA - Title I - Low Income	4851									
227	ARRA - Title I - Neglected, Private	4852									
228	ARRA - Title I - Delinquent, Private	4853									
229	ARRA - Title I - School Improvement (Part A)	4854									
230	ARRA - Title I - School Improvement (Section 1003g)	4855									
231	ARRA - IDEA - Part B - Preschool	4856									
232	ARRA - IDEA - Part B - Flow-Through	4857									
233	ARRA - Title IID - Technology - Formula	4860									
234	ARRA - Title IID - Technology - Competitive	4861									
235	ARRA - McKinney - Vento Homeless Education	4862									
236	ARRA - Child Nutrition Equipment Assistance	4863									
237	Impact Aid Formula Grants	4864									
238	Impact Aid Competitive Grants	4865									
239	Qualified Zone Academy Bond Tax Credits	4866									
240	Qualified School Construction Bond Credits	4867									
241	Build America Bond Tax Credits	4868									
242	Build America Bond Interest Reimbursement	4869									
243	ARRA - General State Aid - Other Government Services Stabilization	4870									
244	Other ARRA Funds - II	4871									
245	Other ARRA Funds - III	4872									
246	Other ARRA Funds - IV	4873									
247	Other ARRA Funds - V	4874									
248	ARRA - Early Childhood	4875									
249	Other ARRA Funds - VII	4876									
250	Other ARRA Funds - VIII	4877									
251	Other ARRA Funds - IX	4878									
252	Other ARRA Funds - X	4879									
253	Other ARRA Funds - Ed Job Fund Program	4880									
254	Total Stimulus Programs		0	0	0	0	0	0		0	0
255	Race to the Top Program	4901									
256	Race to the Top - Preschool Expansion Grant	4902									
257	Title III - Instruction for English Learners & Immigrant Students	4905									
258	Title III - English Language Acquisition	4909									
259	McKinney Education for Homeless Children	4920	7,000								
260	Title II - Eisenhower - Professional Development Formula	4930									

ESTIMATED RECEIPTS/REVENUES

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Acct #	(10) Educational	(20) Operations & Maintenance	(30) Debt Service	(40) Transportation	(50) Municipal Retirement/ Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety
261	Title II - Teacher Quality	4932	50,000								
262	Federal Charter Schools	4960									
263	State Assessment Grants	4981									
264	Grant for State Assessments and Related Activities	4982									
265	Medicaid Matching Funds - Administrative Outreach	4991	31,000								
266	Medicaid Matching Funds - Fee-For-Service Program	4992	84,000								
267	Other Restricted Grants Received from Federal Government through State (Describe & Itemize)	4999	141,218	600							
268	Total Restricted Grants-In-Aid Received from Federal Govt. Thru the State		1,248,398	600	0	0	0	0		0	0
269	TOTAL RECEIPTS/REVENUES FROM FEDERAL SOURCES	4000	1,248,398	600	0	0	0	0	0	0	0
270	TOTAL DIRECT RECEIPTS/REVENUES (without Student Activity Funds 1799)		27,576,944	4,054,300	1,208,700	1,645,550	958,600	6,100	6,300	4,400	0
271	TOTAL DIRECT RECEIPTS/REVENUES (with Student Activity Funds 1799)		27,826,944								

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
3	10 - EDUCATIONAL FUND (ED)										
4	INSTRUCTION (ED)	1000									
5	Regular Programs	1100	8,330,100	2,458,800	225,366	618,630		20,300	95,500		11,748,696
6	Tuition Payment to Charter Schools	1115									0
7	Pre-K Programs	1125	165,000	57,330	1,900	16,000					240,230
8	Special Education Programs (Functions 1200 - 1220)	1200	2,004,672	760,240	46,000	33,000			7,200		2,851,112
9	Special Education Programs Pre-K	1225	67,106	24,620		700					92,426
10	Remedial and Supplemental Programs K-12	1250	334,240	121,210	35,600	87,050					578,100
11	Remedial and Supplemental Programs Pre-K	1275									0
12	Adult/Continuing Education Programs	1300									0
13	CTE Programs	1400	251,800	76,110	2,600	26,398			2,795		359,703
14	Interscholastic Programs	1500	552,800	55,580	124,550	73,900	6,500	29,500	7,000		849,830
15	Summer School Programs	1600	27,000	3,100		1,500					31,600
16	Gifted Programs	1650	32,200	3,670		1,000					36,870
17	Driver's Education Programs	1700	85,500	25,320	2,275	4,500		125			117,720
18	Bilingual Programs	1800	241,400	88,200	6,900	1,500			1,600		339,600
19	Truant Alternative & Optional Programs	1900	86,800	7,530	8,000						102,330
20	Pre-K Programs - Private Tuition	1910									0
21	Regular K-12 Programs Private Tuition	1911									0
22	Special Education Programs K-12 Private Tuition	1912						1,000,000			1,000,000
23	Special Education Programs Pre-K Tuition	1913									0
24	Remedial/Supplemental Programs K-12 Private Tuition	1914									0
25	Remedial/Supplemental Programs Pre-K Private Tuition	1915									0
26	Adult/Continuing Education Programs Private Tuition	1916									0
27	CTE Programs Private Tuition	1917									0
28	Interscholastic Programs Private Tuition	1918									0
29	Summer School Programs Private Tuition	1919									0
30	Gifted Programs Private Tuition	1920									0
31	Bilingual Programs Private Tuition	1921									0
32	Truants Alternative/Opt Ed Programs Private Tuition	1922						4,000			4,000
33	Student Activity Fund Expenditures	1999						255,000			255,000
34	Total Instruction¹⁴ (Without Student Activity Funds 1999)	1000	12,178,618	3,681,710	453,191	864,178	6,500	1,053,925	114,095	0	18,352,217
35	Total Instruction¹⁴ (With Student Activity Funds 1999)	1000	12,178,618	3,681,710	453,191	864,178	6,500	1,308,925	114,095	0	18,607,217
36	SUPPORT SERVICES (ED)	2000									
37	Support Services - Pupil	2100									
38	Attendance & Social Work Services	2110	376,500	116,170	4,600	3,600			1,600		502,470
39	Guidance Services	2120	257,800	55,650	5,650	3,000		500			322,600
40	Health Services	2130	238,300	48,610	100,450	11,500			5,000		403,860
41	Psychological Services	2140	342,400	80,780	5,500	4,550			1,600		434,830
42	Speech Pathology & Audiology Services	2150	258,300	82,570	8,500	1,150			2,400		352,920
43	Other Support Services - Pupils (Describe & Itemize)	2190	137,600	32,400	2,750	3,800					176,550
44	Total Support Services - Pupil	2100	1,610,900	416,180	127,450	27,600	0	500	10,600	0	2,193,230
45	Support Services - Instructional Staff	2200									
46	Improvement of Instruction Services	2210	328,200	99,580	126,272	19,300					573,352
47	Educational Media Services	2220	282,300	84,060	51,100	66,235		465	2,800		486,960
48	Assessment & Testing	2230			22,000	5,500					27,500
49	Total Support Services - Instructional Staff	2200	610,500	183,640	199,372	91,035	0	465	2,800	0	1,087,812
50	Support Services - General Administration	2300									
51	Board of Education Services	2310	35,400	7,580	49,200	5,500		12,000	1,000		110,680
52	Executive Administration Services	2320	254,200	66,620	3,500	5,500		2,000	2,000		333,820
53	Special Area Administration Services	2330	202,900	49,960	5,300	2,000		750			260,910
54	Tort Immunity Services	2360 - 2370			281,000						281,000
55	Total Support Services - General Administration	2300	492,500	124,160	339,000	13,000	0	14,750	3,000	0	986,410
56	Support Services - School Administration	2400									
57	Office of the Principal Services	2410	1,516,000	603,260	48,700	24,500		4,800	23,800		2,221,060
58	Other Support Services - School Administration (Describe & Itemize)	2490									0

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
59	Total Support Services - School Administration	2400	1,516,000	603,260	48,700	24,500	0	4,800	23,800	0	2,221,060
60	Support Services - Business	2500									
61	Direction of Business Support Services	2510	118,900	22,370	2,100	1,000		600			144,970
62	Fiscal Services	2520	168,200	58,030	32,800	9,500		500	1,000		270,030
63	Operation & Maintenance of Plant Services	2540									0
64	Pupil Transportation Services	2550									0
65	Food Services	2560			202,500	6,000			5,000		213,500
66	Internal Services	2570									0
67	Total Support Services - Business	2500	287,100	80,400	237,400	16,500	0	1,100	6,000	0	628,500
68	Support Services - Central	2600									
69	Direction of Central Support Services	2610									0
70	Planning, Research, Development & Evaluation Services	2620									0
71	Information Services	2630	90,300	860	49,400	1,250		320			142,130
72	Staff Services	2640	142,100	46,850	24,200	2,500		1,000			216,650
73	Data Processing Services	2660	267,300	81,280	355,500	30,500	20,000		800		755,380
74	Total Support Services - Central	2600	499,700	128,990	429,100	34,250	20,000	1,320	800	0	1,114,160
75	Other Support Services (Describe & Itemize)	2900									0
76	Total Support Services	2000	5,016,700	1,536,630	1,381,022	206,885	20,000	22,935	47,000	0	8,231,172
77	COMMUNITY SERVICES (ED)	3000	36,575	8,607	32,850	44,580					122,612
78	PAYMENTS TO OTHER DIST & GOVT UNITS (ED)	4000									
79	Payments to Other Dist & Govt Units (In-State)	4100									
80	Payments for Regular Programs	4110									0
81	Payments for Special Education Programs	4120			243,316						243,316
82	Payments for Adult/Continuing Education Programs	4130									0
83	Payments for CTE Programs	4140			3,000			2,300			5,300
84	Payments for Community College Programs	4170									0
85	Other Payments to In-State Govt Units (Describe & Itemize)	4190									0
86	Total Payments to Other Dist & Govt Units (In-State)	4100			246,316			2,300			248,616
87	Payments for Regular Programs - Tuition	4210						13,000			13,000
88	Payments for Special Education Programs - Tuition	4220						1,283,500			1,283,500
89	Payments for Adult/Continuing Education Programs - Tuition	4230									0
90	Payments for CTE Programs - Tuition	4240						90,000			90,000
91	Payments for Community College Programs - Tuition	4270									0
92	Payments for Other Programs - Tuition	4280									0
93	Other Payments to In-State Govt Units (Describe & Itemize)	4290									0
94	Total Payments to Other Dist & Govt Units - Tuition (In State)	4200						1,386,500			1,386,500
95	Payments for Regular Programs - Transfers	4310									0
96	Payments for Special Education Programs - Transfers	4320									0
97	Payments for Adult/Continuing Ed Programs - Transfers	4330									0
98	Payments for CTE Programs - Transfers	4340									0
99	Payments for Community College Program - Transfers	4370									0
100	Payments for Other Programs - Transfers	4380									0
101	Other Payments to In-State Govt Units - Transfers (Describe & Itemize)	4390									0
102	Total Payments to Other Dist & Govt Units-Transfers (In State)	4300			0			0			0
103	Payments to Other Dist & Govt Units (Out of State)	4400									0
104	Total Payments to Other Dist & Govt Units	4000			246,316			1,388,800			1,635,116
105	DEBT SERVICE (ED)	5000									
106	Debt Service - Interest on Short-Term Debt	5100									
107	Tax Anticipation Warrants	5110									0
108	Tax Anticipation Notes	5120									0
109	Corporate Personal Property Repl Tax Anticipated Notes	5130									0
110	State Aid Anticipation Certificates	5140									0
111	Other Interest on Short-Term Debt (Describe & Itemize)	5150									0
112	Total Debt Service - Interest on Short-Term Debt	5100						0			0
113	Debt Service - Interest on Long-Term Debt	5200									0
114	Total Debt Service	5000						0			0
115	PROVISION FOR CONTINGENCIES (ED)	6000									0

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Func #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
116	Total Direct Disbursements/Expenditures (without Student Activity Funds (1999))		17,231,893	5,226,947	2,113,379	1,115,643	26,500	2,465,660	161,095	0	28,341,117
117	Total Direct Disbursements/Expenditures (with Student Activity Funds (1999))		17,231,893	5,226,947	2,113,379	1,115,643	26,500	2,720,660	161,095	0	28,596,117
118	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures (Without Student Activity Funds 1999)										(764,173)
119	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures (With Student Activity Funds 1999)										(769,173)
121	20 - OPERATIONS AND MAINTENANCE FUND (O&M)										
122	SUPPORT SERVICES (O&M)	2000									
123	Support Services - Pupil	2100									
124	Other Support Services - Pupils (Describe & Itemize)	2190									0
125	Support Services - Business	2500									
126	Direction of Business Support Services	2510									0
127	Facilities Acquisition & Construction Services	2530					75,000				75,000
128	Operation & Maintenance of Plant Services	2540	1,277,900	310,920	608,500	803,000	55,000		90,000		3,145,320
129	Pupil Transportation Services	2550									0
130	Food Services	2560									0
131	Total Support Services - Business	2500	1,277,900	310,920	608,500	803,000	130,000	0	90,000	0	3,220,320
132	Other Support Services (Describe & Itemize)	2900									0
133	Total Support Services	2000	1,277,900	310,920	608,500	803,000	130,000	0	90,000	0	3,220,320
134	COMMUNITY SERVICES (O&M)	3000									0
135	PAYMENTS TO OTHER DIST & GOVT UNITS (O&M)	4000									
136	Payments to Other Dist & Govt Units (In-State)	4100									
137	Payments for Regular Programs	4110									0
138	Payments for Special Education Programs	4120									0
139	Payments for CTE Program	4140									0
140	Other Payments to In-State Govt Units (Describe & Itemize)	4190									0
141	Total Payments to Other Dist & Govt Units (In-State)	4100									0
142	Payments to Other Dist & Govt Units (Out of State) ¹⁴	4400									0
143	Total Payments to Other Dist & Govt Unit	4000									0
144	DEBT SERVICE (O&M)	5000									
145	Debt Service - Interest on Short-Term Debt	5100									
146	Tax Anticipation Warrants	5110									0
147	Tax Anticipation Notes	5120									0
148	Corporate Personal Prop Repl Tax Anticipated Notes	5130									0
149	State Aid Anticipation Certificates	5140									0
150	Other Interest on Short-Term Debt (Describe & Itemize)	5150									0
151	Total Debt Service - Interest on Short-Term Debt	5100									0
152	Debt Service - Interest on Long-Term Debt	5200									0
153	Total Debt Service	5000									0
154	PROVISION FOR CONTINGENCIES (O&M)	6000									0
155	Total Direct Disbursements/Expenditures		1,277,900	310,920	608,500	803,000	130,000	0	90,000	0	3,220,320
156	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										833,980
157											
158	30 - DEBT SERVICE FUND (DS)										
159	PAYMENTS TO OTHER DIST & GOVT UNITS (DS)	4000									
160	Payments to Other Dist & Govt Units (In-State)	4100									
161	Payments for Regular Programs	4110									0
162	Payments for Special Education Programs	4120									0
163	Other Payments to In-State Govt Units (Describe & Itemize)	4190									0
164	Total Payments to Other Dist & Govt Units (In-State)	4000									0
165	DEBT SERVICE (DS)	5000									
166	Debt Service - Interest on Short-Term Debt	5100									
167	Tax Anticipation Warrants	5110									0

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
168	Tax Anticipation Notes	5120									0
169	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
170	State Aid Anticipation Certificates	5140									0
171	Other Interest on Short-Term Debt (Describe & Itemize)	5150									0
172	Total Debt Service - Interest On Short-Term Debt	5100						0			0
173	Debt Service - Interest on Long-Term Debt	5200						543,500			543,500
174	Debt Service - Payments of Principal on Long-Term Debt ¹⁵ (Lease/Purchase Principal Retired)	5300						930,000			930,000
175	Debt Service Other (Describe & Itemize)	5400						1,000			1,000
176	Total Debt Service	5000			0			1,474,500			1,474,500
177	PROVISION FOR CONTINGENCIES (DS)	6000									0
178	Total Direct Disbursements/Expenditures				0			1,474,500			1,474,500
179	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(265,800)
180											
181	40 - TRANSPORTATION FUND (TR)										
182	SUPPORT SERVICES (TR)	2000									
183	Support Services - Pupils	2100									
184	Other Support Services - Pupils (Describe & Itemize)	2190									0
185	Support Services - Business										
186	Pupil Transportation Services	2550	43,300	1,530	1,837,000	2,000	100,000				1,983,830
187	Other Support Services (Describe & Itemize)	2900									0
188	Total Support Services	2000	43,300	1,530	1,837,000	2,000	100,000	0	0	0	1,983,830
189	COMMUNITY SERVICES (TR)	3000			159,000						159,000
190	PAYMENTS TO OTHER DIST & GOVT UNITS (TR)	4000									
191	Payments to Other Dist & Govt Units (In-State)	4100									
192	Payments for Regular Program	4110									0
193	Payments for Special Education Programs	4120									0
194	Payments for Adult/Continuing Education Programs	4130									0
195	Payments for CTE Programs	4140									0
196	Payments for Community College Programs	4170									0
197	Other Payments to In-State Govt Units (Describe & Itemize)	4190									0
198	Total Payments to Other Dist & Govt Units (In-State)	4100			0			0			0
199	Payments to Other Dist & Govt Units (Out-of-State) (Describe & Itemize)	4400									0
200	Total Payments to Other Dist & Govt Units	4000			0			0			0
201	DEBT SERVICE (TR)	5000									
202	Debt Service - Interest on Short-Term Debt	5100									
203	Tax Anticipation Warrants	5110									0
204	Tax Anticipation Notes	5120									0
205	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
206	State Aid Anticipation Certificates	5140									0
207	Other Interest on Short-Term Debt (Describe and Itemize)	5150									0
208	Total Debt Service - Interest On Short-Term Debt	5100						0			0
209	Debt Service - Interest on Long-Term Debt	5200									0
210	Debt Service - Payments of Principal on Long-Term Debt ¹⁵ (Lease/Purchase Principal Retired)	5300									0
211	Debt Service - Other (Describe and Itemize)	5400									0
212	Total Debt Service	5000						0			0
213	PROVISION FOR CONTINGENCIES (TR)	6000									0
214	Total Direct Disbursements/Expenditures		43,300	1,530	1,996,000	2,000	100,000	0	0	0	2,142,830
215	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(497,280)
216											
217	50 - MUNICIPAL RETIREMENT/SOC SEC FUND (MR/SS)										
218	INSTRUCTION (MR/SS)	1000									

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Func #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
219	Regular Program	1100		142,810							142,810
220	Pre-K Programs	1125		10,050							10,050
221	Special Education Programs (Functions 1200-1220)	1200		170,760							170,760
222	Special Education Programs Pre-K	1225		3,410							3,410
223	Remedial and Supplemental Programs K-12	1250		20,770							20,770
224	Remedial and Supplemental Programs Pre-K	1275									0
225	Adult/Continuing Education Programs	1300									0
226	CTE Programs	1400		3,670							3,670
227	Interscholastic Programs	1500		33,200							33,200
228	Summer School Programs	1600		400							400
229	Gifted Programs	1650		470							470
230	Driver's Education Programs	1700		1,250							1,250
231	Bilingual Programs	1800		3,550							3,550
232	Truant Alternative & Optional Programs	1900		960							960
233	Total Instruction	1000		391,300							391,300
234	SUPPORT SERVICES (MR/SS)	2000									
235	Support Services - Pupil	2100									
236	Attendance & Social Work Services	2110		5,330							5,330
237	Guidance Services	2120		15,960							15,960
238	Health Services	2130		7,340							7,340
239	Psychological Services	2140		4,980							4,980
240	Speech Pathology & Audiology Services	2150		3,770							3,770
241	Other Support Services - Pupils (Describe & Itemize)	2190		5,170							5,170
242	Total Support Services - Pupil	2100		42,550							42,550
243	Support Services - Instructional Staff	2200									
244	Improvement of Instruction Services	2210		4,820							4,820
245	Educational Media Services	2220		15,760							15,760
246	Assessment & Testing	2230									0
247	Total Support Services - Instructional Staff	2200		20,580							20,580
248	Support Services - General Administration	2300									
249	Board of Education Services	2310		7,740							7,740
250	Executive Administration Services	2320		11,410							11,410
251	Special Area Administrative Services	2330		12,070							12,070
252	Claims Paid from Self Insurance Fund	2361									0
253	Workers' Compensation or Workers' Occupation Disease Acts Payments	2362									0
254	Unemployment Insurance Payments	2363									0
255	Insurance Payments (regular or self-insurance)	2364									0
256	Risk Management and Claims Services Payments	2365									0
257	Judgment and Settlements	2366									0
258	Educatl, InspecI, Supervisory Serv. Related to Loss Prevention or Reduction	2367									0
259	Reciprocal Insurance Payments	2368									0
260	Legal Service	2369									0
261	Total Support Services - General Administration	2300		31,220							31,220
262	Support Services - School Administration	2400									
263	Office of the Principal Services	2410		72,450							72,450
264	Other Support Services - School Administration (Describe & Itemize)	2490									0
265	Total Support Services - School Administration	2400		72,450							72,450
266	Support Services - Business	2500									
267	Direction of Business Support Services	2510		25,630							25,630
268	Fiscal Services	2520		36,670							36,670
269	Facilities Acquisition & Construction Services	2530									0
270	Operation & Maintenance of Plant Service	2540		274,210							274,210
271	Pupil Transportation Services	2550		7,930							7,930
272	Food Services	2560									0
273	Internal Services	2570									0
274	Total Support Services - Business	2500		344,440							344,440
275	Support Services - Central	2600									

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Func #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
276	Direction of Central Support Services	2610									0
277	Planning, Research, Development & Evaluation Services	2620									0
278	Information Services	2630		18,190							18,190
279	Staff Services	2640		16,760							16,760
280	Data Processing Services	2660		47,830							47,830
281	Total Support Services - Central	2600		82,780							82,780
282	Other Support Services (Describe & Itemize)	2900									0
283	Total Support Services	2000		594,020							594,020
284	COMMUNITY SERVICES (MR/SS)	3000									0
285	PAYMENTS TO OTHER DIST & GOVT UNITS (MR/SS)	4000									0
286	Payments for Regular Programs	4110									0
287	Payments for Special Education Programs	4120									0
288	Payments for CTE Programs	4140									0
289	Total Payments to Other Dist & Govt Units	4000		0							0
290	DEBT SERVICE (MR/SS)	5000									0
291	Debt Service - Interest on Short-Term Debt	5100									0
292	Tax Anticipation Warrants	5110									0
293	Tax Anticipation Notes	5120									0
294	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
295	State Aid Anticipation Certificates	5140									0
296	Other (Describe & Itemize)	5150									0
297	Total Debt Service	5000						0			0
298	PROVISION FOR CONTINGENCIES (MR/SS)	6000									0
299	Total Direct Disbursements/Expenditures			985,320				0			985,320
300	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(26,720)
302	60 - CAPITAL PROJECTS (CP)										
303	SUPPORT SERVICES (CP)	2000									
304	Support Services - Business										
305	Facilities Acquisition & Construction Services	2530			24,000		515,000				539,000
306	Other Support Services (Describe & Itemize)	2900									0
307	Total Support Services	2000	0	0	24,000	0	515,000	0	0		539,000
308	PAYMENTS TO OTHER DIST & GOVT UNITS (CP)	4000									
309	Payments to Other Dist & Govt Units (In-State)	4100									
310	Payments to Regular Programs	4110									0
311	Payment for Special Education Programs	4120									0
312	Payment for CTE Programs	4140									0
313	Payments to Other Govt Units (In-State) (Describe & Itemize)	4190									0
314	Total Payments to Other Districts & Govt Units	4000			0			0			0
315	PROVISION FOR CONTINGENCIES (CP)	6000									0
316	Total Direct Disbursements/Expenditures		0	0	24,000	0	515,000	0	0		539,000
317	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(532,900)
319	70 WORKING CASH FUND (WC)										
321	80 - TORT FUND (TF)										
322	INSTRUCTION (TF)	1000									
323	Regular Programs	1100									0
324	Tuition Payment to Charter Schools	1115									0
325	Pre-K Programs	1125									0
326	Special Education Programs (Functions 1200 - 1220)	1200									0
327	Special Education Programs Pre-K	1225									0
328	Remedial and Supplemental Programs K-12	1250									0
329	Remedial and Supplemental Programs Pre-K	1275									0
330	Adult/Continuing Education Programs	1300									0
331	CTE Programs	1400									0

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
332	Interscholastic Programs	1500									0
333	Summer School Programs	1600									0
334	Gifted Programs	1650									0
335	Driver's Education Programs	1700									0
336	Bilingual Programs	1800									0
337	Truant Alternative & Optional Programs	1900									0
338	Pre-K Programs - Private Tuition	1910									0
339	Regular K-12 Programs Private Tuition	1911									0
340	Special Education Programs K-12 Private Tuition	1912									0
341	Special Education Programs Pre-K Tuition	1913									0
342	Remedial/Supplemental Programs K-12 Private Tuition	1914									0
343	Remedial/Supplemental Programs Pre-K Private Tuition	1915									0
344	Adult/Continuing Education Programs Private Tuition	1916									0
345	CTE Programs Private Tuition	1917									0
346	Interscholastic Programs Private Tuition	1918									0
347	Summer School Programs Private Tuition	1919									0
348	Gifted Programs Private Tuition	1920									0
349	Bilingual Programs Private Tuition	1921									0
350	Truants Alternative/Opt Ed Programs Private Tuition	1922									0
351	Total Instruction¹⁴	1000	0	0	0	0	0	0	0	0	0
352	SUPPORT SERVICES (TF)	2000									
353	Support Services - Pupil	2100									
354	Attendance & Social Work Services	2110									0
355	Guidance Services	2120									0
356	Health Services	2130									0
357	Psychological Services	2140									0
358	Speech Pathology & Audiology Services	2150									0
359	Other Support Services - Pupils (Describe & Itemize)	2190									0
360	Total Support Services - Pupil	2100	0	0	0	0	0	0	0	0	0
361	Support Services - Instructional Staff	2200									
362	Improvement of Instruction Services	2210									0
363	Educational Media Services	2220									0
364	Assessment & Testing	2230									0
365	Total Support Services - Instructional Staff	2200	0	0	0	0	0	0	0	0	0
366	Support Services - General Administration	2300									
367	Board of Education Services	2310									0
368	Executive Administration Services	2320									0
369	Special Area Administration Services	2330									0
370	Claims Paid from Self Insurance Fund	2361									0
371	Risk Management and Claims Services Payments	2365			4,400						4,400
372	Total Support Services - General Administration	2300	0	0	4,400	0	0	0	0	0	4,400
373	Support Services - School Administration	2400									
374	Office of the Principal Services	2410									0
375	Other Support Services - School Administration (Describe & Itemize)	2490									0
376	Total Support Services - School Administration	2400	0	0	0	0	0	0	0	0	0
377	Support Services - Business	2500									
378	Direction of Business Support Services	2510									0
379	Fiscal Services	2520									0
380	Operation & Maintenance of Plant Services	2540									0
381	Pupil Transportation Services	2550									0
382	Food Services	2560									0
383	Internal Services	2570									0
384	Total Support Services - Business	2500	0	0	0	0	0	0	0	0	0
385	Support Services - Central	2600									
386	Direction of Central Support Services	2610									0
387	Planning, Research, Development & Evaluation Services	2620									0

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Func #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
388	Information Services	2630									0
389	Staff Services	2640									0
390	Data Processing Services	2660									0
391	Total Support Services - Central	2600	0	0	0	0	0	0	0	0	0
392	Other Support Services (Describe & Itemize)	2900									0
393	Total Support Services	2000	0	0	4,400	0	0	0	0	0	4,400
394	COMMUNITY SERVICES (TF)	3000									0
395	PAYMENTS TO OTHER DIST & GOVT UNITS (TF)	4000									
396	Payments to Other Dist & Govt Units (In-State)	4100									
397	Payments for Regular Programs	4110									0
398	Payments for Special Education Programs	4120									0
399	Payments for Adult/Continuing Education Programs	4130									0
400	Payments for CTE Programs	4140									0
401	Payments for Community College Programs	4170									0
402	Other Payments to In-State Govt Units (Describe & Itemize)	4190									0
403	Total Payments to Other Dist & Govt Units (In-State)	4100			0			0			0
404	Payments for Regular Programs - Tuition	4210									0
405	Payments for Special Education Programs - Tuition	4220									0
406	Payments for Adult/Continuing Education Programs - Tuition	4230									0
407	Payments for CTE Programs - Tuition	4240									0
408	Payments for Community College Programs - Tuition	4270									0
409	Payments for Other Programs - Tuition	4280									0
410	Other Payments to In-State Govt Units (Describe & Itemize)	4290									0
411	Total Payments to Other Dist & Govt Units - Tuition (In State)	4200						0			0
412	Payments for Regular Programs - Transfers	4310									0
413	Payments for Special Education Programs - Transfers	4320									0
414	Payments for Adult/Continuing Ed Programs - Transfers	4330									0
415	Payments for CTE Programs - Transfers	4340									0
416	Payments for Community College Program - Transfers	4370									0
417	Payments for Other Programs - Transfers	4380									0
418	Other Payments to In-State Govt Units - Transfers (Describe & Itemize)	4390									0
419	Total Payments to Other Dist & Govt Units-Transfers (In State)	4300			0			0			0
420	Payments to Other Dist & Govt Units (Out of State)	4400									0
421	Total Payments to Other Dist & Govt Units	4000			0			0			0
422	DEBT SERVICE (TF)	5000									
423	Debt Service - Interest on Short-Term Debt										
424	Tax Anticipation Warrants	5110									0
425	Corporate Personal Property Replacement Tax Anticipation Notes	5130									0
426	Other Interest or Short-Term Debt (Describe & Itemize)	5150									0
427	Total Debt Service	5000						0			0
428	PROVISION FOR CONTINGENCIES (TF)	6000									0
429	Total Direct Disbursements/Expenditures		0	0	4,400	0	0	0	0	0	4,400
430	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										0
431											
432	90 - FIRE PREVENTION & SAFETY FUND (FP&S)										
433	SUPPORT SERVICES (FP&S)	2000									
434	Support Services - Business	2500									
435	Facilities Acquisition & Construction Services	2530									0
436	Operation & Maintenance of Plant Service	2540									0
437	Total Support Services - Business	2500	0	0	0	0	0	0	0		0
438	Other Support Services (Describe & Itemize)	2900									0
439	Total Support Services	2000	0	0	0	0	0	0	0		0
440	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (FP&S)	4000									
441	Payments to Regular Programs	4110									0
442	Payments to Special Education Programs	4120									0
443	Other Payments to In-State Govt Units (Describe & Itemize)	4190									0
444	Total Payments to Other Districts & Govt Units (FPS)	4000						0			0
445	DEBT SERVICE (FP&S)	5000									

ESTIMATED DISBURSEMENTS/EXPENDITURES

1	A	B	C	D	E	F	G	H	I	J	K
2	Description: Enter Whole Numbers Only	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
446	Debt Service - Interest on Short-Term Debt	5100									
447	Tax Anticipation Warrants	5110									0
448	Other Interest on Short-Term Debt <i>(Describe & Itemize)</i>	5150									0
449	Total Debt Service - Interest on Short-Term Debt	5100						0			0
450	Debt Service - Interest on Long-Term Debt	5200									0
451	Debt Service - Payments of Principal on Long-Term Debt ¹⁵ (Lease/Purchase Principal Retired)	5300									0
452	Total Debt Service	5000						0			0
453	PROVISIONS FOR CONTINGENCIES (FP&S)	6000									0
454	Total Direct Disbursements/Expenditures		0	0	0	0	0	0	0		0
455	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										0

This page is provided for detailed itemizations as requested within the body of the Report.

1. Page 9: Other Restricted Revenue from State Sources (10-3999) - State library grant = \$1035
2. Page 11: Other Restricted Grants (10-4999) - CARES Act = \$141,218
3. Page 11: Other Restricted Grants (20-4999) - CARES Act = \$600
4. Page 12: Other Support Services - Pupils (10-2190-100) - Intervention & Lunch/Playground Supervisor salaries = \$137,600
5. Page 12: Other Support Services - Pupils (10-2190-200) - Intervention & Lunch/Playground Supervisor benefits = \$32,400
6. Page 12: Other Support Services - Pupils (10-2190-300) - Services for Snowball & graduation = \$2,750
7. Page 12: Other Support Services - Pupils (10-2190-400) - Supplies for Snowball/Ambassadors = \$3,800
8. Page 15: Debt Service Other (30-5400-600) - Service charges = \$1,000
9. Page 16: Other Support Services - Pupils (50-2190-200) - Intervention & Lunch/Playground Supervisors = \$5,170

	A	B	C	D	E	F
1	DEFICIT BUDGET SUMMARY INFORMATION - Operating Funds Only (School Districts Only)					
2	Description	EDUCATIONAL FUND (10)	OPERATIONS & MAINTENANCE FUND (20)	TRANSPORTATION FUND (40)	WORKING CASH FUND (70)	TOTAL
3	Direct Revenues	27,576,944	4,054,300	1,645,550	6,300	33,283,094
4	Direct Expenditures	28,341,117	3,220,320	2,142,830		33,704,267
5	Difference	(764,173)	833,980	(497,280)	6,300	(421,173)
6	Estimated Fund Balance - June 30, 2021	10,639,751	564,809	1,505,885	809,193	13,519,638
7	Unbalanced budget, however, a deficit reduction plan is not required at this time.					
8	<p><i>A deficit reduction plan is required if the local board of education adopts (or amends) the 2020-21 school district budget in which the “operating funds” listed above result in direct revenues (line 9) being less than direct expenditures (line 19) by an amount equal to or greater than one-third (1/3) of the ending fund balance (line 81).</i></p>					
10	<p>Note: <i>The balance is determined using only the four funds listed above. That is, if the estimated ending fund balance is less than three times the deficit spending, the district must adopt and file with ISBE a deficit reduction plan to balance the shortfall within three years.</i></p>					
12	<p><i>The School Code, Section 17-1 (105 ILCS 5/17-1) - If the 2019-2020 Annual Financial Report (AFR) reflects a deficit as defined above (page 36), then the school district shall adopt and submit a deficit reduction plan (found here on page 20-24) to ISBE within 30 days after acceptance of the AFR.</i></p>					
13	<p><i>The deficit reduction plan, if required, is developed using ISBE guidelines and format.</i></p>					

ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division

	A	B	C	D	E	F	G
1	*School Districts Only		DEFICIT REDUCTION PLAN ESTIMATED BUDGET FY2020-2021				
2							
3	19-022-2020-26						
4	<i>District Number</i>						
5	Lisle Community Unit School District No. 202						
6	<i>District Name</i>		Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE <i>(must equal prior Ending Fund Balance)</i>		11,402,024	480,829	2,103,165	804,793	14,790,811
8	RECEIPTS/REVENUES	Acct #					
9	LOCAL SOURCES	1000	24,849,000	4,053,700	1,043,000	6,300	29,952,000
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0	0		0
11	STATE SOURCES	3000	1,479,546	0	602,550	0	2,082,096
12	FEDERAL SOURCES	4000	1,248,398	600	0	0	1,248,998
13	Total Receipts/Revenues		27,576,944	4,054,300	1,645,550	6,300	33,283,094
14	DISBURSEMENTS/EXPENDITURES	Funct #					
15	INSTRUCTION	1000	18,352,217				18,352,217
16	SUPPORT SERVICES	2000	8,231,172	3,220,320	1,983,830		13,435,322
17	COMMUNITY SERVICES	3000	122,612	0	159,000		281,612
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000	1,635,116	0	0		1,635,116
19	DEBT SERVICES	5000	0	0	0		0
20	PROVISION FOR CONTINGENCIES	6000	0	0	0		0
21	Total Disbursements/Expenditures		28,341,117	3,220,320	2,142,830		33,704,267
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		(764,173)	833,980	(497,280)	6,300	(421,173)
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)		1,900	0	0	0	1,900
25	OTHER USES OF FUNDS (8000)		0	750,000	100,000	1,900	851,900
26	TOTAL OTHER SOURCES/USES OF FUNDS		1,900	(750,000)	(100,000)	(1,900)	(850,000)
27	ESTIMATED ENDING FUND BALANCE		10,639,751	564,809	1,505,885	809,193	13,519,638

ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division

	A	B	H	I	J	K	L
1	*School Districts Only		ESTIMATED BUDGET FY2021-2022				
2							
3	19-022-2020-26						
4	<i>District Number</i>						
5	Lisle Community Unit School District No. 202						
6	<i>District Name</i>		Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		10,639,751	564,809	1,505,885	809,193	13,519,638
8	RECEIPTS/REVENUES	Acct #					
9	LOCAL SOURCES	1000					0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000					0
11	STATE SOURCES	3000					0
12	FEDERAL SOURCES	4000					0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct #					
15	INSTRUCTION	1000					0
16	SUPPORT SERVICES	2000					0
17	COMMUNITY SERVICES	3000					0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000					0
19	DEBT SERVICES	5000					0
20	PROVISION FOR CONTINGENCIES	6000					0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		10,639,751	564,809	1,505,885	809,193	13,519,638

**ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division**

	A	B	M	N	O	P	Q
1	*School Districts Only		ESTIMATED BUDGET FY2022-2023				
2							
3	19-022-2020-26						
4	<i>District Number</i>						
5	Lisle Community Unit School District No. 202						
6	<i>District Name</i>		Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		10,639,751	564,809	1,505,885	809,193	13,519,638
8	RECEIPTS/REVENUES	Acct #					
9	LOCAL SOURCES	1000					0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000					0
11	STATE SOURCES	3000					0
12	FEDERAL SOURCES	4000					0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct #					
15	INSTRUCTION	1000					0
16	SUPPORT SERVICES	2000					0
17	COMMUNITY SERVICES	3000					0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000					0
19	DEBT SERVICES	5000					0
20	PROVISION FOR CONTINGENCIES	6000					0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		10,639,751	564,809	1,505,885	809,193	13,519,638

**ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division**

	A	B	R	S	T	U	V
1	*School Districts Only		ESTIMATED BUDGET FY2023-2024				
2							
3	19-022-2020-26						
4	<i>District Number</i>						
5	Lisle Community Unit School District No. 202						
6	<i>District Name</i>		Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		10,639,751	564,809	1,505,885	809,193	13,519,638
8	RECEIPTS/REVENUES	Acct #					
9	LOCAL SOURCES	1000					0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000					0
11	STATE SOURCES	3000					0
12	FEDERAL SOURCES	4000					0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct #					
15	INSTRUCTION	1000					0
16	SUPPORT SERVICES	2000					0
17	COMMUNITY SERVICES	3000					0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000					0
19	DEBT SERVICES	5000					0
20	PROVISION FOR CONTINGENCIES	6000					0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		10,639,751	564,809	1,505,885	809,193	13,519,638

**ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division**

	A	B	W	X	Y	Z
1	*School Districts Only		SUMMARY BUDGET ADDENDUM - DEFICIT REDUCTION PLAN ESTIMATED BUDGET Date of Adoption: _____ (Enter as MM/DD/YY)			
2						
3	19-022-2020-26					
4	<i>District Number</i>					
5	Lisle Community Unit School District No. 202					
6	<i>District Name</i>		FY2020-2021	FY2021-2022	FY2022-2023	FY2023-2024
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		14,790,811	13,519,638	13,519,638	13,519,638
8	RECEIPTS/REVENUES	Acct #				
9	LOCAL SOURCES	1000	29,952,000	0	0	0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0	0	0
11	STATE SOURCES	3000	2,082,096	0	0	0
12	FEDERAL SOURCES	4000	1,248,998	0	0	0
13	Total Receipts/Revenues		33,283,094	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct #				
15	INSTRUCTION	1000	18,352,217	0	0	0
16	SUPPORT SERVICES	2000	13,435,322	0	0	0
17	COMMUNITY SERVICES	3000	281,612	0	0	0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000	1,635,116	0	0	0
19	DEBT SERVICES	5000	0	0	0	0
20	PROVISION FOR CONTINGENCIES	6000	0	0	0	0
21	Total Disbursements/Expenditures		33,704,267	0	0	0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		(421,173)	0	0	0
23	OTHER SOURCES/USES OF FUNDS					
24	OTHER SOURCES OF FUNDS (7000)		1,900	0	0	0
25	OTHER USES OF FUNDS (8000)		851,900	0	0	0
26	TOTAL OTHER SOURCES/USES OF FUNDS		(850,000)	0	0	0
27	ESTIMATED ENDING FUND BALANCE		13,519,638	13,519,638	13,519,638	13,519,638

Deficit Reduction Plan-Background/Assumptions (School Districts Only)
Fiscal Year 2020-2021 through Fiscal Year 2023-2024

Lisle Community Unit School District No. 202 **19-022-2020-26**

Please complete the following schedule and include a brief description to identify any areas of the budget that will be impacted from one year to the next. If the deficit reduction plan relies upon new local revenues, identify contingencies for further budget reductions which will be enacted in the event those new revenues are not available.

1. Background and Narrative of Budget Reductions:

2. Assumptions Used in the Deficit Reduction Plan:

- EBF and Estimated New Tier Funding:

- Equal Assessed Valuation and Tax Rates:

- Employee Salaries and Benefits:

- Short and Long Term Borrowing:

- Educational Impact:

- Other Assumptions:

- Has the district considered shared services or outsourcing (Ex: Transportation, Insurance) If yes please explain:

ESTIMATED LIMITATION OF ADMINISTRATIVE COSTS (School Districts Only)

(For Local Use Only)

This is an estimated Limitation of Administrative Costs Worksheet only and will not be accepted for Official Submission of the Limitation of Administrative Costs Worksheet.

The worksheet is intended for use during the budgeting process to estimate the district's percent increase of FY2021 budgeted expenditures over FY2020 actual expenditures. Budget information is copied to this page. Insert the prior year estimated actual expenditures to compute the estimated percentage increase (decrease).

The official Limitation of Administrative Costs Worksheet is attached to the end of the Annual Financial Report (ISBE Form 50-35) and may be submitted in conjunction with that report.

An official Limitation of Administrative Costs Worksheet can also be found on the ISBE website at: [Limitation of Administrative Costs](#)

ESTIMATED LIMITATION OF ADMINISTRATIVE COSTS WORKSHEET
(Section 17-1.5 of the School Code)

School District Name: Lisle Community Unit School District No. 202
RCDT Number: 19-022-2020-26

Description	Funct. No.	Estimated Actual Expenditures, Fiscal Year 2020				Budgeted Expenditures, Fiscal Year 2021			
		(10) Educational Fund	(20) Operations & Maintenance Fund	(80) Tort Fund *	Total	(10) Educational Fund	(20) Operations & Maintenance Fund	(80) Tort Fund	Total
1. Executive Administration Services	2320	331,813		0	331,813	333,820		0	333,820
2. Special Area Administration Services	2330	263,085		0	263,085	260,910		0	260,910
3. Other Support Services - School Administration	2490			0	0	0		0	0
4. Direction of Business Support Services	2510	141,667		0	141,667	144,970	0	0	144,970
5. Internal Services	2570			0	0	0		0	0
6. Direction of Central Support Services	2610			0	0	0		0	0
7. Deduct - Early Retirement or other pension obligations required by state law and included above.					0				0
8. Totals		736,565	0	0	736,565	739,700	0	0	739,700
9. Estimated Percent Increase (Decrease) for FY2021 (Budgeted) over FY2020 (Actual)									0%

* For FY 2020 Tort Fund Expenditures, first complete the Estimated Limitation of Administrative Costs - Crosswalk of FY 2020 Tort Fund Expenditures, located below on lines 43-70

Estimated Limitation of Administrative Costs - Crosswalk of FY 2020 Tort Fund Expenditures

The 23 Illinois Administrative Code, Part 100 Requirements for Accounting, Budgeting, Financial Reporting and Auditing, was amended effective with the beginning of FY 2021.

To assist districts with the crosswalk of its Limitation of Administrative Costs Worksheet (LAC) within the school district's FY 2021 budget, please complete the crosswalk of FY 2020 Tort Fund expenditures that would have been reflected within one of the Limitation of Administrative Costs functions if the amended rules were effective beginning with FY 2020.

If a school district has FY 2020 Tort Fund expenditures, a Limitation of Administrative Costs – Tort Fund Crosswalk must be completed and must be submitted in conjunction with the FY 2021 Limitation of Administrative Costs Worksheet.

School District Name: Lisle Community Unit School District No. 202

RCDT Number: 19-022-2020-26

			How Expenditures would have been reported had FY 2021 Amended Rules been implemented for FY 2020							
FY 2020 Tort Fund Expenditures	FY 2020 Function	FY 2020 Total Expenditure	Function 2320	Function 2330	Function 2490	Function 2510	Function 2570	Function 2610	Other Function Outside of the LAC Functions	Total (Must agree with Expenditures in column E)
Claims Paid from Self Insurance Fund	2361									0
Workers' Compensation or Worker's Occupation Disease Acts Pymts	2362									0
Unemployment Insurance Payments	2363									0
Insurance Payments (Regular or Self-Insurance)	2364	4,435							4,435	4,435
Risk Management and Claims Services Payments	2365									0
Judgment and Settlements	2366									0
Educational, Inspectional, Supervisory Services Related to Loss Prevention or Reduction	2367									0
Reciprocal Insurance Payments	2368									0
Legal Services	2369									0
Property Insurance (Buildings & Grounds)	2371									0
Vehicle Insurance (Transportation)	2372									0
Totals		4,435	0	0	0	0	0	0	4,435	4,435

Please email finance1@isbe.net or call 217-785-8779 with any questions.

Reference Description

- 1 Each fund balance should correspond to the fund balance reflected on the books as of June 30th - Balance Sheet Accounts #720 and #730 (audit figures, if available).
- 2 Accounting and Financial Reporting for Certain Grants and Other Financial Assistance. The "On-Behalf" Payments should only be reflected on this page (Budget Summary, Lines 10 and 20).
- 3 Requires the secretary of the school board to notify the county clerk (within 30 days of the transfer approval) to abate an equal amount of taxes to be next extended. See Sec. 10-22.14 & 17-2.11.
- 3^a Requires notification to the county clerk to abate an equal amount from taxes next extended. See section 10-22.14
- 4 Principal on Bonds Sold:
 - (1) Funding Bonds are to be entered in the fund or funds in which the liability occurs.
 - (2) Refunding Bonds can be entered in the Debt Services Fund only.
 - (3) Building Bonds can be entered in the Capital Projects Fund only.
 - (4) Fire Prevention and Safety Bonds can be entered in the Fire Prevention & Safety Fund only.
- 5

The proceeds from the sale of school sites, buildings, or other real estate shall be used first to pay the principal and interest on any outstanding bonds on the property being sold, and after all such bonds have been retired, the remaining proceeds from the sale next shall be used by the school board to meet any urgent district needs as determined under Sections 2-3.12 and 17-2.11 of the School Code. Once these issues have been addressed, any remaining proceeds may be used for any other authorized purpose and for deposit into any district fund.
- 6 The School Code, Section 10-22.44 prohibits the transfer of interest earned on the investment of "any funds for purposes of Illinois Municipal Retirement under the Pension Code." This prohibition does not include funds for Social Security and Medicare-only purposes. For additional requirements on interest earnings, see 23 Illinois Administrative Code, Part 100, Section 100.50.
- 7 Cash plus investments must be greater than or equal to zero.
- 8 For cash basis budgets, this total will equal the Budget Summary - Total Direct Receipts/Revenues (Line 9) plus Total Other Sources of Funds (Line 46).
- 9 For cash basis budgets, this total will equal the Budget Summary - Total Direct Disbursements/Expenditures (Line 19) plus Total Other Uses of Funds (Line 79).
- 10 Working Cash Fund loans may be made to any district fund for which taxes are levied (Section 20-5 of the School Code).
- 11 Include revenue accounts 1110 through 1115, 1117, 1118 & 1120.
- 12 The School Code Section 17-2.2c. Tax for leasing educational facilities or computer technology or both, and for temporary relocation expense purposes.
- 13 Corporate personal property replacement tax revenue must be first applied to the Municipal Retirement/Social Security Fund to replace tax revenue lost due to the abolition of the corporate personal property tax (30 ILCS 115/12). This provision does not apply to taxes levied for Medicare-Only purposes.
- 14 Only tuition payments made to private facilities. See Functions 4200 or 4400 for estimated public facility disbursements/expenditures.
- 15 Payment towards the retirement of lease/purchase agreements or bonded/other indebtedness (principal only) otherwise reported within the fund - e.g.: alternate revenue bonds. (Describe & Itemize)
- 16 Only abolishment of Working Cash Fund must transfer its funds directly to the Educational Fund upon adoption of a resolution and at the close of the current school Year (see 105 ILCS 5/20-8 for further explanation)
Only abatement of working cash fund can transfer its funds to any fund in most need of money
(see 105 ILCS 5/20-10 for further explanation)

FOR ACTION

**Lisle Community Unit School District No. 202
Board of Education Meeting
September 28, 2020**

SUBJECT: Report on Shared Services or Outsourcing

BACKGROUND DATA: According to School Code, Section 17-1.1 (Public Act 97-0357) and effective January 1, 2012, all school districts are required to report attempts to improve fiscal efficiency through shared services or outsourcing as provided in the prior, current and next fiscal years. The report must be approved by the school board and published on the school district's website. This report will also be included with the final FY2020 Annual Financial Report (AFR) submission in October.

FINANCIAL IMPACT: N/A

RECOMMENDATION: The Administration recommends that the Board of Education approve the report.

SUGGESTED MOTION: That the Board of Education approves the Report on Shared Services or Outsourcing as required by School Code, Section 17-1.1.

	A	B	C	D	E	F
1	REPORT ON SHARED SERVICES OR OUTSOURCING					
2	School Code, Section 17-1.1 (Public Act 97-0357)					
3	Fiscal Year Ending June 30, 2020					
5	Complete the following for attempts to improve fiscal efficiency through shared services or outsourcing in the prior, current and next fiscal years.					
6	Lisle Community Unit School					
7	19-022-2020-26					
8	<i>Check box if this schedule is not applicable.....</i>	<input type="checkbox"/>	Prior Fiscal Year	Current Fiscal Year	Next Fiscal Year	Name of the Local Education Agency (LEA) Participating in the Joint Agreement, Cooperative or Shared Service.
9	Indicate with an (X) If Deficit Reduction Plan Is Required in the Budget ➔					
10	Service or Function (Check all that apply)			Barriers to Implementation	(Limit text to 200 characters, for additional space use line 33 and 38)	
11	Curriculum Planning					
12	Custodial Services					
13	Educational Shared Programs					
14	Employee Benefits			X	X	X
15	Energy Purchasing			X	X	X
16	Food Services			X	X	X
17	Grant Writing					
18	Grounds Maintenance Services			X	X	X
19	Insurance			X	X	X
20	Investment Pools			X	X	X
21	Legal Services					
22	Maintenance Services					
23	Personnel Recruitment					
24	Professional Development					
25	Shared Personnel			X	X	X
26	Special Education Cooperatives			X	X	X
27	STEM (science, technology, engineering and math) Program Offerings					
28	Supply & Equipment Purchasing			X	X	X
29	Technology Services			X	X	X
30	Transportation			X	X	X
31	Vocational Education Cooperatives			X	X	X
32	All Other Joint/Cooperative Agreements			X	X	X
33	Other					
34						
35	<u>Additional space for Column (D) - Barriers to Implementation:</u>					
36						
37						
38						
40	<u>Additional space for Column (E) - Name of LEA :</u>					
41	Insurance: School Employees Loss Fund (SELF) - Workers Compensation, Suburban School Cooperative Insurance Pool (SSCIP) - Property & Casualty.					
42	Technology Services: Joint Agreement with the Village of Lisle, Lisle-Woodridge Fire Protection District, Lisle Library, and other private organizations located in Lisle for shared dark fiber.					
43	Technology Services: Intergovernmental Agreement with the Village of Lisle for managed information technology services.					

FOR ACTION

**Lisle Community Unit School District No. 202
Board of Education Meeting
September 28, 2020**

SUBJECT: Amendment to Contract for Transportation Services – Westway Coach (School Year 2020-2021)

BACKGROUND DATA: As a result of starting the school year in remote learning, the school districts transportation providers are requesting continuation payments. The requested payments are based on several considerations, most importantly being that drivers and buses are ready for operation when school resumes. The requests are also to help defray the fixed overhead costs such as insurance, bus financing payments, vehicle maintenance, rent, utilities, etc.

The attached amendment requires the District to pay 37% of the normal monthly charges for routes that are not run during the 2020-21 school year. The payments will cover fixed costs but will not include profit, repairs, fuel, and driver/para labor. Routes that are run will be paid at 100% of normal route costs. The District will also pay \$2.50 each time a bus is disinfected to cover the additional costs related to cleaning and sanitizing the buses.

The Illinois State Board of Education (ISBE) has stated that school districts should work with their bus contractors to make payments to ensure that all personnel, including bus monitors and bus drivers, can continue to be paid. To further support their recommendation, ISBE has clarified that if negotiated and within a written amendment, all the paid expenditures will be allowable for State Transportation Reimbursement. However, ISBE was also clear that the amount of payments made by a school district are subject to negotiation by the school district and transportation contractor.

FINANCIAL IMPACT: In a fully remote learning environment where none of the routes are running, 37% of the regularly scheduled services is approximately \$35,000 per month. The District has been running some special routes at the high school and elementary school that will be paid at 100%. The additional COVID-19 cleaning costs are estimated at \$2000 per month. Payments under the amendment will be eligible for ISBE reimbursement which is approximately 25% of the allowable costs.

RECOMMENDATION: The Administration recommends that the Board of Education approve the amendment to the existing transportation services agreement with Westway Coach.

SUGGESTED MOTION: That the Board of Education approve the attached Amendment to Contract for Transportation Services with Westway Coach as presented.

AMENDMENT TO CONTRACT FOR TRANSPORTATION SERVICES

THIS AMENDMENT is made as of the effective date set forth below (the “Effective Date”) by and between the Board of Education of Lisle Community Unit School District 202, DuPage County, Illinois (the “District”), and Westway Coach, Inc., (the “Contractor”), together the (“Parties”).

WHEREAS, THE District and the Contractor are parties to a contract for transportation services dated May 19, 2014, expiring after the 2020-21 school year (the “Contract”); and

WHEREAS, the District is starting the 2020-21 school year “virtually” with few routes running, but may return to in-person instruction in the coming weeks or months; and

WHEREAS, the Contractor has requested that the District continue making payments to the Contractor in order to pay certain fixed costs and Contractor employees; and

WHEREAS, the District is willing to make certain payments to the Contractor during this time when student transportation is not required in exchange for the Contractor’s commitment to have bus drivers and related personnel ready to resume regular transportation operations when the District deems it is safe to do so.

NOW, THEREFORE, the District and the Contractor agree to amend their Contract as follows:

SECTION 1. The District agrees to pay contractor from beginning on the first day of student attendance for the 2020-21 school year and ending on the last day of student attendance for the 2020-21 school year, or such time as the District returns to full time in-person learning and otherwise normal operations, depending on whichever occurs first, an amount equal to Thirty Seven Percent (37%) of the District’s normal monthly charges under the Contract for routes that are not run. Routes that are run will be paid at 100% of normal route rates. The payment will be made following Board approval of an invoice from the Contractor, which shall not include any payments for scheduled days off, nor any amount for profit.

SECTION 2. Buses that are used for actual student transportation will be disinfected by the Contractor following the completion of each route using an EPA-approved disinfectant effective on the COVID-19 virus and the District will pay \$2.50 each time a bus is disinfected.

SECTION 3. If the Contractor receives revenue including but not limited to state or federal tax credits, government grants or subsidies that can be used to offset the payments District is making for routes not run per Section 1, both Contractor and District agree to meet and negotiate in good faith an allocation between the District and the Contractor of the tax credits, government grant, or subsidies, received by the District or contractor and settle on solutions mutually acceptable to the Parties.

SECTION 4. The District is making the payments described in Section 1 to the Contractor in reliance upon the representation of the Illinois Board of Education that such payments shall be

reimbursable as part of the District's projected regular student transportation reimbursement claim(s). If the District does not receive reimbursement from the State for the amounts paid to Contractor per Section 1, above, or if such reimbursement is significantly less than the District's historical percentage of reimbursement, the District shall notify Contractor, within thirty (30) days of notification of such denial or reduction, and the parties agree to meet and negotiate in good faith an allocation between the District and the Contractor of amount of reimbursement not received by the District and settle on solutions mutually acceptable to the Parties.

SECTION 5. The District shall communicate intention to return to in person as soon as possible to insure sufficient time for Contractor to service routes.

SECTION 6. All other terms and conditions of the Contract shall remain in full force and effect. If there is any conflict between the terms of the Contract and this Amendment, the terms of this Amendment shall control. This Amendment shall be governed by Illinois law in all respects and exclusive venue for any litigations arising from or related to this Amendment shall be in the circuit court of DuPage County.

SECTION 7. This Amendment shall be effective upon approval by the District's Board of Education. The person signing on behalf of the Contractor represents that he/she is fully authorized to legally bind the Contractor to the obligations described above. This Amendment is contemplated to terminate at the end of this school year, or when a return to full time in-person learning resumes, whichever comes first, and not later than the last student attendance day of the 2020-21 school year. The Parties agree to terminate this Amendment should normal school operations resume prior to the end of the 2020-21 school year. Additionally, this agreement may be terminated by either Party with sixty (60) written notice for any reason.

BOARD OF EDUCATION OF
LISLE COMMUNITY UNIT SCHOOL
DISTRICT 202, DUPAGE COUNTY, ILLINOIS

WESTWAY COACH, INC.

By: _____
President

By: _____

Title: _____

Date: _____

Date: _____

FOR ACTION

Lisle Community Unit School District No. 202 Board of Education Meeting September 28, 2020

SUBJECT: Amendment to Agreement for Transportation Services – Sunrise Transportation (School Year 2020-2021)

BACKGROUND DATA: As a result of starting the school year in remote learning, the school districts transportation providers are requesting continuation payments. The requested payments are based on several considerations, most importantly being that drivers and buses are ready for operation when school resumes. The requests are also to help defray the fixed overhead costs such as insurance, bus financing payments, vehicle maintenance, rent, utilities, etc.

The attached amendment requires the District to pay 40% of the normal daily routes that are not run during the 2020-21 school year. The payments will cover fixed costs but will not include profit, repairs, fuel, and driver/para labor. Routes that are run will be paid at 100% of normal route costs. The District will also pay for COVID related costs to clean and sanitize the buses not to exceed 3% of the total normal monthly invoice amount.

The Illinois State Board of Education (ISBE) has stated that school districts should work with their bus contractors to make payments to ensure that all personnel, including bus monitors and bus drivers, can continue to be paid. To further support their recommendation, ISBE has clarified that if negotiated and within a written amendment, all the paid expenditures will be allowable for State Transportation Reimbursement. However, ISBE was also clear that the amount of payments made by a school district are subject to negotiation by the school district and transportation contractor.

FINANCIAL IMPACT: In a fully remote learning environment where none of the routes are running, 40% of the normal daily routes is approximately \$30,000 per month. The District has been running some routes for outplaced students that will be paid at 100%. The additional COVID-19 cleaning costs are estimated at \$2500 per month. Payments under the amendment will be eligible for ISBE reimbursement which is approximately 25% of the allowable costs.

RECOMMENDATION: The Administration recommends that the Board of Education approve the amendment to the existing transportation services agreement with Sunrise Transportation.

SUGGESTED MOTION: That the Board of Education approve the attached Amendment to Agreement for Transportation Services with Sunrise Transportation as presented.

AMENDMENT TO AGREEMENT FOR TRANSPORTATION SERVICES

THIS AMENDMENT is made as of the effective date set forth in Paragraph 6 below (the “Effective Date”) and is by and between the Board of Education of Lisle Community Unit School District No. 202, DuPage County, Illinois (the “District”), and Sunrise Transportation (the “Contractor”) and, collectively (the “Parties”).

WHEREAS, the Parties entered into a three-year agreement for Special Education Transportation Services (the “Services”) titled Transportation Services Contract and dated February 26, 2018 (the “Agreement”), for a term beginning July 1, 2018 and ending on June 30, 2021; and

WHEREAS, all terms and conditions of the Agreement remain in place, and all responsibilities of the Parties remain intact, except where superseded by this Amendment; and

WHEREAS, Illinois Governor J.B. Pritzker issued several Executive Orders (the “EO’s”) during the spring and summer of 2020, mandating that all public and private schools close due to COVID19 for the remainder of the 2019-20 school year, and then open for the 2020-21 school year with certain restrictions and safety measures in place; and

WHEREAS, based on those recommended safety measures and/or restrictions it was determined by the District to begin the school year with all students engaged full time using an online remote learning model, thereby eliminating the need for student transportation services until such time as the students can return to school under an in-person hybrid learning model, or an in-person full time learning model; and

WHEREAS, the Parties acknowledge that due to the COVID19 pandemic, the schedule for student transportation services may be altered during the course of the 2020-21 school year, and the Parties desire to amend the Agreement to provide for assurances of the continuation of student transportation services, and payments to the Contractor under different transportation scenarios during the 2020-21 school year.

NOW, THEREFORE, the Parties mutually agree as follows:

1. Payment. Payments under the terms of the Agreement are due and owing for all services rendered by Contractor thereunder, except as amended herein. Additionally, during the pendency of the EO’s and during any period contemplated herein, where schools are operating at less than full, in-person capacity, the Parties hereby amend the Agreement to provide that, beginning on the first day of student attendance for the 2020-21 school year and during the pendency of the EO’s, and ending on the last day of student attendance for the 2020-21 school year, or such time as the District returns to full time in-person learning and otherwise normal operations, depending on whichever occurs first, the District shall pay to the Contractor 40% of the otherwise normal daily route rates, as established, for the 2020-21 school year, for all established routes not being currently run or operated. These payments are intended to assist the Contractor in covering certain fixed costs associated with maintaining their operations, and do not include overhead or profit. See Exhibit I for a listing of Job Classifications and Cost Categories

related to this fixed cost percentage. These payments may also help cover certain managerial and support staff retained to assist in the ongoing operation of the facility (the “Required Employees”), but not to cover bus drivers or bus monitors not currently needed due to the lack of in-person learning. For routes that are needed and in use, for private facilities or schools who are operating some type of in-person learning model, the District agrees to pay 100% for those active routes, as established in the 2020-21 daily route sheet rate schedule. The District Payment is to compensate the Contractor for Required Employee wages and benefits, as well as the agreed upon fixed expenses required to maintain depot operations and shall not result in any profit realized by the Contractor. If a Required Employee ceases employment with Contractor, the District shall have no obligation to make any payment attributable to that employee, unless a replacement employee is hired or called into service to fill that role. In addition to the information the Contractor will provide to the District under paragraph 2 of this Amendment, upon request, the Contractor shall provide sufficient documentation to the District establishing that a Required Employee remains employed and paid by the Contractor. The District Payment shall satisfy any payment obligations the District may have to make to the Contractor under the Coronavirus Aid Relief and Economic Security Act (CARES Act) or any such similar State or Federal legislation.

- a. **COVID-19 Costs.** Due to the unprecedented nature of the COVID-19 pandemic and the difficulty of forecasting additional, unforeseen safety and health requirements that may be required by local or State health department to be carried out by the Contractor to serve the District, including new vehicle cleaning, sanitizing and disinfecting programs, and PPE protocols, the District agrees reimburse Contractor on an “at-cost” basis for the District’s pro rata share of these costs (the “COVID Costs”). The Parties hereto agree that the COVID Costs will be itemized by Contractor on the monthly invoices pursuant to Section 1.b. hereof, and shall not exceed 3% of the total normal monthly invoice amount. Should COVID Costs consistently exceed 3% the total normal monthly invoice amount, the Parties agree to revisit and renegotiate the issue and maximum percentage to be agreed upon.
- b. **Invoices.** Contractor shall provide monthly invoices to the District per the Agreement, including payment for all costs outlined above in paragraph 1.a., as well as costs for any active routes run during the month (at 100%) and inactive routes (at 40%) per this Amendment. The Contractor’s invoice shall include sufficient evidence and documentation that it has paid the Required Employees, that the Required Employees remain employed by Contractor through the bill date, and that the Contractor has continued to incur the other amounts included in the Covered Expenses (the “Invoice and Supporting Documents”). The District reserves the right to audit the Contractor’s payroll records to confirm such employee payments have been made, if requested to do so.

2. **Continuation of Amendment.** This Amendment is contemplated to terminate at the end of this school year, or when a return to full time in-person learning resumes, whichever comes first, and not later than the last student attendance day of the 2020-21 school year. The Parties agree to terminate this Amendment should normal school

operations resume prior to the end of the 2020-21 school year. Additionally, this agreement may be terminated by either Party with sixty (60) written notice for any reason.

3. Reimbursements to District.

- a. If a Required Employee receives unemployment benefits, paid sick leave or any other paid benefit for the period of the Payments, then the Contractor shall reimburse the District for the payment amount received for the Affected Employee that had been included in the District Payment. Contractor shall provide written notification to the District within seven calendar days after it becomes aware that these benefits have been paid to an Affected Employee.
- b. If the Contractor lays-off or otherwise terminates any Required Employee for reasons other than discharge for misconduct, on or before the termination of this Amendment, the Contractor shall then reimburse the District for all Payments for that Affected Employee for each day covered by this Amendment that was included in the District Payment. The Contractor shall provide written notification within seven calendar days to the District after the lay-off or termination of the Affected Employee.
- c. Contractor shall tender such reimbursement to the District within thirty (30) days after the District provides a written notice to the Contractor requesting the required reimbursements.
- d. Should the Contractor receive payment from the State of Illinois or the Federal government, or any other entity under a recovery, benefit, bailout or subsidy program, excluding loans that must be repaid, for the period covered by this Amendment, the Contractor and District agree to meet in good faith and negotiate an allocation of said relief payment between the District and the Contractor. The Contractor shall provide written notification to the District within seven (7) days after the Contractor receives such relief payment, and any amounts due to the District would be paid as soon as administratively possible.

4. Governing Law. The Agreement and this Amendment shall be governed by, construed, and enforced in accordance with the laws of the State of Illinois without regard to conflict of law principles. Jurisdiction and venue for all disputes hereunder shall be the Circuit Court located in DuPage County, Illinois, or the Federal District Court for the Northern District of Illinois.

5. Relationship of Agreement to Amendment. Except as amended herein, all other terms and conditions of the Agreement shall remain in full force and effect. If there is any conflict between the terms of the Agreement and this Amendment, the terms of this Amendment shall control. This Amendment shall not impact the price terms of the Agreement during normal operations and Contractor shall not seek a price increase

under the Agreement for future school years other than what has previously been agreed to by the Parties.

- 6. Effective and Termination Date.** This Amendment shall be deemed dated and become effective on the date the last of the Parties signs as set forth below the signature of their duly authorized representatives and shall terminate upon the expiration of the Agreement, provided that the payment obligations of the parties shall survive the termination of the Agreement. Additionally, the Amendment may be terminated as outlined in section 2. Above.

IN WITNESS WHEREOF, this Amendment has been signed and executed on behalf of the Parties hereto by persons duly authorized on the day and year first written above.

**Designee of BOARD of EDUCATION
LISLE COMMUNITY UNIT SCHOOL
DISTRICT NO 202**

**SUNRISE TRANSPORTATION
(CONTRACTOR)**

By: _____

By: _____

Title: _____

Title: _____

Date: _____

Date: _____

Exhibit I

Contractor Daily Rate Classifications, Required Employees and Fixed Cost Categories

Support Personnel

- Office & Support Staff
- Maintenance & Safety Staff
- Recruiting & Personnel Staff

Fixed Costs Categories

- Rent
- Utilities
- Bus Lease Costs
- Property/Casualty/Liability Insurance
- IT/Technology Support Systems
- Back Office Support Systems

School Board

School Board Meeting Procedure 1

Agenda

The School Board President is responsible for focusing the Board meeting agendas on appropriate content.² The Superintendent shall prepare agendas in consultation with the Board President. The President shall designate a portion of the agenda as a consent agenda for those items that usually do not require extensive discussion before Board action. Upon the request of any Board member, an item will be withdrawn from the consent agenda and placed on the regular agenda for independent consideration.³

Each Board meeting agenda shall contain the general subject matter of any item that will be the subject of final action at the meeting.⁴ Items submitted by Board members to the Superintendent or the President shall be placed on the agenda for an upcoming meeting.⁵ District residents may suggest inclusions for the agenda.⁶ The Board will take final action only on items contained in the posted agenda; items not on the agenda may still be discussed.⁷

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

¹ State law requires boards to have a policy concerning: (1) the public's right to record meetings (5 ILCS 120/2.05), and (2) if applicable, attendance by video or audio means (5 ILCS 120/7, amended by P.A. 101-640). Boards are not mandated to have a policy on the remaining topics covered in this policy. The following items are matters of local discretion: agenda preparation and contents, process for board members to have items placed on agenda, receipt and handling of residents' requests for agenda inclusions, and order of business.

² Appropriate agenda content includes: establishing board processes, clarifying the district's purpose, delegating authority, defining operating limits, monitoring district progress, and taking legally required board action. See *IASB Foundational Principles of Effective Governance*.

³ To comply with the Open Meetings Act's (OMA's) mandate that minutes contain a "summary of discussion on all matters proposed, deliberated, or decided," a board should include a list of consent items in the agenda. OMA also requires that any final action "be preceded by a public recital of the nature of the matter being considered and other information that will inform the public of the business being conducted." 105 ILCS 120/2(e). Some level of explanation of the consent agenda items must be verbally given before a board votes to approve a consent agenda. The Ill. Supreme Court has held that "the recital must announce the nature of the matter under consideration, with sufficient detail to identify the particular transaction or issue, but need not provide an explanation of its terms or its significance." *Bd. of Education of Springfield Sch. Dist. No. 186 v. Atty. Gen. of Ill.*, 77 N.E.3d 625 (Ill. 2017).

⁴ 5 ILCS 120/2.02(c). The Ill. Appellate Court held that OMA prohibits a board from voting on a matter at a regular meeting that is not on the pre-meeting published agenda. *Rice v. Board of Trustees of Adams County*, 326 Ill.App.3d 1120 (4th Dist. 2002).

⁵ An alternative follows:

Any Board member may submit suggested agenda items to the Board President for his or her consideration.

⁶ See policy 2:230, *Public Participation at School Board Meetings and Petitions to the Board*. In districts governed by a board of school directors, an appointed board official must give a person requesting consideration of a matter by the board a formal written response no later than 60 days after receiving the request. The response must establish a meeting before the board or list the reasons for denying the request. 105 ILCS 5/10-6.

Options follow to restrict the addition of new agenda items; the phrases between [] may be used together, separately, or eliminated.

Discussion items may be added to the agenda [at the beginning of a regular meeting] [upon unanimous approval of those Board members present].

⁷ An opinion from the Ill. Public Access Counselor found no violation of the OMA when a board removed an item from the agenda within the 48-hour notice time period. PAO 14-3. Removals inform the public that the board does not plan to proceed on the topic.

The Superintendent shall provide a copy of the agenda, with adequate data and background information, to each Board member at least 48 hours before each meeting, except a meeting held in the event of an emergency.⁸ The meeting agenda shall be posted in accordance with Board policy 2:200, *Types of School Board Meetings*.

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

Voting Method

Unless otherwise provided by law, when a vote is taken upon any measure before the Board, with a quorum being present, a majority of the votes cast shall determine its outcome.⁹ A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, is counted for the purposes of determining whether a quorum is present. A vote of *abstain* or *present*, or a vote other than *yea* or

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⁸ State law does not require this, except that 105 ILCS 5/10-16 requires members to receive a written notice of a special meeting that includes the meeting's purpose.

⁹ In most situations, the failure of a member to vote has the effect of acquiescence or concurrence with the majority of votes cast. *Prosser v. Village of Fox Lake*, 438 N.E.2d 134 (Ill. 1982); *People v. Bertrand*, 978 N.E.2d 681 (1st Dist. 2012). For example, a motion passes with a vote of two *yeas*, one *nay*, and four *abstentions*. A motion fails with a vote of two *yeas*, three *nays*, and two *abstentions*. A motion fails with a vote of three *yeas*, three *nays*, and one *abstain* because there is no majority. Exceptions include when a statute requires the *affirmative vote* of a majority or extra. Statutory exceptions include the following board actions:

1. Dismissing a teacher for any reason other than reduction of staff or elimination of that position requires approval by the majority of all members. 105 ILCS 5/24-12.
2. Directing the sale of district real property or buildings thereon must be approved by at least 2/3 of the board members (105 ILCS 5/5-22), unless the sale is residential property constructed or renovated by students as part of a curricular program, in which case, the board could engage the services of a licensed real estate broker to sell the property for a commission not to exceed 7%, contingent upon the public listing of the property on a multiple listing service for a minimum of 14 calendar days and a sale of the property happens within 120 days.
3. Making or renewing a lease of school property to another school district or municipality or body politic and corporate for a term longer than ten years, or to alter the terms of such a lease whose unexpired term exceeds 10 years, requires approval by at least 2/3 of the board's full membership. 105 ILCS 5/10-22.11.
4. Leasing any building, rooms, grounds, and appurtenances to be used by the district for school or administration purposes for a term longer than ten years, or to alter the terms of such a lease whose unexpired term exceeds ten years, requires approval by at least 2/3 of the board's full membership. 105 ILCS 5/10-22.12.
5. Obtaining personal property by lease or installment contract requires approval by an affirmative vote of at least 2/3 of the board members. *Personal property* includes computer hardware and software and all equipment, fixtures, and improvements to existing district facilities to accommodate computers. 105 ILCS 5/10-22.25a.
6. Adopting a supplemental budget after a successful referendum requires approval by a majority of the full board. 105 ILCS 5/17-3.2.
7. Petitioning the circuit court for an emergency election requires approval by a majority of the members. 10 ILCS 5/2A-1.4.
8. Expending funds in emergency situation in the absence of required bidding requires approval by at least 3/4 of the board. 105 ILCS 5/10-20.21.
9. Exchanging school building sites requires approval by at least a 2/3 majority of the board. 105 ILCS 5/5-23.
10. Waiving the administrative cost cap requires approval by an affirmative vote of at least 2/3 of the board. 105 ILCS 5/17-1.5.
11. Authorizing an advisory question of public policy to be placed on the ballot at the next regularly scheduled election requires approval by a majority of the board. 105 ILCS 5/9-1.5.

nay, or a failure to vote, however, is not counted in determining whether a measure has been passed by the Board, unless otherwise stated in law. The sequence for casting votes is rotated. **10**

On all questions involving the expenditure of money and on all questions involving the closing of a meeting to the public, a roll call vote shall be taken and entered in the Board's minutes. An individual Board member may request that a roll call vote be taken on any other matter; the President or other presiding officer may approve or deny the request but a denial is subject to being overturned by a majority vote of the members present. **11**

Minutes

The Board Secretary shall keep written minutes of all Board meetings (whether open or closed), which shall be signed by the President and the Secretary.¹² The minutes include: **13**

1. The meeting's date, time, and place;
2. Board members recorded as either present or absent;
3. A summary of the discussion on all matters proposed, deliberated, or decided, and a record of any votes taken;
4. On all matters requiring a roll call vote, a record of who voted *yea* and *nay*;
5. If the meeting is adjourned to another date, the time and place of the adjourned meeting;
6. The vote of each member present when a vote is taken to hold a closed meeting or portion of a meeting, and the reason for the closed meeting with a citation to the specific exception contained in the Open Meetings Act (OMA) authorizing the closed meeting;
7. A record of all motions, including individuals making and seconding motions;
8. Upon request by a Board member, a record of how he or she voted on a particular motion;¹⁴ and
9. The type of meeting, including any notices and, if a reconvened meeting, the original meeting's date.

The minutes shall be submitted to the Board for approval or modification at its next regularly scheduled open meeting. Minutes for open meetings must be approved within 30 days after the meeting or at the second subsequent regular meeting, whichever is later. **15**

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

10 Voting sequence is at the board's discretion. A board may indicate how frequently it changes the voting sequence by adding *after each vote*, *monthly*, or *annually* to the end of the sentence. All board members, including officers, may make motions and vote.

11 This paragraph's first sentence contains the requirements in 105 ILCS 5/10-7. The second sentence is optional and may be deleted or amended. Other optional provisions include:

Option 1: Any Board member may include a written explanation of his or her vote in the District file containing individual Board member statements; the explanation will not be part of the minutes.

Option 2: Any Board member may request that his or her vote be changed before the President announces the result.

12 105 ILCS 5/10-7 and 5 ILCS 120/2.06. The minutes are the only record showing that the board took official action, including necessary prerequisites to make such action legally sufficient. A non-member recording secretary or clerk may be given these responsibilities. 105 ILCS 5/10-14.

13 All items listed are required to be recorded in minutes **except** items 7-9; other items may be included at the board's discretion. 5 ILCS 120/2.06 and 120/2a; 105 ILCS 5/10-7. The Ill. Public Access Counselor (PAC) found a board's vague reference to a *personnel matter* insufficient to meet the requirements of #3. PAO 13-07.

14 The intent behind this optional item is to give an individual member a means of recording his or her support or opposition to a motion that was taken by oral vote; it will record that the individual took an alternative position to that of the majority without having the minutes recite unnecessary detail.

15 Required by 5 ILCS 120/2.06(b).

At least semi-annually in an open meeting, the Board: (1) reviews minutes from all closed meetings that are currently unavailable for public release, and (2) decides which, if any, no longer require confidential treatment and are available for public inspection.¹⁶ The Board may meet in a prior closed session to review the minutes from closed meetings that are currently unavailable for public release.

17

The Board's meeting minutes must be submitted to the Board Treasurer at such times as the Treasurer may require. ¹⁸

The official minutes are in the custody of the Board Secretary.¹⁹ Open meeting minutes are available for inspection during regular office hours within 10 days after the Board's approval;²⁰ they may be inspected in the District's main office, in the presence of the Secretary, the Superintendent or designee, or any Board member.

Minutes from closed meetings are likewise available, but only if the Board has released them for public inspection, except that Board members may access closed session minutes not yet released for public inspection (1) in the District's administrative offices or their official storage location, and (2) in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member.²¹ The minutes, whether reviewed by members of the public or the Board, shall not be removed from the District's administrative offices or their official storage location except by vote of the Board or by court order. ²²

The Board's open meeting minutes shall be posted on the District website within ten days after the Board approves them; the minutes will remain posted for at least 60 days. ²³

Verbatim Record of Closed Meetings

The Superintendent, or the Board Secretary when the Superintendent is absent, shall audio record all closed meetings.²⁴ If neither is present, the Board President or presiding officer shall assume this responsibility. After the closed meeting, the person making the audio recording shall label the

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

¹⁶ Required by 5 ILCS 120/2.06(c). While board notes from closed sessions may be confidential under the Freedom of Information Act (FOIA), they may be discoverable by the opposing party in a lawsuit. *Bobkoski v. Cary School Dist.* 26, 141 F.R.D. 88 (N.D. Ill. 1992).

The failure to strictly comply with the semi-annual review does not cause the written minutes or related verbatim record to become public, provided that the board, within 60 days of discovering its failure to strictly comply, reviews the closed session minutes and reports the result of that review in open session. 5 ILCS 120/2.06.

¹⁷ 5 ILCS 120/2 allows boards to discuss the confidentiality needs of closed meeting minutes in closed meetings.

¹⁸ Required by 105 ILCS 5/10-7.

¹⁹ Optional provision: "A copy of the minutes is kept in a secure location appropriate for valuables."

²⁰ Required by 5 ILCS 120/2.06(b).

²¹ 5 ILCS 120/2.06(e). The listed individuals in the statute are matched to the titles in the IASB Policy Reference Manual. If the board wishes to mirror the statutory language, delete: the Recording Secretary, the Superintendent or designated administrator, or any elected Board member and replace with: "a records secretary, an administrative official of the public body, or any elected official of the public body."

See the discussion in paragraph two of f/n 27 below about what *in the presence of* means.

²² *Id.*

²³ Posting on the website is required *only if* the district has a website that is maintained by a full-time staff member; if not, this sentence may be omitted. 5 ILCS 120/2.06(b).

²⁴ Boards must keep a verbatim record of their closed meetings in the form of an audio or video recording. 5 ILCS 120/2.06. This sample policy uses audio recording only; a board that uses a video recording should amend this policy and exhibit 2:220-E1, *Board Treatment of Closed Meeting Verbatim Recordings and Minutes*.

The interests of continuity, efficiency, and ease of holding someone accountable suggest that the superintendent be made responsible for making and storing the verbatim recordings. If the superintendent is not present, e.g., during discussions concerning the superintendent's contract, the tasks should be given to a board member.

recording with the date and store it in a secure location. The Superintendent shall ensure that: (1) an audio recording device and all necessary accompanying items are available to the Board for every closed meeting, and (2) a secure location for storing closed meeting audio recordings is maintained close to the Board's regular meeting location. ²⁵

After 18 months have passed since being made, the audio recording of a closed meeting is destroyed provided the Board approved: (1) its destruction, and (2) minutes of the particular closed meeting. ²⁶

Individual Board members may access verbatim recordings in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member.²⁷ Access to the verbatim recordings is available at the District's administrative offices or the verbatim recording's official storage location.²⁸ Requests shall be made to the Superintendent or Board President. While a Board member is listening to a verbatim recording, it shall not be re-recorded or removed from the District's main office or official storage location, except by vote of the Board or by court order. ²⁹

Before making such requests, Board members should consider whether such requests are germane to their responsibilities, service to District, and/or Oath of Office in policy 2:80, *Board Member Oath and Conduct*. In the interest of encouraging free and open expression by Board members during

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²⁵ Alternatively, use: "is maintained within the District's administrative offices or their official storage location."

²⁶ This paragraph paraphrases 5 ILCS 120/2.06(c). No notification to, or the approval of, a records commission or the State Archivist is needed if a recording is destroyed under the conditions listed.

²⁷ 5 ILCS 120/2.06(e). The listed individuals align with the other titles used in the IASB Policy Reference Manual. If the board wishes to mirror the statute, delete: the Recording Secretary, the Superintendent or designated administrator, or any elected Board member and replace with: "a records secretary, an administrative official of the public body, or any elected official of the public body."

The intent of the *in the presence of* language is meant to protect both (1) the verbatim recordings/closed session minutes (see f/n 21 above), and (2) the board members requesting access to them. It ensures that a school district official is present at all times when a requesting board member accesses the verbatim recording/closed session minutes. The requirement is meant to prevent misuse and removal of the verbatim recording/closed session minutes from the district offices or official storage location. It is also meant to protect the board member who requests the access from being alone and in a situation where he or she could potentially be accused of tampering with or taking the verbatim recording/closed session minutes.

Consult the board attorney about:

1. The practice of sending an *appointed* board member to be present with a board member who requests access to verbatim recordings/closed session minutes. 5 ILCS 120/2.06(e) states, "any *elected* member of the Board;" appointed is not listed but is mentioned elsewhere in the language of this section of the law;
2. Access to verbatim recordings/closed session minutes by other officials employed by the district, e.g., superintendent or other high-level administrators and even the board attorney; and
3. How this law affects the sharing of closed session minutes with board members prior to a meeting at which the closed session minutes will be approved.

The intent of P.A. 99-515, which amended 5 ILCS 120/2.06(e), was to manage a board member's *individual* request for access to these items in his or her individual capacity (see 2:80, *Board Member Oath and Conduct*), not change prior practices in regard to other officials and board attorneys or the required work of school boards under various laws. While many attorneys do not interpret the new law to restrict access or change procedures for these other high-level school officials and attorneys employed by the district, some attorneys do and it is important to obtain legal advice on this specific issue.

²⁸ *Id.*

²⁹ *Id.*

closed meetings, the recordings of closed meetings should not be used by Board members to confirm or dispute the accuracy of recollections. **30**

Quorum and Participation by Audio or Video Means **31**

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

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

No Physical Presence of Quorum and Participation by Audio or Video; Disaster Declaration **32**

The ability of the Board to meet in person with a quorum physically present at its meeting location may be affected by the Governor or the Director of the Ill. Dept. of Public Health issuing a disaster

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30 This paragraph is optional. It provides boards an opportunity to discuss and encourage each member to carefully think about purposes for their requests to listen to verbatim recordings, which historically has been and should continue to be to “access information relevant to the exercise of duties” for the public body. Intra-board conflicts may escalate if the recording is used to confirm or dispute who-said-what. Prior to P.A. 99-515, OMA did (and still does) allow boards to release these types of information. 5 ILCS 120/2.06(e). Further, Ill. Atty. Gen. Op. 32, 1996, opined that board members cannot be denied access to information relevant to the exercise of his or her duties. Board members should evaluate whether their requests under 5 ILCS 120/2.06(e) are “relevant to the exercise of their duties” before making such requests. Confirming or disputing who-said-what diverts resources away from operations of the district in educating its students. Additional considerations in listening to verbatim recordings may include personnel and student records confidentiality issues, which should be discussed with the board attorney.

31 5 ILCS 120/2.01 and 120/7, amended by P.A. 101-640. See also 105 ILCS 5/10-6 and 5/10-12. In order to allow attendance by video or audio means, a board must adopt a policy conforming to the restrictions in OMA. The statute requires the board member who wishes to attend remotely to notify the “recording secretary or clerk of the public body.” The policy includes the superintendent as a possible person to receive the notice. Everything in this section is required aside from provisions on the length of notification that is given the secretary and the process for accommodating the request. Alternatively, a board may: (1) prohibit members from participating by video or audio means by omitting this section, (2) add other requirements, or (3) alter the 24 hour notification. Note that the statute does not contemplate someone either approving or denying a request, only that the request be accommodated if the notification is provided.

In a non-binding opinion, the PAC found a public body violated OMA when it allowed a board member to join a closed session meeting remotely without first taking action at that particular meeting in open session to approve the remote participation. 2019 PAC 57660. Therefore, even with the adoption of this policy to approve remote participation, best practice is to ensure the public is informed of any board members that are participating remotely for a particular board meeting. Consult the board attorney for advice on whether the board should take action every time it wishes to permit a member to participate remotely or in those instances where a board member objects to such participation.

32 5 ILCS 120/2.01 and 120/7(e)(1)-(10), amended by P.A. 101-640. See also 105 ILCS 5/10-6 and 5/10-12. During the 2020 COVID-19 pandemic, Ill. Gov. Pritzker issued Executive Order (EO) 2020-07 pursuant to 20 ILCS 3305/7 (disaster proclamation due to public health emergency) that temporarily suspended OMA’s physical quorum requirement. The Governor extended this OMA relief through subsequent Executive Orders as the crisis continued. See EOs 2020-18, 2020-33, and 2020-39. During the period covered by EO 2020-39, 5 ILCS 120/120/7(e), amended by P.A. 101-640 was enacted, immediately requiring public bodies to meet a number of conditions before suspending the physical quorum requirement.

Boards must remember that public comment is still required when a quorum is not physically present at the meeting location. See Public Comment section of the Ill. Atty. Gen.’s guidance entitled *Guidance to Public Bodies on the Open Meetings Act and the Freedom of Information Act During the COVID-19 Pandemic* on p. 5 at: www.foia.ilattorneygeneral.net/pdf/OMA_FOIA_Guide.pdf.

declaration related to a public health emergency.³³ The Board President or, if the office is vacant or the President is absent or unable to perform the office's duties, the Vice President determines that an in-person meeting or a meeting conducted under the **Quorum and Participation by Audio or Video Means** subhead above, is not practical or prudent because of the disaster declaration; if neither the President nor Vice President are present or able to perform this determination, the Superintendent shall serve as the duly authorized designee for purposes of making this determination. ³⁴

The individual who makes this determination for the Board shall put it in writing, include it on the Board's published notice and agenda for the audio or video meeting and in the meeting minutes,³⁵ and ensure that the Board meets every OMA requirement for the Board to meet by video or audio conference without the physical presence of a quorum. ³⁶

Rules of Order

Unless State law or Board-adopted rules apply, the Board President, as the presiding officer, will use Robert's Rules of Order, Newly Revised (11th Edition), as a guide when a question arises concerning procedure. ³⁷

Broadcasting and Recording Board Meetings

Any person may record or broadcast an open Board meeting.³⁸ Special requests to facilitate recording or broadcasting an open Board meeting, such as seating, writing surfaces, lighting, and access to electrical power, should be directed to the Superintendent at least 24 hours before the meeting.

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³³ The phrase "due to public health emergency" aligns with Ill. Emergency Act (IEMA), 20 ILCS 3305/4 and 7, which provides the governor with the power to declare a disaster. 5 ILCS 120/7(e)(1), amended by P.A. 101-640, uses the phrase "related to public health concerns because [the governor has declared] a disaster" and while not aligning with IEMA text, means "public health emergency." For ease of understanding and alignment with IEMA, this policy uses "public health emergency."

To avoid confusion, note that the triggers under 5 ILCS 120/7(e), amended by P.A. 101-640, for when a school board may conduct its meetings by audio or video conference without the physical presence of a quorum are a bit more broad than the School Code's triggers to implement remote and/or blended remote learning days (RLD/BRLDs). OMA states (1) the "governor **or the director of IDPH** has issued a disaster declaration of a disaster as defined in 20 ILCS 3305/" This means that it is possible for the board to meet remotely if the director of IDPH declares a disaster under OMA, but that may not mean a district must implement RLD/BLRDs because the School Code states that the governor must declare the disaster.

³⁴ 5 ILCS 120/7(e)(2), amended by P.A. 101-640 states "the head of the public body as defined in [the Freedom of Information Act (FOIA), 5 ILCS 140/2(e), FOIA]." FOIA defines *head of the public body* to mean the *president* or "such person's duly authorized designee." 5 ILCS 140/2(e). Policy 2:110, *Qualifications, Term, and Duties of Board Officers*, designates the vice president to perform the duties of the president if that office is vacant or he or she is absent or unable to perform the office's duties.

For practical purposes if a disaster is declared due to a public health concern, this policy designates the superintendent as "[the president or vice president's] duly authorized designee" pursuant to the authority of 5 ILCS 140/2(e) for the board to move forward with the required determination to meet by audio or video with no physical presence of a quorum.

³⁵ While this phrase of the sentence is not required in OMA, many attorneys agree that transparency best practices in this situation include the individual making the determination to: (1) put it in writing referring to the specific disaster declaration applicable to the board's jurisdiction and the public health concern/public health emergency that applies to not having an in-person meeting; and (2) include that written determination (a) on the board's published notice and agenda for the audio or video meeting, and (b) in the meeting minutes.

³⁶ See 2:220-E9, *Requirements for No Physical Presence of Quorum and Participation by Audio or Video During Disaster Declaration*.

³⁷ Boards are not required to follow any particular rules of order. Rules, however, must be in writing and available for public inspection, in order to have any legal effect. 105 ILCS 5/10-20.5.

³⁸ The public's right to record meetings must be addressed in board policy. 5 ILCS 120/2.05. However, a provision requiring advance notice to record a meeting is invalid. PAO 12-10.

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

LEGAL REF.: 5 ILCS 120/2a, 120/2.02, 120/2.05, 120/2.06, and 120/7.
105 ILCS 5/10-6, 5/10-7, 5/10-12, and 5/10-16.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:150 (Committees), 2:200 (Types of School Board Meetings), 2:210 (Organizational School Board Meeting), 2:230 (Public Participation at School Board Meetings and Petitions to the Board)

Operational Services

Pandemic Preparedness; Management; and Recovery 1

The School Board recognizes that the District will play an essential role along with the local health department and emergency management agencies in protecting the public's health and safety during a pandemic. ²

A pandemic is a global outbreak of disease. Pandemics happen when a new virus emerges to infect individuals and, because there is little to no pre-existing immunity against the new virus, it spreads sustainably. ³

To prepare the School District community for a pandemic, the Superintendent or designee shall:⁴ (1) learn and understand how the roles that the federal, State, and local government function; (2) form a pandemic planning team consisting of appropriate District personnel and community members to

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¹ Certain subheads of this policy are required; specifically **Suspension of In-Person Instruction; Remote and/or Blended Remote Learning Day Plan(s)** (see f/n 12, below), and depending upon the specific terms of government orders and/or guidance issued during a pandemic, if a district wishes to continue to charge employee salaries and benefits to a grant during an extended school closure, **Payment of Employee Salaries During Emergency School Closures** (see f/n 11, below). Other subheads and text in this policy are optional. Its purpose is to establish board direction about pandemic preparedness, management, and recovery issues and inform the community about the board's role during a pandemic.

Boards are authorized to adopt a policy on pandemic preparedness even though State and federal law provide little guidance. On 3-11-20, the World Health Organization (WHO) characterized the COVID-19 outbreak as a pandemic. See www.who.int/dg/speeches/detail/who-director-general-s-opening-remarks-at-the-media-briefing-on-covid-19---11-march-2020. Before the COVID-19 pandemic, most research and guidance around pandemics was specific to influenza, but the same principles for influenza pandemics were applied to the management of the COVID-19 pandemic. State law grants boards broad authority to formulate, adopt, and modify school board policies, at the board's sole discretion, subject only to mandatory collective bargaining agreements and State and federal law. 105 ILCS 5/10-20.5 and 115 ILCS 5/1 et seq. See 2:20, *Powers and Duties of the School Board; Indemnification*, and also 2:240, *Board Policy Development*.

Information similar to this policy's content may also be a part of a district's safety plans, which the superintendent uses to implement the board's direction in this policy.

See f/n 3, below for a definition of a pandemic. According to the Centers for Disease Control and Prevention (CDC) guidance, schools serve as an "amplification point" of flu epidemics. **School Superintendent's Insider**, April 2007. School officials should be preparing for the flu pandemic as a U.S. Health and Human Services Pandemic Influenza Plan estimates that about 30 percent of the general population would become ill in a pandemic. The agency estimates among school-aged children the figure would be higher, about 40 percent. Sources: **NSBA and School Board News**, 3-14-2006.

² Multiple stakeholders at many levels and in many groups have important roles in effective pandemic preparedness, management, and recovery efforts. Stakeholders include federal departments and agencies, public health organizations, State and local health departments and laboratories, private health care organizations, influenza vaccine and antiviral manufacturers, and vaccine distributors and vaccinators. **Illinois Pandemic Influenza Preparedness and Response Plan**, Version 5.0, May 2014, *Concept of Operations 2.0*, page 36, at: www.idph.state.il.us/pandemic_flu/planning.htm.

³ This paragraph embodies the CDC's pandemic definition. See www.cdc.gov/coronavirus/2019-ncov/cases-updates/summary.html. The **Illinois Pandemic Influenza Preparedness and Response Plan**, Version 5.0, May 2014, also defines pandemic at page 9; however, that definition is specific to influenza. The new COVID-19 coronavirus is not an influenza virus yet was characterized as a pandemic by the World Health Organization. At the time of publication during the 2020 COVID-19 pandemic, it was not clear whether this Illinois resource's definition will be amended.

Prior to the COVID-19 pandemic, literature discussed that during an influenza pandemic, a new influenza virus will cause thousands or even millions of people to contract the disease and, in turn, spread the illness to others because people have not been previously exposed to the new virus. See **School Guidance During an Influenza Pandemic**, December 2006; Ill. State Board of Education (ISBE) opening letter to School Officials dated November 2006 from Dr. Randy J. Dunn and Dr. Eric Whitaker, at: www.idph.state.il.us/pandemic_flu/school_guide/sppg_letter.pdf.

⁴ 105 ILCS 5/10-16.7. The school board directs, through policy, the superintendent in his or her charge of the district's administration.

identify priorities and oversee the development and implementation of a comprehensive pandemic school action plan; and (3) build awareness of the final plan among staff, students, and community.

Emergency School Closing ⁵

In the case of a pandemic, the Governor may declare a disaster due to a public health emergency that may affect any decision for an emergency school closing. Decisions for an emergency school closing will be made by the Superintendent in consultation with and, if necessary, at the direction of the Governor, Ill. Dept. of Public Health, District's local health department, emergency management agencies, and/or Regional Office of Education. ⁶

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⁵ In times of emergency, the functions of different levels of State and federal government often become cloudy, and determining what governmental entity has powers to take a particular action can be confusing. The concept of federalism, or the coexistence of federal and state governments with their own local powers, was utilized during the response to the 2020 COVID-19 pandemic. Federalism is premised on the Constitutional limits of federal power. See U.S. Const. Art. I, Sec. 8 (limiting powers of Congress providing only those powers enumerated). Generally, during the 2020 COVID-19 pandemic, Illinois and other states were left with these remaining powers of government to respond to the crisis. In general, President Trump's administration set broad national policy, particularly with respect to international travel and the approval of treatments, and suggested guidance that States could follow regarding mitigation measures. The states' governors and local leaders made other state-specific or locality-specific decisions based upon the local conditions in each community. Depending upon the federal administration in power at the time of a pandemic, the federal government may seek to play a greater or lesser role in the management of a pandemic.

Local health departments, emergency medical agencies, and the Regional Office of Education may direct a school to close during a pandemic. See **School Guidance During an Influenza Pandemic**, December 2006; ISBE opening letter to school officials dated November 2006 from Dr. Randy J. Dunn and Dr. Eric Whitaker. This letter is at: www.idph.state.il.us/pandemic_flu/school_guide/sppg_letter.pdf.

The Ill. Dept. of Public Health (IDPH) is also authorized to order a place to be closed and made off-limits to the public to prevent the probable spread of a dangerously contagious or infectious disease. 20 ILCS 2305/2(b).

The Governor also has emergency powers upon his or her declaration of a disaster, which includes among other things public health emergencies. 20 ILCS 3305/4 and 3305/7. Upon such proclamation, the Governor has, and may exercise for a period not to exceed 30 days, several emergency powers. *Id.*

Since the 2006 **School Guidance During an Influenza Pandemic** letter was written, several Illinois schools faced an H1N1 outbreak in 2009, and all Illinois schools faced the 2020 COVID-19 pandemic.

During the 2009 H1N1 outbreak, ISBE directed schools with a statement titled *Closing School in Response to H1N1* that outlined "the decision to close school must be made locally by the school district and in conjunction and support with the relevant local public health department. The impact of a pandemic may vary from region to region. Therefore, it is crucial that district administrators rely on the advice and recommendations of their local public health department." During the 2020 COVID-19 pandemic, the Governor and ISBE issued many directives and/or guidance, including reliance upon the advice and recommendations of local public health departments. See www.isbe.net/Documents/ISBE-Guidance-to-School-Coronavirus.pdf. And see other 2020 COVID-19 guidance documents as follows:

Ill. Gov. Pritzker, ISBE, Ill. Association of School Admin., Ill. Principals' Assoc., Ill. Ed. Assoc., and Ill. Fed. of Teachers Joint Statement:

www.isbe.net/Documents/Joint-Statement-Updated%203-27-20.pdf.

IDPH-ISBE joint schools guidance:

www.dph.illinois.gov/topics-services/diseases-and-conditions/diseases-a-z-list/coronavirus/schools-guidance

IDPH-ISBE joint workplace health and safety guidance:

www.dph.illinois.gov/covid19/community-guidance/workplace-health-and-safety-guidance

Restore Illinois Plan:

www2.illinois.gov/dceo/Pages/RestoreIL.P3.aspx.

During the 2020 COVID-19 pandemic, several protests occurred and many lawsuits were filed challenging Ill. Gov. Pritzker's extensions of disaster declaration emergency power under IEMA, 20 ILCS 3305/7. See the 2020 COVID-19 Executive Orders (EO) at: coronavirus.illinois.gov/s/resources-for-executive-orders. Controversies existed across party and regional lines with all branches of government looking to balance the need to protect human life against the desire to preserve personal liberty. Gov. Pritzker's EOs faced unsettled challenges in both the courts of law and public opinion as a five-phased plan to re-open Illinois was also being introduced a/k/a *Restore Illinois Plan* (coronavirus.illinois.gov/s/restore-illinois-introduction).

⁶ Use this alternative for districts in suburban Cook County: replace "Regional Office of Education" with "appropriate Intermediate Service Center."

During an emergency school closing, the Board President and the Superintendent⁷ may, to the extent the emergency situation allows, examine existing Board policies pursuant to Policy 2:240, *Board Policy Development*, and recommend to the Board for consideration any needed amendments or suspensions to address mandates that the District may not be able to accomplish or implement due to a pandemic. ⁸

Board Meeting Procedure; No Physical Presence of Quorum and Participation by Audio or Video ⁹

A disaster declaration related to a public health emergency¹⁰ may affect the Board's ability to meet in person and generate a quorum of members who are physically present at the location of a meeting. Policy 2:220, *School Board Meeting Procedure*, governs Board meetings by video or audio conference without the physical presence of a quorum.

Payment of Employee Salaries During Emergency School Closures ¹¹

The Superintendent shall consult with the Board to determine the extent to which continued payment of salaries and benefits will be made to the District's employees, pursuant to Board policies 3:40, *Superintendent*, 3:50, *Administrative Personnel Other Than the Superintendent*, 5:35, *Compliance with the Fair Labor Standards Act*, 5:200, *Terms and Conditions of Employment and Dismissal*, and 5:270, *Employment At-Will, Compensation, and Assignment*, and consistent with: (1) applicable laws, regulations, federal or State or local emergency declarations, executive orders, and agency directives; (2) collective bargaining agreements and any bargaining obligations; and (3) the terms of any grant under which an employee is being paid.

Suspension of In-Person Instruction; Remote and/or Blended Remote Learning Day Plan(s)

When the Governor declares a disaster due to a public health emergency pursuant to 20 ILCS 3305/7, and the State Superintendent of Education declares a requirement for the District to use *Remote*

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⁷ For a board that prefers its policy committee to engage in this work, delete Board President and the Superintendent and insert: Board Policy Committee. See policies 2:150, *Committees* and 2:240, *Board Policy Development*. This sample policy uses the board president and superintendent as the default text because during a pandemic, it may be difficult for a board policy committee to meet pursuant emergency executive orders that are issued, etc.

⁸ For an example of some issues that these entailed during the 2020 COVID-19 pandemic, see paragraph six of f/n 12, below.

⁹ 5 ILCS 120/2.01 and 120/7(e), amended by P.A. 101-640. See also 105 ILCS 5/10-6 and 5/10-12.

¹⁰ While 5 ILCS 120/7(e)(1), amended by P.A. 101-640, uses the phrase "related to public health concerns," the text "due to public health emergency" aligns with Ill. Emergency Act (IEMA), 20 ILCS 3305/4 and 7, the governing statute of disaster declarations. For ease of understanding and alignment with IEMA, this policy uses "public health emergency." For more discussion, see f/n 33 in sample policy 2:220, *School Board Meeting Procedure*.

¹¹ Required if a district wishes to continue to charge employee salaries and benefits to a grant during an extended school closure, depending upon the specific terms of government orders and/or guidance issued during a pandemic. 2 C.F.R. Part 200 (see www.whitehouse.gov/wp-content/uploads/2020/03/M-20-17.pdf, extended until 9-30-20 by www.whitehouse.gov/wp-content/uploads/2020/06/M-20-26.pdf) and 30 ILCS 708/. See sample procedure 4:180-AP3, *Grant Flexibility; Payment of Employee Salaries During a Pandemic*, and its footnotes.

During the 2020 COVID-19 pandemic, Gov. Pritzker and ISBE issued directives and/or guidance regarding payment of school district employees that may impact a board's decision regarding continued payment of employees during an extended closure. ISBE and the Governor suspended in-person learning and issued a Joint Statement (JS) with other school administrator and union groups, which purported to mandate that all school district employees on the district's payroll be paid as if districts were functioning normally and they were performing their normal work. See www.isbe.net/Documents/Joint-Statement-Updated%203-27-20.pdf. The JS cited no specific authority for the payment mandate. Additionally, changes to wages, hours, terms and conditions of employment, even when made during an extraordinary circumstance such as a pandemic, remain subject to collective bargaining obligations.

Learning Days or Blended Remote Learning Days, the Superintendent shall approve and present to the Board for adoption a Remote and/or Blended Remote Learning Day Plan¹² (Plan) that: 13

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¹² 105 ILCS 5/10-30(3), added by P.A. 101-643, requires the “[board] to adopt and the superintendent to approve” these plans upon the following statutory triggers: (1) the governor declaring a disaster pursuant to 20 ILCS 3305/, and (2) the state superintendent of education declaring a requirement for a school district, multiple school districts, a region, or the entire State. See sample administrative procedure 6:20-AP, *Remote and/or Blended Remote Learning Day Plan(s)* for the specifics of implementing Remote Learning Days (RLDs) and/or Blended Remote Learning Days (BLRDs).

Implementing a plan under this subhead contains items on which collective bargaining may be required. Any policy that impacts wages, hours, or terms and conditions of employment, is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. This subhead of the policy concerns an area in which the law is unsettled. See 105 ILCS 5/10-30(7), added by P.A. 101-643 (stating that it does not increase or diminish any collective bargaining rights under existing law, and that aspects of the plan that impact the wages or other terms or conditions of employment will need to be bargained with the exclusive bargaining representative(s)).

To avoid confusion, note that the triggers under the Open Meetings Act (OMA), 5 ILCS 120/7, amended by P.A. 101-640, for when a school board may conduct its meetings by audio or video conference without the physical presence of a quorum are a bit more broad: (1) the “governor or the director of IDPH has issued a disaster declaration as defined in 20 ILCS 3305/, and (2) all or part of the jurisdiction of the [school board] is covered by the disaster area. This means that it is possible for the board to meet remotely under OMA if the director of IDPH declares a disaster, but the School Code requires the governor to be the one to declare the disaster under 20 ILCS 3305/ in order for the state superintendent of education to declare that a district implement RLD/BRLDs. RLD/BRLDs and *e-learning days/e-learning programs* are different. RLD/BRLDs are for use when the governor declares a disaster under 20 ILCS 3305/ and the state superintendent has declared a requirement for the district to use them to provide remote instruction to pre-kindergarten through grade 12 that count as pupil attendance days under 105 ILCS 5/10-19.05(j-5), amended by P.A. 101-643. 105 ILCS 5/10-30(1), added by P.A. 101-643. BRLDs allow districts to utilize “hybrid models of in-person and remote instruction. E-learning days are part of an e-learning program that require a board to, among other things, hold a public hearing and obtain approval by the Regional Office of Education (or Intermediate Service Center) to allow the district to provide instruction to students electronically while they are not physically present due to inclement weather and other unexpected events. 105 ILCS 5/10-20.56(b), amended by P.As. 101-12 and 101-643. School districts with e-learning programs may adapt them for use during RLDs and BLRDs (105 ILCS 5/10-20.56(a), amended by P.As. 101-12 and 101-643, and 5/10-30(2), added by P.A. 101-643.

If the board has adopted an e-learning program pursuant to 105 ILCS 5/10-20.56, added by P.A. 101-12, add the following text to number two after 105 ILCS 5/10-30:

2. by adapting into a Plan the District’s e-learning program implemented pursuant to 105 ILCS 5/10-20.56

See policies 6:20, *School Year Calendar and Day*, 6:300, *Graduation Requirements*, 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*, and Executive Order 2020-31 (addressing the statutory minimum state graduation requirements (not local requirements that exceed the State-identified minimums)) and allowing local school boards to amend policies to reduce any local graduation requirements adopted in excess of the minimum requirements specified in School Code that school districts were unable to complete during the 2019-20 school year due to the suspension of in-person instruction and/or the *Stay-at-Home* orders issued in response to the 2020 COVID-19 pandemic). Executive Order 2020-31 provided the following proclamations:

Section 8. The following provisions of the Illinois School Code, 105 ILCS 5/1-1 *et seq.*, requiring certain assessments and courses for twelfth grade students, are suspended:

- a. 105 ILCS 5/2-3.64a-5(c) (requirement to take State assessments),
- b. 105 ILCS 5/27-3 (requirement to pass a satisfactory examination on patriotism and the principles of representative government),
- c. 105 ILCS 5/27-6(a) (requirement to engage in a course of physical education for a minimum of 3 days per 5-day week), and
- d. 105 ILCS 5/27-12.1(a) (requirement to be taught consumer education).

Section 9. The provision of the Illinois School Code, 105 ILCS 5/10-22.43a, requiring the successful completion of a foreign language proficiency examination for students whose foreign language credit is met through an approved ethnic school program, is suspended.

Section 10. The provision of the Illinois School Code, 105 ILCS 5/27-6.5, requiring physical assessments, is suspended.

Section 11. The provision of the Illinois School Code, 105 ILCS 5/27-22(e), requiring the successful completion of certain courses as a prerequisite to receiving a high school diploma, is suspended for twelfth grade students who are unable to complete such coursework as a result of the suspension of in-person instruction due to COVID-19.

1. Recommends to the Board for consideration any suspensions or amendments to curriculum-related policies to reduce any Board-required graduation or other instructional requirements in excess of minimum curricular requirements specified in School Code that the District may not be able to provide due to the pandemic; **14**
2. Implements the requirements of 105 ILCS 5/10-30; and
3. Ensures a plan for periodic review of and/or amendments to the Plan when needed and/or required by statute, regulation, or State guidance.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-20.5, 5/10-20.56, and 5/10-30.
 5 ILCS 120/2.01 and 120/7(e), Open Meetings Act.
 20 ILCS 2305/2(b), Ill. Dept. of Public Health Act (Part 1).
 20 ILCS 3305/, Ill. Emergency Management Agency Act.
 115 ILCS 5/, Ill. Educational Labor Relations Act.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:20 (Powers and Duties of the School Board; Indemnification), 2:220 (School Board Meeting Procedure), 2:240 (Board Policy Development), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:70 (Succession of Authority), 4:170 (Safety), 5:35 (Compliance with the Fair Labor Standards Act), 5:200 (Terms and Conditions of Employment and Dismissal), 5:270 (Employment At-Will, Compensation, and Assignment), 6:20 (School Year Calendar and Day), 6:60 (Curriculum Content), 6:300 (Graduation Requirements), 7:90 (Release During School Hours), 8:100 (Relations with Other Organizations and Agencies)

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Section 12. The provision of the Illinois School Code, 105 ILCS 5/27-21, requiring eight grade students to demonstrate evidence of having a comprehensive knowledge of the history of the United States as a prerequisite to eight grade graduation, is suspended.

Section 13. Twelfth grade students shall not be denied credit for apprenticeships or vocational or technical education courses allowed to be substituted for graduation requirements under the Illinois School Code, 105 ILCS 5/27-22.05, due to the student's inability to complete those course substitutions as a result of the suspension of in-person instruction due to COVID-19.

Section 14. The Illinois State Board of Education shall file emergency rules as needed to effectuate the intent of this Executive Order, including to suspend any regulatory provision related to: (1) student graduation requirements; or (2) student teaching, supervised field experience, or internship requirements for professional educator licenses or endorsements.

13 105 ILCS 5/10-30(3), added by P.A. 101-643 states “the district shall adopt a remote and blended remote learning day plan approved by the district superintendent.” For ease of administration, to avoid confusion during implementation, and to align with the IASB Foundational Principles of Effective Governance (www.iasb.com/principles_popup.cfm), this policy assigns the duty to *adopt* the remote and blended remote learning day plan (plan) by “the district” to the board. In alignment with this policy, administrative procedure 6:20-AP, *Remote and/or Blended Remote Learning Day Plan(s)*, requires the superintendent to *approve* the plan and present it to the board for *adoption* prior to district-wide implementation and posting on the district’s website.

14 105 ILCS 5/10-30(8), added by P.A. 101-643 does not excuse districts from completing all statutory and regulatory curricular mandates and offerings.

Students

Nonpublic School Students, Including Parochial and Home-Schooled Students 1

Part-Time Attendance

The District accepts nonpublic school students, including parochial and home-schooled students, who live within the District for part-time attendance in the District's regular education program on a space-available basis.² Requests for part-time attendance must be submitted to the Building Principal of the school in the school attendance area where the student resides. All requests for attendance in the following school year must be submitted before May 1. ³

A student accepted for partial enrollment must comply with all discipline and attendance requirements established by the school. He or she may participate in any co-curricular activity associated with a District class in which he or she is enrolled. The parent(s)/guardian(s) of a student accepted for partial enrollment must pay all fees, pro-rated on the basis of a percentage of full-time fees. Transportation to and/or from school is provided on regular bus routes to or from a point on the route nearest or most easily accessible to the nonpublic school or student's home. This transportation shall be on the same basis as the District provides transportation for its full-time students.⁴ Transportation on other than established bus routes is the responsibility of the parent(s)/guardian(s).

Students with a Disability 5

The District accepts for part-time attendance those children for whom it has been determined that special education services are needed, are enrolled in nonpublic schools, and otherwise qualify for enrollment in the District. Requests must be submitted by the student's parent/guardian. Special educational services shall be provided to such students as soon as possible after identification, evaluation, and placement procedures provided by State law, but no later than the beginning of the next school semester following the completion of such procedures. Transportation for such students

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¹ State or federal law controls this policy's content. The compulsory attendance law requires that parents/guardians of a child between the ages of 7 and 17 years send their child to public school. 105 ILCS 5/26-1 *et seq.* An exception is provided for any child attending a private or parochial school "where children are taught the branches of education taught to children of corresponding age and grades in public schools, and where the instruction of the child in the branches of education is in the English language." *Id.* Home schooling is included in this exception if the teacher is competent, the required subjects are taught, and the student receives an education that is at least equivalent to public schooling. *People v. Levisen*, 404 Ill. 574 (1950).

² As of January 1, 1996, many of the duties imposed on school boards became powers. 105 ILCS 5/10-20. Thus, boards have the power to accept students enrolled in nonpublic schools for part-time attendance. 105 ILCS 5/10-20.24. A board should consult its attorney before deciding not to accept nonpublic students for part-time attendance.

³ *Id.* The deadline for submitting a request is at the local district's option. Consult the board attorney if the district or a school receives a request after this deadline.

⁴ Such transportation is required by 105 ILCS 5/29-4.

⁵ This paragraph restates State law. 105 ILCS 5/14-6.01. Federal law requires districts to develop and implement a system to locate, identify, and evaluate children with disabilities who attend private schools (including religiously affiliated schools and home-schools) located within the district. Moreover, the district must conduct child find activities for private school children with disabilities that are similar to those for children with disabilities in public schools. See 34 C.F.R. §§300.130-300.144 (children with disabilities enrolled by their parents in private schools). See Section 2, **Child Find**, in the IASB/III. Council of School Attorneys sample *Special Education Procedures Assuring the Implementation of Comprehensive Programming for Children with Disabilities*, at www.iasb.com/law/icsaspeded.cfm. Information from the U.S. Dept. of Education is at: www2.ed.gov/admins/lead/spced/privateschools/index.html?exp=3, including the publication *Provisions Related to Children with Disabilities Enrolled by their Parents in Private Schools*.

shall be provided only if required in the child's Individualized Educational Program on the basis of the child's disabling condition or as the special education program location may require.

Extracurricular Activities, Including Interscholastic Competition

A nonpublic school student is eligible to participate in: (1) interscholastic competition, provided his or her participation adheres to the regulations established by any association in which the School District maintains a membership, and (2) non-athletic extracurricular activities, provided the student attends a District school for at least one-half of the regular school day, excluding lunch.⁶ A nonpublic student who participates in an extracurricular activity is subject to all policies, regulations, and rules that are applicable to other participants in the activity.

Assignment When Enrolling Full-Time in a District School

Grade placement by, and academic credits earned at, a nonpublic school will be accepted if the school has a Certificate of Nonpublic School Recognition from the Illinois State Board of Education, or, if outside Illinois, if the school is accredited by the state agency governing education. ⁷

A student who, after receiving instruction in a non-recognized or non-accredited school, enrolls in the District will: (1) be assigned to a grade level according to academic proficiency, and/or (2) have academic credits recognized by the District if the student demonstrates appropriate academic proficiency to the school administration.⁸ Any portion of a student's transcript relating to such instruction will not be considered for placement on the honor roll or computation in class rank. ⁹

Notwithstanding the above, recognition of grade placement and academic credits awarded by a nonpublic school is at the sole discretion of the District. All school and class assignments will be made according to School Board policy 7:30, *Student Assignment and Intra-District Transfer*, as well as administrative procedures implementing this policy.

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⁶ State law is silent on this issue; however, the Ill. High School Association Bylaws, 3.011 and 4.011, state that in order to be eligible to participate in interscholastic competition a student must be enrolled in a district school and take a minimum of **25** credit hours of work for which the district will grant high school credit upon the student completing and passing the courses. If the board decides not to allow such participation, consider omitting this section of the policy and substituting:

Nonpublic school students, regardless of whether they attend a District school part-time, will not be allowed to participate in any extracurricular activities.

⁷ This paragraph is optional; districts are not required to accept the grade placement or academic credits from nonpublic schools. However, the Ill. State Board of Education (ISBE) provides a *recognition* status to nonpublic schools in order to, among other things, provide assurance that the school's educational program meets at least minimum State requirements. See 105 ILCS 5/2-3.25o; 23 Ill.Admin.Code Part 425, and ISBE's guidance at: www.isbe.net/Pages/Nonpublic-Elementary-and-Secondary-School-Registration-and-Recognition.aspx. Nonpublic schools may seek a *Certificate of Nonpublic School Recognition* by complying with these guidelines. While nonpublic school certification is entirely voluntarily, only nonpublic schools that have met the voluntary recognition requirements are eligible to receive school safety and education improvement block grant funding. See 23 Ill.Admin.Code §425.80.

⁸ The question whether to award academic credit based on proficiency is complex. If credit is not given, any incoming secondary student from a nongraded school begins high school as a freshman, regardless of age or proficiency. On the other hand, to award credit based on a student's proficiency only if the student is transferring from a nongraded school will seem unfair to other students. State law is silent on this issue and boards should consult their administrative team for guidance.

⁹ Optional.

LEGAL REF.: 105 ILCS 5/10-20.24 and 5/14-6.01.

CROSS REF.: 4:110 (Transportation), 6:170 (Title I Programs), 6:190 (Extracurricular and Co-Curricular Activities), 6:320 (High School Credit for Proficiency), 7:30 (Student Assignment and Intra-District Transfer), 7:300 (Extracurricular Athletics)

School Board

School Board Meeting Procedure 1

Agenda

The School Board President is responsible for focusing the Board meeting agendas on appropriate content.² The Superintendent shall prepare agendas in consultation with the Board President. The President shall designate a portion of the agenda as a consent agenda for those items that usually do not require extensive discussion before Board action. Upon the request of any Board member, an item will be withdrawn from the consent agenda and placed on the regular agenda for independent consideration.³

Each Board meeting agenda shall contain the general subject matter of any item that will be the subject of final action at the meeting.⁴ Items submitted by Board members to the Superintendent or the President shall be placed on the agenda for an upcoming meeting.⁵ District residents may suggest inclusions for the agenda.⁶ The Board will take final action only on items contained in the posted agenda; items not on the agenda may still be discussed.⁷

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¹ State law requires boards to have a policy concerning: (1) the public's right to record meetings (5 ILCS 120/2.05), and (2) if applicable, attendance by video or audio means (5 ILCS 120/7, amended by P.A. 101-640). Boards are not mandated to have a policy on the remaining topics covered in this policy. The following items are matters of local discretion: agenda preparation and contents, process for board members to have items placed on agenda, receipt and handling of residents' requests for agenda inclusions, and order of business.

² Appropriate agenda content includes: establishing board processes, clarifying the district's purpose, delegating authority, defining operating limits, monitoring district progress, and taking legally required board action. See *IASB Foundational Principles of Effective Governance*.

³ To comply with the Open Meetings Act's (OMA's) mandate that minutes contain a "summary of discussion on all matters proposed, deliberated, or decided," a board should include a list of consent items in the agenda. OMA also requires that any final action "be preceded by a public recital of the nature of the matter being considered and other information that will inform the public of the business being conducted." 105 ILCS 120/2(e). Some level of explanation of the consent agenda items must be verbally given before a board votes to approve a consent agenda. The Ill. Supreme Court has held that "the recital must announce the nature of the matter under consideration, with sufficient detail to identify the particular transaction or issue, but need not provide an explanation of its terms or its significance." *Bd. of Education of Springfield Sch. Dist. No. 186 v. Atty. Gen. of Ill.*, 77 N.E.3d 625 (Ill. 2017).

⁴ 5 ILCS 120/2.02(c). The Ill. Appellate Court held that OMA prohibits a board from voting on a matter at a regular meeting that is not on the pre-meeting published agenda. *Rice v. Board of Trustees of Adams County*, 326 Ill.App.3d 1120 (4th Dist. 2002).

⁵ An alternative follows:

Any Board member may submit suggested agenda items to the Board President for his or her consideration.

⁶ See policy 2:230, *Public Participation at School Board Meetings and Petitions to the Board*. In districts governed by a board of school directors, an appointed board official must give a person requesting consideration of a matter by the board a formal written response no later than 60 days after receiving the request. The response must establish a meeting before the board or list the reasons for denying the request. 105 ILCS 5/10-6.

Options follow to restrict the addition of new agenda items; the phrases between [] may be used together, separately, or eliminated.

Discussion items may be added to the agenda [at the beginning of a regular meeting] [upon unanimous approval of those Board members present].

⁷ An opinion from the Ill. Public Access Counselor found no violation of the OMA when a board removed an item from the agenda within the 48-hour notice time period. PAO 14-3. Removals inform the public that the board does not plan to proceed on the topic.

The Superintendent shall provide a copy of the agenda, with adequate data and background information, to each Board member at least 48 hours before each meeting, except a meeting held in the event of an emergency.⁸ The meeting agenda shall be posted in accordance with Board policy 2:200, *Types of School Board Meetings*.

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

Voting Method

Unless otherwise provided by law, when a vote is taken upon any measure before the Board, with a quorum being present, a majority of the votes cast shall determine its outcome.⁹ A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, is counted for the purposes of determining whether a quorum is present. A vote of *abstain* or *present*, or a vote other than *yea* or

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⁸ State law does not require this, except that 105 ILCS 5/10-16 requires members to receive a written notice of a special meeting that includes the meeting's purpose.

⁹ In most situations, the failure of a member to vote has the effect of acquiescence or concurrence with the majority of votes cast. *Prosser v. Village of Fox Lake*, 438 N.E.2d 134 (Ill. 1982); *People v. Bertrand*, 978 N.E.2d 681 (1st Dist. 2012). For example, a motion passes with a vote of two *yeas*, one *nay*, and four *abstentions*. A motion fails with a vote of two *yeas*, three *nays*, and two *abstentions*. A motion fails with a vote of three *yeas*, three *nays*, and one *abstain* because there is no majority. Exceptions include when a statute requires the *affirmative vote* of a majority or extra. Statutory exceptions include the following board actions:

1. Dismissing a teacher for any reason other than reduction of staff or elimination of that position requires approval by the majority of all members. 105 ILCS 5/24-12.
2. Directing the sale of district real property or buildings thereon must be approved by at least 2/3 of the board members (105 ILCS 5/5-22), unless the sale is residential property constructed or renovated by students as part of a curricular program, in which case, the board could engage the services of a licensed real estate broker to sell the property for a commission not to exceed 7%, contingent upon the public listing of the property on a multiple listing service for a minimum of 14 calendar days and a sale of the property happens within 120 days.
3. Making or renewing a lease of school property to another school district or municipality or body politic and corporate for a term longer than ten years, or to alter the terms of such a lease whose unexpired term exceeds 10 years, requires approval by at least 2/3 of the board's full membership. 105 ILCS 5/10-22.11.
4. Leasing any building, rooms, grounds, and appurtenances to be used by the district for school or administration purposes for a term longer than ten years, or to alter the terms of such a lease whose unexpired term exceeds ten years, requires approval by at least 2/3 of the board's full membership. 105 ILCS 5/10-22.12.
5. Obtaining personal property by lease or installment contract requires approval by an affirmative vote of at least 2/3 of the board members. *Personal property* includes computer hardware and software and all equipment, fixtures, and improvements to existing district facilities to accommodate computers. 105 ILCS 5/10-22.25a.
6. Adopting a supplemental budget after a successful referendum requires approval by a majority of the full board. 105 ILCS 5/17-3.2.
7. Petitioning the circuit court for an emergency election requires approval by a majority of the members. 10 ILCS 5/2A-1.4.
8. Expending funds in emergency situation in the absence of required bidding requires approval by at least 3/4 of the board. 105 ILCS 5/10-20.21.
9. Exchanging school building sites requires approval by at least a 2/3 majority of the board. 105 ILCS 5/5-23.
10. Waiving the administrative cost cap requires approval by an affirmative vote of at least 2/3 of the board. 105 ILCS 5/17-1.5.
11. Authorizing an advisory question of public policy to be placed on the ballot at the next regularly scheduled election requires approval by a majority of the board. 105 ILCS 5/9-1.5.

nay, or a failure to vote, however, is not counted in determining whether a measure has been passed by the Board, unless otherwise stated in law. The sequence for casting votes is rotated. **10**

On all questions involving the expenditure of money and on all questions involving the closing of a meeting to the public, a roll call vote shall be taken and entered in the Board's minutes. An individual Board member may request that a roll call vote be taken on any other matter; the President or other presiding officer may approve or deny the request but a denial is subject to being overturned by a majority vote of the members present. **11**

Minutes

The Board Secretary shall keep written minutes of all Board meetings (whether open or closed), which shall be signed by the President and the Secretary.¹² The minutes include: **13**

1. The meeting's date, time, and place;
2. Board members recorded as either present or absent;
3. A summary of the discussion on all matters proposed, deliberated, or decided, and a record of any votes taken;
4. On all matters requiring a roll call vote, a record of who voted *yea* and *nay*;
5. If the meeting is adjourned to another date, the time and place of the adjourned meeting;
6. The vote of each member present when a vote is taken to hold a closed meeting or portion of a meeting, and the reason for the closed meeting with a citation to the specific exception contained in the Open Meetings Act (OMA) authorizing the closed meeting;
7. A record of all motions, including individuals making and seconding motions;
8. Upon request by a Board member, a record of how he or she voted on a particular motion;¹⁴ and
9. The type of meeting, including any notices and, if a reconvened meeting, the original meeting's date.

The minutes shall be submitted to the Board for approval or modification at its next regularly scheduled open meeting. Minutes for open meetings must be approved within 30 days after the meeting or at the second subsequent regular meeting, whichever is later. **15**

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10 Voting sequence is at the board's discretion. A board may indicate how frequently it changes the voting sequence by adding *after each vote*, *monthly*, or *annually* to the end of the sentence. All board members, including officers, may make motions and vote.

11 This paragraph's first sentence contains the requirements in 105 ILCS 5/10-7. The second sentence is optional and may be deleted or amended. Other optional provisions include:

Option 1: Any Board member may include a written explanation of his or her vote in the District file containing individual Board member statements; the explanation will not be part of the minutes.

Option 2: Any Board member may request that his or her vote be changed before the President announces the result.

12 105 ILCS 5/10-7 and 5 ILCS 120/2.06. The minutes are the only record showing that the board took official action, including necessary prerequisites to make such action legally sufficient. A non-member recording secretary or clerk may be given these responsibilities. 105 ILCS 5/10-14.

13 All items listed are required to be recorded in minutes **except** items 7-9; other items may be included at the board's discretion. 5 ILCS 120/2.06 and 120/2a; 105 ILCS 5/10-7. The Ill. Public Access Counselor (PAC) found a board's vague reference to a *personnel matter* insufficient to meet the requirements of #3. PAO 13-07.

14 The intent behind this optional item is to give an individual member a means of recording his or her support or opposition to a motion that was taken by oral vote; it will record that the individual took an alternative position to that of the majority without having the minutes recite unnecessary detail.

15 Required by 5 ILCS 120/2.06(b).

At least semi-annually in an open meeting, the Board: (1) reviews minutes from all closed meetings that are currently unavailable for public release, and (2) decides which, if any, no longer require confidential treatment and are available for public inspection.¹⁶ The Board may meet in a prior closed session to review the minutes from closed meetings that are currently unavailable for public release.

17

The Board's meeting minutes must be submitted to the Board Treasurer at such times as the Treasurer may require. ¹⁸

The official minutes are in the custody of the Board Secretary.¹⁹ Open meeting minutes are available for inspection during regular office hours within 10 days after the Board's approval;²⁰ they may be inspected in the District's main office, in the presence of the Secretary, the Superintendent or designee, or any Board member.

Minutes from closed meetings are likewise available, but only if the Board has released them for public inspection, except that Board members may access closed session minutes not yet released for public inspection (1) in the District's administrative offices or their official storage location, and (2) in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member.²¹ The minutes, whether reviewed by members of the public or the Board, shall not be removed from the District's administrative offices or their official storage location except by vote of the Board or by court order. ²²

The Board's open meeting minutes shall be posted on the District website within ten days after the Board approves them; the minutes will remain posted for at least 60 days. ²³

Verbatim Record of Closed Meetings

The Superintendent, or the Board Secretary when the Superintendent is absent, shall audio record all closed meetings.²⁴ If neither is present, the Board President or presiding officer shall assume this responsibility. After the closed meeting, the person making the audio recording shall label the

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¹⁶ Required by 5 ILCS 120/2.06(c). While board notes from closed sessions may be confidential under the Freedom of Information Act (FOIA), they may be discoverable by the opposing party in a lawsuit. *Bobkoski v. Cary School Dist.* 26, 141 F.R.D. 88 (N.D. Ill. 1992).

The failure to strictly comply with the semi-annual review does not cause the written minutes or related verbatim record to become public, provided that the board, within 60 days of discovering its failure to strictly comply, reviews the closed session minutes and reports the result of that review in open session. 5 ILCS 120/2.06.

¹⁷ 5 ILCS 120/2 allows boards to discuss the confidentiality needs of closed meeting minutes in closed meetings.

¹⁸ Required by 105 ILCS 5/10-7.

¹⁹ Optional provision: "A copy of the minutes is kept in a secure location appropriate for valuables."

²⁰ Required by 5 ILCS 120/2.06(b).

²¹ 5 ILCS 120/2.06(e). The listed individuals in the statute are matched to the titles in the IASB Policy Reference Manual. If the board wishes to mirror the statutory language, ~~delete: the Recording Secretary, the Superintendent or designated administrator, or any elected Board member and~~ replace with: "a records secretary, an administrative official of the public body, or any elected official of the public body."

See the discussion in paragraph two of f/n 27 below about what *in the presence of* means.

²² *Id.*

²³ Posting on the website is required *only if* the district has a website that is maintained by a full-time staff member; if not, this sentence may be omitted. 5 ILCS 120/2.06(b).

²⁴ Boards must keep a verbatim record of their closed meetings in the form of an audio or video recording. 5 ILCS 120/2.06. This sample policy uses audio recording only; a board that uses a video recording should amend this policy and exhibit 2:220-E1, *Board Treatment of Closed Meeting Verbatim Recordings and Minutes*.

The interests of continuity, efficiency, and ease of holding someone accountable suggest that the superintendent be made responsible for making and storing the verbatim recordings. If the superintendent is not present, e.g., during discussions concerning the superintendent's contract, the tasks should be given to a board member.

recording with the date and store it in a secure location. The Superintendent shall ensure that: (1) an audio recording device and all necessary accompanying items are available to the Board for every closed meeting, and (2) a secure location for storing closed meeting audio recordings is maintained close to the Board's regular meeting location. ²⁵

After 18 months have passed since being made, the audio recording of a closed meeting is destroyed provided the Board approved: (1) its destruction, and (2) minutes of the particular closed meeting. ²⁶

Individual Board members may access verbatim recordings in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member.²⁷ Access to the verbatim recordings is available at the District's administrative offices or the verbatim recording's official storage location.²⁸ Requests shall be made to the Superintendent or Board President. While a Board member is listening to a verbatim recording, it shall not be re-recorded or removed from the District's main office or official storage location, except by vote of the Board or by court order. ²⁹

Before making such requests, Board members should consider whether such requests are germane to their responsibilities, service to District, and/or Oath of Office in policy 2:80, *Board Member Oath and Conduct*. In the interest of encouraging free and open expression by Board members during

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²⁵ Alternatively, use: "is maintained within the District's administrative offices or their official storage location."

²⁶ This paragraph paraphrases 5 ILCS 120/2.06(c). No notification to, or the approval of, a records commission or the State Archivist is needed if a recording is destroyed under the conditions listed.

²⁷ 5 ILCS 120/2.06(e). The listed individuals align with the other titles used in the IASB Policy Reference Manual. If the board wishes to mirror the statute, ~~delete: the Recording Secretary, the Superintendent or designated administrator, or any elected Board member and~~ replace with: "a records secretary, an administrative official of the public body, or any elected official of the public body."

The intent of the *in the presence of* language is meant to protect both (1) the verbatim recordings/closed session minutes (see f/n 21 above), and (2) the board members requesting access to them. It ensures that a school district official is present at all times when a requesting board member accesses the verbatim recording/closed session minutes. The requirement is meant to prevent misuse and removal of the verbatim recording/closed session minutes from the district offices or official storage location. It is also meant to protect the board member who requests the access from being alone and in a situation where he or she could potentially be accused of tampering with or taking the verbatim recording/closed session minutes.

Consult the board attorney about:

1. The practice of sending an *appointed* board member to be present with a board member who requests access to verbatim recordings/closed session minutes. 5 ILCS 120/2.06(e) states, "any *elected* member of the Board;" appointed is not listed but is mentioned elsewhere in the language of this section of the law;
2. Access to verbatim recordings/closed session minutes by other officials employed by the district, e.g., superintendent or other high-level administrators and even the board attorney; and
3. How this law affects the sharing of closed session minutes with board members prior to a meeting at which the closed session minutes will be approved.

The intent of P.A. 99-515, which amended 5 ILCS 120/2.06(e), was to manage a board member's *individual* request for access to these items in his or her individual capacity (see 2:80, *Board Member Oath and Conduct*), not change prior practices in regard to other officials and board attorneys or the required work of school boards under various laws. While many attorneys do not interpret the new law to restrict access or change procedures for these other high-level school officials and attorneys employed by the district, some attorneys do and it is important to obtain legal advice on this specific issue.

²⁸ *Id.*

²⁹ *Id.*

closed meetings, the recordings of closed meetings should not be used by Board members to confirm or dispute the accuracy of recollections. **30**

Quorum and Participation by Audio or Video Means **31**

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

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

No Physical Presence of Quorum and Participation by Audio or Video; Disaster Declaration **32**

The ability of the Board to meet in person with a quorum physically present at its meeting location may be affected by the Governor or the Director of the Ill. Dept. of Public Health issuing a disaster

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30 This paragraph is optional. It provides boards an opportunity to discuss and encourage each member to carefully think about purposes for their requests to listen to verbatim recordings, which historically has been and should continue to be to “access information relevant to the exercise of duties” for the public body. Intra-board conflicts may escalate if the recording is used to confirm or dispute who-said-what. Prior to P.A. 99-515, OMA did (and still does) allow boards to release these types of information. 5 ILCS 120/2.06(e). Further, Ill. Atty. Gen. Op. 32, 1996, opined that board members cannot be denied access to information relevant to the exercise of his or her duties. Board members should evaluate whether their requests under 5 ILCS 120/2.06(e) are “relevant to the exercise of their duties” before making such requests. Confirming or disputing who-said-what diverts resources away from operations of the district in educating its students. Additional considerations in listening to verbatim recordings may include personnel and student records confidentiality issues, which should be discussed with the board attorney.

31 5 ILCS 120/2.01 and 120/7, amended by P.A. 101-640. See also 105 ILCS 5/10-6 and 5/10-12. In order to allow attendance by video or audio means, a board must adopt a policy conforming to the restrictions in OMA. The statute requires the board member who wishes to attend remotely to notify the “recording secretary or clerk of the public body.” The policy includes the superintendent as a possible person to receive the notice. Everything in this section is required aside from provisions on the length of notification that is given the secretary and the process for accommodating the request. Alternatively, a board may: (1) prohibit members from participating by video or audio means by omitting this section, (2) add other requirements, or (3) alter the 24 hour notification. Note that the statute does not contemplate someone either approving or denying a request, only that the request be accommodated if the notification is provided.

In a non-binding opinion, the PAC found a public body violated OMA when it allowed a board member to join a closed session meeting remotely without first taking action at that particular meeting in open session to approve the remote participation. 2019 PAC 57660. Therefore, even with the adoption of this policy to approve remote participation, best practice is to ensure the public is informed of any board members that are participating remotely for a particular board meeting. Consult the board attorney for advice on whether the board should take action every time it wishes to permit a member to participate remotely or in those instances where a board member objects to such participation.

32 5 ILCS 120/2.01 and 120/7(e)(1)-(10), amended by P.A. 101-640. See also 105 ILCS 5/10-6 and 5/10-12. During the 2020 COVID-19 pandemic, Ill. Gov. Pritzker issued Executive Order (EO) 2020-07 pursuant to 20 ILCS 3305/7 (disaster proclamation due to public health emergency) that temporarily suspended OMA’s physical quorum requirement. The Governor extended this OMA relief through subsequent Executive Orders as the crisis continued. See EOs 2020-18, 2020-33, and 2020-39. During the period covered by EO 2020-39, 5 ILCS 120/120/7(e), amended by P.A. 101-640 was enacted, immediately requiring public bodies to meet a number of conditions before suspending the physical quorum requirement.

Boards must remember that public comment is still required when a quorum is not physically present at the meeting location. See Public Comment section of the Ill. Atty. Gen.’s guidance entitled *Guidance to Public Bodies on the Open Meetings Act and the Freedom of Information Act During the COVID-19 Pandemic* on p. 5 at: www.foia.ilattorneygeneral.net/pdf/OMA_FOIA_Guide.pdf.

declaration related to a public health emergency.³³ The Board President or, if the office is vacant or the President is absent or unable to perform the office's duties, the Vice President determines that an in-person meeting or a meeting conducted under the **Quorum and Participation by Audio or Video Means** subhead above, is not practical or prudent because of the disaster declaration; if neither the President nor Vice President are present or able to perform this determination, the Superintendent shall serve as the duly authorized designee for purposes of making this determination. ³⁴

The individual who makes this determination for the Board shall put it in writing, include it on the Board's published notice and agenda for the audio or video meeting and in the meeting minutes,³⁵ and ensure that the Board meets every OMA requirement for the Board to meet by video or audio conference without the physical presence of a quorum. ³⁶

Rules of Order

Unless State law or Board-adopted rules apply, the Board President, as the presiding officer, will use Robert's Rules of Order, Newly Revised (11th Edition), as a guide when a question arises concerning procedure. ³⁷

Broadcasting and Recording Board Meetings

Any person may record or broadcast an open Board meeting.³⁸ Special requests to facilitate recording or broadcasting an open Board meeting, such as seating, writing surfaces, lighting, and access to electrical power, should be directed to the Superintendent at least 24 hours before the meeting.

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³³ The phrase "due to public health emergency" aligns with Ill. Emergency Act (IEMA), 20 ILCS 3305/4 and 7, which provides the governor with the power to declare a disaster. 5 ILCS 120/7(e)(1), amended by P.A. 101-640, uses the phrase "related to public health concerns because [the governor has declared] a disaster" and while not aligning with IEMA text, means "public health emergency." For ease of understanding and alignment with IEMA, this policy uses "public health emergency."

To avoid confusion, note that the triggers under 5 ILCS 120/7(e), amended by P.A. 101-640, for when a school board may conduct its meetings by audio or video conference without the physical presence of a quorum are a bit more broad than the School Code's triggers to implement remote and/or blended remote learning days (RLD/BRLDs). OMA states (1) the "governor **or the director of IDPH** has issued a disaster declaration of a disaster as defined in 20 ILCS 3305/" This means that it is possible for the board to meet remotely if the director of IDPH declares a disaster under OMA, but that may not mean a district must implement RLD/BLRDs because the School Code states that the governor must declare the disaster.

³⁴ 5 ILCS 120/7(e)(2), amended by P.A. 101-640 states "the head of the public body as defined in [the Freedom of Information Act (FOIA), 5 ILCS 140/2(e), FOIA]." FOIA defines *head of the public body* to mean the *president* or "such person's duly authorized designee." 5 ILCS 140/2(e). Policy 2:110, *Qualifications, Term, and Duties of Board Officers*, designates the vice president to perform the duties of the president if that office is vacant or he or she is absent or unable to perform the office's duties.

For practical purposes if a disaster is declared due to a public health concern, this policy designates the superintendent as "[the president or vice president's] duly authorized designee" pursuant to the authority of 5 ILCS 140/2(e) for the board to move forward with the required determination to meet by audio or video with no physical presence of a quorum.

³⁵ While this phrase of the sentence is not required in OMA, many attorneys agree that transparency best practices in this situation include the individual making the determination to: (1) put it in writing referring to the specific disaster declaration applicable to the board's jurisdiction and the public health concern/public health emergency that applies to not having an in-person meeting; and (2) include that written determination (a) on the board's published notice and agenda for the audio or video meeting, and (b) in the meeting minutes.

³⁶ See 2:220-E9, *Requirements for No Physical Presence of Quorum and Participation by Audio or Video During Disaster Declaration*.

³⁷ Boards are not required to follow any particular rules of order. Rules, however, must be in writing and available for public inspection, in order to have any legal effect. 105 ILCS 5/10-20.5.

³⁸ The public's right to record meetings must be addressed in board policy. 5 ILCS 120/2.05. However, a provision requiring advance notice to record a meeting is invalid. PAO 12-10.

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

LEGAL REF.: 5 ILCS 120/2a, 120/2.02, 120/2.05, 120/2.06, and 120/7.
105 ILCS 5/10-6, 5/10-7, 5/10-12, and 5/10-16.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:150 (Committees), 2:200 (Types of School Board Meetings), 2:210 (Organizational School Board Meeting), 2:230 (Public Participation at School Board Meetings and Petitions to the Board)

Operational Services

Pandemic Preparedness; Management; and Recovery 1

The School Board recognizes that the District will play an essential role along with the local health department and emergency management agencies in protecting the public's health and safety during a pandemic. ²

A pandemic is a global outbreak of disease. Pandemics happen when a new virus emerges to infect individuals and, because there is little to no pre-existing immunity against the new virus, it spreads sustainably. ³

To prepare the School District community for a pandemic, the Superintendent or designee shall:⁴ (1) learn and understand how the roles that the federal, State, and local government function; (2) form a pandemic planning team consisting of appropriate District personnel and community members to

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¹ Certain subheads of this policy are required; specifically **Suspension of In-Person Instruction; Remote and/or Blended Remote Learning Day Plan(s)** (see f/n 12, below), and depending upon the specific terms of government orders and/or guidance issued during a pandemic, if a district wishes to continue to charge employee salaries and benefits to a grant during an extended school closure, **Payment of Employee Salaries During Emergency School Closures** (see f/n 11, below). Other subheads and text in this policy are optional. Its purpose is to establish board direction about pandemic preparedness, management, and recovery issues and inform the community about the board's role during a pandemic.

Boards are authorized to adopt a policy on pandemic preparedness even though State and federal law provide little guidance. On 3-11-20, the World Health Organization (WHO) characterized the COVID-19 outbreak as a pandemic. See www.who.int/dg/speeches/detail/who-director-general-s-opening-remarks-at-the-media-briefing-on-covid-19---11-march-2020. Before the COVID-19 pandemic, most research and guidance around pandemics was specific to influenza, but the same principles for influenza pandemics were applied to the management of the COVID-19 pandemic. State law grants boards broad authority to formulate, adopt, and modify school board policies, at the board's sole discretion, subject only to mandatory collective bargaining agreements and State and federal law. 105 ILCS 5/10-20.5 and 115 ILCS 5/1 et seq. See 2:20, *Powers and Duties of the School Board; Indemnification*, and also 2:240, *Board Policy Development*.

Information similar to this policy's content may also be a part of a district's safety plans, which the superintendent uses to implement the board's direction in this policy.

See f/n 3, below for a definition of a pandemic. According to the Centers for Disease Control and Prevention (CDC) guidance, schools serve as an "amplification point" of flu epidemics. **School Superintendent's Insider**, April 2007. School officials should be preparing for the flu pandemic as a U.S. Health and Human Services Pandemic Influenza Plan estimates that about 30 percent of the general population would become ill in a pandemic. The agency estimates among school-aged children the figure would be higher, about 40 percent. Sources: **NSBA and School Board News**, 3-14-2006.

² Multiple stakeholders at many levels and in many groups have important roles in effective pandemic preparedness, management, and recovery efforts. Stakeholders include federal departments and agencies, public health organizations, State and local health departments and laboratories, private health care organizations, influenza vaccine and antiviral manufacturers, and vaccine distributors and vaccinators. **Illinois Pandemic Influenza Preparedness and Response Plan**, Version 5.0, May 2014, *Concept of Operations 2.0*, page 36, at: www.idph.state.il.us/pandemic_flu/planning.htm.

³ This paragraph embodies the CDC's pandemic definition. See www.cdc.gov/coronavirus/2019-ncov/cases-updates/summary.html. The **Illinois Pandemic Influenza Preparedness and Response Plan**, Version 5.0, May 2014, also defines pandemic at page 9; however, that definition is specific to influenza. The new COVID-19 coronavirus is not an influenza virus yet was characterized as a pandemic by the World Health Organization. At the time of publication during the 2020 COVID-19 pandemic, it was not clear whether this Illinois resource's definition will be amended.

Prior to the COVID-19 pandemic, literature discussed that during an influenza pandemic, a new influenza virus will cause thousands or even millions of people to contract the disease and, in turn, spread the illness to others because people have not been previously exposed to the new virus. See **School Guidance During an Influenza Pandemic**, December 2006; Ill. State Board of Education (ISBE) opening letter to School Officials dated November 2006 from Dr. Randy J. Dunn and Dr. Eric Whitaker, at: www.idph.state.il.us/pandemic_flu/school_guide/sppg_letter.pdf.

⁴ 105 ILCS 5/10-16.7. The school board directs, through policy, the superintendent in his or her charge of the district's administration.

identify priorities and oversee the development and implementation of a comprehensive pandemic school action plan; and (3) build awareness of the final plan among staff, students, and community.

Emergency School Closing ⁵

In the case of a pandemic, the Governor may declare a disaster due to a public health emergency that may affect any decision for an emergency school closing. Decisions for an emergency school closing will be made by the Superintendent in consultation with and, if necessary, at the direction of the Governor, Ill. Dept. of Public Health, District's local health department, emergency management agencies, and/or Regional Office of Education. ⁶

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⁵ In times of emergency, the functions of different levels of State and federal government often become cloudy, and determining what governmental entity has powers to take a particular action can be confusing. The concept of federalism, or the coexistence of federal and state governments with their own local powers, was utilized during the response to the 2020 COVID-19 pandemic. Federalism is premised on the Constitutional limits of federal power. See U.S. Const. Art. I, Sec. 8 (limiting powers of Congress providing only those powers enumerated). Generally, during the 2020 COVID-19 pandemic, Illinois and other states were left with these remaining powers of government to respond to the crisis. In general, President Trump's administration set broad national policy, particularly with respect to international travel and the approval of treatments, and suggested guidance that States could follow regarding mitigation measures. The states' governors and local leaders made other state-specific or locality-specific decisions based upon the local conditions in each community. Depending upon the federal administration in power at the time of a pandemic, the federal government may seek to play a greater or lesser role in the management of a pandemic.

Local health departments, emergency medical agencies, and the Regional Office of Education may direct a school to close during a pandemic. See **School Guidance During an Influenza Pandemic**, December 2006; ISBE opening letter to school officials dated November 2006 from Dr. Randy J. Dunn and Dr. Eric Whitaker. This letter is at: www.idph.state.il.us/pandemic_flu/school_guide/sppg_letter.pdf.

The Ill. Dept. of Public Health (IDPH) is also authorized to order a place to be closed and made off-limits to the public to prevent the probable spread of a dangerously contagious or infectious disease. 20 ILCS 2305/2(b).

The Governor also has emergency powers upon his or her declaration of a disaster, which includes among other things public health emergencies. 20 ILCS 3305/4 and 3305/7. Upon such proclamation, the Governor has, and may exercise for a period not to exceed 30 days, several emergency powers. Id.

Since the 2006 **School Guidance During an Influenza Pandemic** letter was written, several Illinois schools faced an H1N1 outbreak in 2009, and all Illinois schools faced the 2020 COVID-19 pandemic.

During the 2009 H1N1 outbreak, ISBE directed schools with a statement titled *Closing School in Response to H1N1* that outlined "the decision to close school must be made locally by the school district and in conjunction and support with the relevant local public health department. The impact of a pandemic may vary from region to region. Therefore, it is crucial that district administrators rely on the advice and recommendations of their local public health department." During the 2020 COVID-19 pandemic, the Governor and ISBE issued many directives and/or guidance, including reliance upon the advice and recommendations of local public health departments. See www.isbe.net/Documents/ISBE-Guidance-to-School-Coronavirus.pdf. And see other 2020 COVID-19 guidance documents as follows:

Ill. Gov. Pritzker, ISBE, Ill. Association of School Admin., Ill. Principals' Assoc., Ill. Ed. Assoc., and Ill. Fed. of Teachers Joint Statement:

www.isbe.net/Documents/Joint-Statement-Updated%203-27-20.pdf.

IDPH-ISBE joint schools guidance:

www.dph.illinois.gov/topics-services/diseases-and-conditions/diseases-a-z-list/coronavirus/schools-guidance

IDPH-ISBE joint workplace health and safety guidance:

www.dph.illinois.gov/covid19/community-guidance/workplace-health-and-safety-guidance

Restore Illinois Plan:

www2.illinois.gov/dceo/Pages/RestoreIL.P3.aspx.

During the 2020 COVID-19 pandemic, several protests occurred and many lawsuits were filed challenging Ill. Gov. Pritzker's extensions of disaster declaration emergency power under IEMA, 20 ILCS 3305/7. See the 2020 COVID-19 Executive Orders (EO) at: coronavirus.illinois.gov/s/resources-for-executive-orders. Controversies existed across party and regional lines with all branches of government looking to balance the need to protect human life against the desire to preserve personal liberty. Gov. Pritzker's EOs faced unsettled challenges in both the courts of law and public opinion as a five-phased plan to re-open Illinois was also being introduced a/k/a *Restore Illinois Plan* (coronavirus.illinois.gov/s/restore-illinois-introduction).

⁶ Use this alternative for districts in suburban Cook County: replace "Regional Office of Education" with "appropriate Intermediate Service Center."

During an emergency school closing, the Board President and the Superintendent⁷ may, to the extent the emergency situation allows, examine existing Board policies pursuant to Policy 2:240, *Board Policy Development*, and recommend to the Board for consideration any needed amendments or suspensions to address mandates that the District may not be able to accomplish or implement due to a pandemic. ⁸

Board Meeting Procedure; No Physical Presence of Quorum and Participation by Audio or Video ⁹

A disaster declaration related to a public health emergency¹⁰ may affect the Board's ability to meet in person and generate a quorum of members who are physically present at the location of a meeting. Policy 2:220, *School Board Meeting Procedure*, governs Board meetings by video or audio conference without the physical presence of a quorum.

Payment of Employee Salaries During Emergency School Closures ¹¹

The Superintendent shall consult with the Board to determine the extent to which continued payment of salaries and benefits will be made to the District's employees, pursuant to Board policies 3:40, *Superintendent*, 3:50, *Administrative Personnel Other Than the Superintendent*, 5:35, *Compliance with the Fair Labor Standards Act*, 5:200, *Terms and Conditions of Employment and Dismissal*, and 5:270, *Employment At-Will, Compensation, and Assignment*, and consistent with: (1) applicable laws, regulations, federal or State or local emergency declarations, executive orders, and agency directives; (2) collective bargaining agreements and any bargaining obligations; and (3) the terms of any grant under which an employee is being paid.

Suspension of In-Person Instruction; Remote and/or Blended Remote Learning Day Plan(s)

When the Governor declares a disaster due to a public health emergency pursuant to 20 ILCS 3305/7, and the State Superintendent of Education declares a requirement for the District to use *Remote*

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⁷ For a board that prefers its policy committee to engage in this work, delete Board President and the Superintendent and insert: Board Policy Committee. See policies 2:150, *Committees* and 2:240, *Board Policy Development*. This sample policy uses the board president and superintendent as the default text because during a pandemic, it may be difficult for a board policy committee to meet pursuant emergency executive orders that are issued, etc.

⁸ For an example of some issues that these entailed during the 2020 COVID-19 pandemic, see paragraph six of f/n 12, below.

⁹ 5 ILCS 120/2.01 and 120/7(e), amended by P.A. 101-640. See also 105 ILCS 5/10-6 and 5/10-12.

¹⁰ While 5 ILCS 120/7(e)(1), amended by P.A. 101-640, uses the phrase "related to public health concerns," the text "due to public health emergency" aligns with Ill. Emergency Act (IEMA), 20 ILCS 3305/4 and 7, the governing statute of disaster declarations. For ease of understanding and alignment with IEMA, this policy uses "public health emergency." For more discussion, see f/n 33 in sample policy 2:220, *School Board Meeting Procedure*.

¹¹ Required if a district wishes to continue to charge employee salaries and benefits to a grant during an extended school closure, depending upon the specific terms of government orders and/or guidance issued during a pandemic. 2 C.F.R. Part 200 (see www.whitehouse.gov/wp-content/uploads/2020/03/M-20-17.pdf, extended until 9-30-20 by www.whitehouse.gov/wp-content/uploads/2020/06/M-20-26.pdf) and 30 ILCS 708/. See sample procedure 4:180-AP3, *Grant Flexibility; Payment of Employee Salaries During a Pandemic*, and its footnotes.

During the 2020 COVID-19 pandemic, Gov. Pritzker and ISBE issued directives and/or guidance regarding payment of school district employees that may impact a board's decision regarding continued payment of employees during an extended closure. ISBE and the Governor suspended in-person learning and issued a Joint Statement (JS) with other school administrator and union groups, which purported to mandate that all school district employees on the district's payroll be paid as if districts were functioning normally and they were performing their normal work. See www.isbe.net/Documents/Joint-Statement-Updated%203-27-20.pdf. The JS cited no specific authority for the payment mandate. Additionally, changes to wages, hours, terms and conditions of employment, even when made during an extraordinary circumstance such as a pandemic, remain subject to collective bargaining obligations.

Learning Days or Blended Remote Learning Days, the Superintendent shall approve and present to the Board for adoption a Remote and/or Blended Remote Learning Day Plan¹² (Plan) that: 13

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¹² 105 ILCS 5/10-30(3), added by P.A. 101-643, requires the “[board] to adopt and the superintendent to approve” these plans upon the following statutory triggers: (1) the governor declaring a disaster pursuant to 20 ILCS 3305/, and (2) the state superintendent of education declaring a requirement for a school district, multiple school districts, a region, or the entire State. See sample administrative procedure 6:20-AP, *Remote and/or Blended Remote Learning Day Plan(s)* for the specifics of implementing Remote Learning Days (RLDs) and/or Blended Remote Learning Days (BLRDs).

Implementing a plan under this subhead contains items on which collective bargaining may be required. Any policy that impacts wages, hours, or terms and conditions of employment, is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. This subhead of the policy concerns an area in which the law is unsettled. See 105 ILCS 5/10-30(7), added by P.A. 101-643 (stating that it does not increase or diminish any collective bargaining rights under existing law, and that aspects of the plan that impact the wages or other terms or conditions of employment will need to be bargained with the exclusive bargaining representative(s)).

To avoid confusion, note that the triggers under the Open Meetings Act (OMA), 5 ILCS 120/7, amended by P.A. 101-640, for when a school board may conduct its meetings by audio or video conference without the physical presence of a quorum are a bit more broad: (1) the “governor or the director of IDPH has issued a disaster declaration as defined in 20 ILCS 3305/, and (2) all or part of the jurisdiction of the [school board] is covered by the disaster area. This means that it is possible for the board to meet remotely under OMA if the director of IDPH declares a disaster, but the School Code requires the governor to be the one to declare the disaster under 20 ILCS 3305/ in order for the state superintendent of education to declare that a district implement RLD/BRLDs. RLD/BRLDs and *e-learning days/e-learning programs* are different. RLD/BRLDs are for use when the governor declares a disaster under 20 ILCS 3305/ and the state superintendent has declared a requirement for the district to use them to provide remote instruction to pre-kindergarten through grade 12 that count as pupil attendance days under 105 ILCS 5/10-19.05(j-5), amended by P.A. 101-643. 105 ILCS 5/10-30(1), added by P.A. 101-643. BRLDs allow districts to utilize “hybrid models of in-person and remote instruction. E-learning days are part of an e-learning program that require a board to, among other things, hold a public hearing and obtain approval by the Regional Office of Education (or Intermediate Service Center) to allow the district to provide instruction to students electronically while they are not physically present due to inclement weather and other unexpected events. 105 ILCS 5/10-20.56(b), amended by P.As. 101-12 and 101-643. School districts with e-learning programs may adapt them for use during RLDs and BLRDs (105 ILCS 5/10-20.56(a), amended by P.As. 101-12 and 101-643, and 5/10-30(2), added by P.A. 101-643.

If the board has adopted an e-learning program pursuant to 105 ILCS 5/10-20.56, added by P.A. 101-12, add the following text to number two after 105 ILCS 5/10-30:

2. by adapting into a Plan the District’s e-learning program implemented pursuant to 105 ILCS 5/10-20.56

See policies 6:20, *School Year Calendar and Day*, 6:300, *Graduation Requirements*, 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*, and Executive Order 2020-31 (addressing the statutory minimum state graduation requirements (not local requirements that exceed the State-identified minimums)) and allowing local school boards to amend policies to reduce any local graduation requirements adopted in excess of the minimum requirements specified in School Code that school districts were unable to complete during the 2019-20 school year due to the suspension of in-person instruction and/or the *Stay-at-Home* orders issued in response to the 2020 COVID-19 pandemic). Executive Order 2020-31 provided the following proclamations:

Section 8. The following provisions of the Illinois School Code, 105 ILCS 5/1-1 *et seq.*, requiring certain assessments and courses for twelfth grade students, are suspended:

- a. 105 ILCS 5/2-3.64a-5(c) (requirement to take State assessments),
- b. 105 ILCS 5/27-3 (requirement to pass a satisfactory examination on patriotism and the principles of representative government),
- c. 105 ILCS 5/27-6(a) (requirement to engage in a course of physical education for a minimum of 3 days per 5-day week), and
- d. 105 ILCS 5/27-12.1(a) (requirement to be taught consumer education).

Section 9. The provision of the Illinois School Code, 105 ILCS 5/10-22.43a, requiring the successful completion of a foreign language proficiency examination for students whose foreign language credit is met through an approved ethnic school program, is suspended.

Section 10. The provision of the Illinois School Code, 105 ILCS 5/27-6.5, requiring physical assessments, is suspended.

Section 11. The provision of the Illinois School Code, 105 ILCS 5/27-22(e), requiring the successful completion of certain courses as a prerequisite to receiving a high school diploma, is suspended for twelfth grade students who are unable to complete such coursework as a result of the suspension of in-person instruction due to COVID-19.

1. Recommends to the Board for consideration any suspensions or amendments to curriculum-related policies to reduce any Board-required graduation or other instructional requirements in excess of minimum curricular requirements specified in School Code that the District may not be able to provide due to the pandemic; **14**
2. Implements the requirements of 105 ILCS 5/10-30; and
3. Ensures a plan for periodic review of and/or amendments to the Plan when needed and/or required by statute, regulation, or State guidance.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-20.5, 5/10-20.56, and 5/10-30.
 5 ILCS 120/2.01 and 120/7(e), Open Meetings Act.
 20 ILCS 2305/2(b), Ill. Dept. of Public Health Act (Part 1).
 20 ILCS 3305/, Ill. Emergency Management Agency Act.
 115 ILCS 5/, Ill. Educational Labor Relations Act.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:20 (Powers and Duties of the School Board; Indemnification), 2:220 (School Board Meeting Procedure), 2:240 (Board Policy Development), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:70 (Succession of Authority), 4:170 (Safety), 5:35 (Compliance with the Fair Labor Standards Act), 5:200 (Terms and Conditions of Employment and Dismissal), 5:270 (Employment At-Will, Compensation, and Assignment), 6:20 (School Year Calendar and Day), 6:60 (Curriculum Content), 6:300 (Graduation Requirements), 7:90 (Release During School Hours), 8:100 (Relations with Other Organizations and Agencies)

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Section 12. The provision of the Illinois School Code, 105 ILCS 5/27-21, requiring eight grade students to demonstrate evidence of having a comprehensive knowledge of the history of the United States as a prerequisite to eight grade graduation, is suspended.

Section 13. Twelfth grade students shall not be denied credit for apprenticeships or vocational or technical education courses allowed to be substituted for graduation requirements under the Illinois School Code, 105 ILCS 5/27-22.05, due to the student's inability to complete those course substitutions as a result of the suspension of in-person instruction due to COVID-19.

Section 14. The Illinois State Board of Education shall file emergency rules as needed to effectuate the intent of this Executive Order, including to suspend any regulatory provision related to: (1) student graduation requirements; or (2) student teaching, supervised field experience, or internship requirements for professional educator licenses or endorsements.

13 105 ILCS 5/10-30(3), added by P.A. 101-643 states “the district shall adopt a remote and blended remote learning day plan approved by the district superintendent.” For ease of administration, to avoid confusion during implementation, and to align with the IASB Foundational Principles of Effective Governance (www.iasb.com/principles_popup.cfm), this policy assigns the duty to *adopt* the remote and blended remote learning day plan (plan) by “the district” to the board. In alignment with this policy, administrative procedure 6:20-AP, *Remote and/or Blended Remote Learning Day Plan(s)*, requires the superintendent to *approve* the plan and present it to the board for *adoption* prior to district-wide implementation and posting on the district’s website.

14 105 ILCS 5/10-30(8), added by P.A. 101-643 does not excuse districts from completing all statutory and regulatory curricular mandates and offerings.

Students

Nonpublic School Students, Including Parochial and Home-Schooled Students 1

Part-Time Attendance

The District accepts nonpublic school students, including parochial and home-schooled students, who live within the District for part-time attendance in the District's regular education program on a space-available basis.² Requests for part-time attendance must be submitted to the Building Principal of the school in the school attendance area where the student resides. All requests for attendance in the following school year must be submitted before May 1. ³

A student accepted for partial enrollment must comply with all discipline and attendance requirements established by the school. He or she may participate in any co-curricular activity associated with a District class in which he or she is enrolled. The parent(s)/guardian(s) of a student accepted for partial enrollment must pay all fees, pro-rated on the basis of a percentage of full-time fees. Transportation to and/or from school is provided on regular bus routes to or from a point on the route nearest or most easily accessible to the nonpublic school or student's home. This transportation shall be on the same basis as the District provides transportation for its full-time students.⁴ Transportation on other than established bus routes is the responsibility of the parent(s)/guardian(s).

Students with a Disability 5

The District accepts for part-time attendance those children for whom it has been determined that special education services are needed, are enrolled in nonpublic schools, and otherwise qualify for enrollment in the District. Requests must be submitted by the student's parent/guardian. Special educational services shall be provided to such students as soon as possible after identification, evaluation, and placement procedures provided by State law, but no later than the beginning of the next school semester following the completion of such procedures. Transportation for such students

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

¹ State or federal law controls this policy's content. The compulsory attendance law requires that parents/guardians of a child between the ages of 7 and 17 years send their child to public school. 105 ILCS 5/26-1 *et seq.* An exception is provided for any child attending a private or parochial school "where children are taught the branches of education taught to children of corresponding age and grades in public schools, and where the instruction of the child in the branches of education is in the English language." *Id.* Home schooling is included in this exception if the teacher is competent, the required subjects are taught, and the student receives an education that is at least equivalent to public schooling. *People v. Levisen*, 404 Ill. 574 (1950).

² As of January 1, 1996, many of the duties imposed on school boards became powers. 105 ILCS 5/10-20. Thus, boards have the power to accept students enrolled in nonpublic schools for part-time attendance. 105 ILCS 5/10-20.24. A board should consult its attorney before deciding not to accept nonpublic students for part-time attendance.

³ *Id.* The deadline for submitting a request is at the local district's option. Consult the board attorney if the district or a school receives a request after this deadline.

⁴ Such transportation is required by 105 ILCS 5/29-4.

⁵ This paragraph restates State law. 105 ILCS 5/14-6.01. Federal law requires districts to develop and implement a system to locate, identify, and evaluate children with disabilities who attend private schools (including religiously affiliated schools and home-schools) located within the district. Moreover, the district must conduct child find activities for private school children with disabilities that are similar to those for children with disabilities in public schools. See 34 C.F.R. §§300.130-300.144 (children with disabilities enrolled by their parents in private schools). See Section 2, **Child Find**, in the IASB/III. Council of School Attorneys sample *Special Education Procedures Assuring the Implementation of Comprehensive Programming for Children with Disabilities*, at www.iasb.com/law/icsaspeded.cfm. Information from the U.S. Dept. of Education is at: www2.ed.gov/admins/lead/spced/privateschools/index.html?exp=3, including the publication *Provisions Related to Children with Disabilities Enrolled by their Parents in Private Schools*.

shall be provided only if required in the child's Individualized Educational Program on the basis of the child's disabling condition or as the special education program location may require.

Extracurricular Activities, Including Interscholastic Competition

A nonpublic school student is eligible to participate in: (1) interscholastic competition, provided his or her participation adheres to the regulations established by any association in which the School District maintains a membership, and (2) non-athletic extracurricular activities, provided the student attends a District school for at least one-half of the regular school day, excluding lunch.⁶ A nonpublic student who participates in an extracurricular activity is subject to all policies, regulations, and rules that are applicable to other participants in the activity.

Assignment When Enrolling Full-Time in a District School

Grade placement by, and academic credits earned at, a nonpublic school will be accepted if the school has a Certificate of Nonpublic School Recognition from the Illinois State Board of Education, or, if outside Illinois, if the school is accredited by the state agency governing education. ⁷

A student who, after receiving instruction in a non-recognized or non-accredited school, enrolls in the District will: (1) be assigned to a grade level according to academic proficiency, and/or (2) have academic credits recognized by the District if the student demonstrates appropriate academic proficiency to the school administration.⁸ Any portion of a student's transcript relating to such instruction will not be considered for placement on the honor roll or computation in class rank. ⁹

Notwithstanding the above, recognition of grade placement and academic credits awarded by a nonpublic school is at the sole discretion of the District. All school and class assignments will be made according to School Board policy 7:30, *Student Assignment and Intra-District Transfer*, as well as administrative procedures implementing this policy.

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

⁶ State law is silent on this issue; however, the Ill. High School Association Bylaws, 3.011 and 4.011, state that in order to be eligible to participate in interscholastic competition a student must be enrolled in a district school and take a minimum of **25** credit hours of work for which the district will grant high school credit upon the student completing and passing the courses. If the board decides not to allow such participation, consider omitting this section of the policy and substituting:

Nonpublic school students, regardless of whether they attend a District school part-time, will not be allowed to participate in any extracurricular activities.

⁷ This paragraph is optional; districts are not required to accept the grade placement or academic credits from nonpublic schools. However, the Ill. State Board of Education (ISBE) provides a *recognition* status to nonpublic schools in order to, among other things, provide assurance that the school's educational program meets at least minimum State requirements. See 105 ILCS 5/2-3.25o; 23 Ill.Admin.Code Part 425, and ISBE's guidance at: www.isbe.net/Pages/Nonpublic-Elementary-and-Secondary-School-Registration-and-Recognition.aspx. Nonpublic schools may seek a *Certificate of Nonpublic School Recognition* by complying with these guidelines. While nonpublic school certification is entirely voluntarily, only nonpublic schools that have met the voluntary recognition requirements are eligible to receive school safety and education improvement block grant funding. See 23 Ill.Admin.Code §425.80.

⁸ The question whether to award academic credit based on proficiency is complex. If credit is not given, any incoming secondary student from a nongraded school begins high school as a freshman, regardless of age or proficiency. On the other hand, to award credit based on a student's proficiency only if the student is transferring from a nongraded school will seem unfair to other students. State law is silent on this issue and boards should consult their administrative team for guidance.

⁹ Optional.

LEGAL REF.: 105 ILCS 5/10-20.24 and 5/14-6.01.

CROSS REF.: 4:110 (Transportation), 6:170 (Title I Programs), 6:190 (Extracurricular and Co-Curricular Activities), 6:320 (High School Credit for Proficiency), 7:30 (Student Assignment and Intra-District Transfer), 7:300 (Extracurricular Athletics)

FOR INFORMATION

**Lisle Community Unit School District 202
Board of Education Meeting
September 28, 2020**

SUBJECT: Administrator and Teacher Salary and Benefits Report in Accordance with Public Act 97-0256

BACKGROUND DATA: Effective January 1, 2012, Public Act 97-0256 amended the School Code to require school districts in Illinois to perform the following:

1. Report to the State Board of Education, on or before October 1st of each year, the base salary and benefits of the district superintendent and all administrators and teachers employed by the school district. This reporting is now incorporated into the Employment Information System (EIS).
2. Prior to this annual reporting to the State Board of Education, the information must be presented at a regular school board meeting, subject to applicable notice requirements, and then posted on the website of the district.

Attached is the report generated from the Illinois State Board of Education EIS system that will be posted on the District's website at www.lisle202.org under the Business Services Department.

FINANCIAL IMPACT: N/A.

RECOMMENDATION: N/A.

SUGGESTED MOTION: N/A.

EIS Administrator and Teacher Salary and Benefits Report - School Year 2020

9/28/2020 1:27 pm

Lisle CUSD 202 5211 Center Ave, Lisle, IL 60532 190222020260000

Selection Criteria: (Employer) Employees = All

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
Anderson, Erik D	200-Teacher	\$72,955.00	1.00	0	14	\$0.00	\$0.00	\$5,742.57	\$15,741.00
Anderson, Herbert	200-Teacher	\$88,776.00	1.00	0	14	\$0.00	\$0.00	\$6,672.97	\$15,741.00
Aurilio, Jessica	250-Special Education Teacher	\$57,617.00	1.00	0	14	\$0.00	\$0.00	\$5,801.39	\$8,233.40
Austin, Jennifer	200-Teacher	\$55,555.10	0.79	0	14	\$0.00	\$0.00	\$4,649.86	\$6,102.36
Bamboato, Darius	200-Teacher	\$77,349.00	1.00	0	14	\$0.00	\$0.00	\$5,903.64	\$15,218.82
Barber, Lorie	200-Teacher	\$66,801.00	1.00	0	14	\$0.00	\$0.00	\$5,001.95	\$15,678.72
Blatchley, Monica	200-Teacher	\$94,928.00	1.00	0	14	\$0.00	\$0.00	\$7,330.88	\$14,061.24
Bossenga, Emmy	200-Teacher	\$92,292.00	1.00	0	14	\$0.00	\$0.00	\$7,360.91	\$4,840.38
Braun, Katherine	200-Teacher	\$58,891.00	1.00	0	14	\$0.00	\$0.00	\$4,421.17	\$6,102.36
Bylsma, Svea	200-Teacher	\$97,566.00	1.00	0	14	\$0.00	\$0.00	\$7,440.78	\$3,415.22
Byrne, Sharon	200-Teacher	\$75,591.00	1.00	0	14	\$0.00	\$0.00	\$5,662.58	\$0.00
Campian, James	200-Teacher	\$50,628.80	0.80	0	14	\$0.00	\$0.00	\$3,755.34	\$4,881.78
Capristo, Linda	250-Special Education Teacher	\$77,349.00	1.00	0	14	\$0.00	\$0.00	\$5,760.63	\$10,022.76
Cerny, Marie	250-Special Education Teacher	\$61,528.00	1.00	0	14	\$0.00	\$0.00	\$4,679.91	\$114.12
Cerveney, Karen	200-Teacher	\$44,827.80	0.60	0	14	\$0.00	\$0.00	\$5,612.63	\$14,061.24
Cerveney, Karen	127-Head of Gen Ed (Department chair no admin endorsement held)	\$29,885.20	0.40	0	0	\$0.00	\$0.00	\$0.00	\$0.00
Chasensky, Lauren	200-Teacher	\$70,978.54	0.96	0	14	\$0.00	\$0.00	\$5,615.92	\$5,151.24
Chiappetta, Rebecca	200-Teacher	\$45,003.20	0.80	0	14	\$0.00	\$0.00	\$3,344.04	\$0.00
Clarke, Jeannette	250-Special Education Teacher	\$75,591.00	1.00	0	14	\$0.00	\$0.00	\$5,688.29	\$15,220.44
Copeland, Naomi	200-Teacher	\$12,833.00	0.20	0	14	\$0.00	\$0.00	\$951.84	\$0.00
Cornfield, Betty	250-Special Education Teacher	\$102,839.00	1.00	0	14	\$0.00	\$0.00	\$8,399.08	\$15,218.82
Costello, Sheri	104-Assistant Principal	\$106,300.00	1.00	25	14	\$0.00	\$1,948.76	\$9,529.82	\$23,183.60
Cyrus, Richard	200-Teacher	\$92,292.00	1.00	0	14	\$0.00	\$0.00	\$2,080.45	\$4,199.69
Cyrus, Tonia	200-Teacher	\$70,318.00	1.00	0	14	\$0.00	\$0.00	\$5,272.43	\$114.12
Dahleen, Shayla	250-Special Education Teacher	\$65,044.00	1.00	0	14	\$0.00	\$0.00	\$4,863.29	\$6,102.36
Davis, Brianne	250-Special Education Teacher	\$90,534.00	1.00	0	14	\$0.00	\$0.00	\$6,725.42	\$1,144.62
Davis, John	200-Teacher	\$97,324.06	1.00	0	14	\$0.00	\$0.00	\$7,442.10	\$0.00
Dawson, Rachel	200-Teacher	\$64,816.44	0.95	0	14	\$0.00	\$0.00	\$4,907.11	\$14,331.60
Dembowski, Kasie	200-Teacher	\$37,197.60	0.80	0	14	\$0.00	\$0.00	\$2,842.30	\$41.40

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
Dineen-Hendricks, Kathleen	104-Assistant Principal	\$92,737.00	0.77	0	14	\$0.00	\$0.00	\$8,407.52	\$23,083.50
Dybeck, David	200-Teacher	\$86,139.00	1.00	0	14	\$0.00	\$0.00	\$6,418.32	\$6,102.36
Erickson, Tor	104-Assistant Principal	\$93,629.00	1.00	0	14	\$0.00	\$0.00	\$8,488.26	\$23,083.50
Filipiak, Keith	100-District Superintendent	\$206,184.00	1.00	30	14	\$0.00	\$3,780.04	\$19,066.30	\$23,273.36
Gomez, Vasilici	200-Teacher	\$66,801.00	1.00	0	14	\$0.00	\$0.00	\$5,103.16	\$15,678.72
Gosselink, Wesley	103-Principal	\$145,497.00	1.00	30	14	\$0.00	\$2,667.50	\$13,454.54	\$23,273.36
Graff, Patrick	200-Teacher	\$46,497.00	1.00	0	14	\$0.00	\$0.00	\$3,748.15	\$0.00
Grau, Jason	200-Teacher	\$72,955.00	1.00	0	14	\$0.00	\$0.00	\$5,462.95	\$14,061.24
Gucciardo, Anjanette	200-Teacher	\$85,260.00	1.00	0	14	\$0.00	\$0.00	\$6,441.45	\$6,283.62
Gumina, Scott	200-Teacher	\$100,203.00	1.00	0	14	\$0.00	\$0.00	\$7,667.45	\$15,218.82
Hamann, Kelly	200-Teacher	\$75,591.00	1.00	0	14	\$0.00	\$0.00	\$5,787.70	\$6,102.36
Hanson, Janet	250-Special Education Teacher	\$102,839.00	1.00	0	14	\$0.00	\$0.00	\$7,885.49	\$6,102.36
Hardy, Venessa	200-Teacher	\$92,292.00	1.00	0	14	\$0.00	\$0.00	\$7,050.28	\$15,741.00
Henrichs, Greg	200-Teacher	\$80,865.00	1.00	0	14	\$0.00	\$0.00	\$6,022.05	\$14,061.24
Hicks, Dena	200-Teacher	\$90,534.00	1.00	0	14	\$0.00	\$0.00	\$6,721.23	\$15,741.00
Honzel, Robin	200-Teacher	\$102,839.00	1.00	0	14	\$0.00	\$0.00	\$7,631.18	\$6,184.68
Howard, Jeffrey	103-Principal	\$162,450.00	1.00	25	14	\$0.00	\$2,978.36	\$15,022.26	\$23,273.36
Hurt, Patricia	200-Teacher	\$48,343.50	0.50	0	14	\$0.00	\$0.00	\$4,781.27	\$286.20
Huschart, Kelly	200-Teacher	\$66,801.00	1.00	0	14	\$0.00	\$0.00	\$4,990.99	\$6,164.64
Jaegle, Christine A	200-Teacher	\$42,190.80	0.60	0	14	\$0.00	\$0.00	\$5,360.84	\$0.00
Jaegle, Christine A	127-Head of Gen Ed (Department chair no admin endorsement held)	\$28,127.20	0.40	0	0	\$0.00	\$0.00	\$0.00	\$0.00
Jaegle, Ronald	200-Teacher	\$61,703.40	0.60	0	14	\$0.00	\$0.00	\$7,902.74	\$15,218.82
Jaegle, Ronald	127-Head of Gen Ed (Department chair no admin endorsement held)	\$41,135.60	0.40	0	14	\$0.00	\$0.00	\$0.00	\$0.00
James, Lauren	200-Teacher	\$50,151.07	1.00	0	14	\$0.00	\$0.00	\$3,799.35	\$9,960.48
Javior, Jeffrey	200-Teacher	\$94,928.00	1.00	0	14	\$0.00	\$0.00	\$7,252.74	\$12,246.84
Jensen, Christine	250-Special Education Teacher	\$79,986.00	1.00	0	14	\$0.00	\$0.00	\$6,016.06	\$12,246.84
Johnson, Diane	250-Special Education Teacher	\$51,419.50	0.50	0	14	\$0.00	\$0.00	\$7,857.00	\$15,678.72
Johnson, Diane	200-Teacher	\$51,419.50	0.50	0	0	\$0.00	\$0.00	\$0.00	\$0.00
Kearney, David	103-Principal	\$132,704.00	1.00	30	14	\$0.00	\$2,432.98	\$12,271.38	\$23,273.36
Kehoe, Debra	200-Teacher	\$100,203.00	1.00	0	14	\$0.00	\$0.00	\$7,720.86	\$15,218.82
Keigher, Natalie	200-Teacher	\$79,107.00	1.00	0	14	\$0.00	\$0.00	\$6,026.84	\$15,741.00
Kempfer-Kotalik, Linda	101-Assistant/Associate District Superintendent	\$162,500.00	1.00	30	14	\$0.00	\$2,579.24	\$15,026.88	\$23,273.36
Kern, Erin	200-Teacher	\$73,834.00	1.00	0	14	\$0.00	\$0.00	\$5,595.36	\$15,218.82
Kim, Paul	200-Teacher	\$88,776.00	1.00	0	14	\$0.00	\$0.00	\$6,660.68	\$15,741.00
Kimmerly, Suzanne	200-Teacher	\$70,318.00	1.00	0	14	\$0.00	\$0.00	\$5,231.29	\$15,741.00
Klepadlo, Scott E	200-Teacher	\$41,689.10	0.85	0	14	\$0.00	\$0.00	\$3,249.64	\$5,186.88
Klepper, Mary	200-Teacher	\$66,801.00	1.00	0	14	\$0.00	\$0.00	\$5,163.12	\$15,741.00

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
Klimes, Christy	200-Teacher	\$97,566.00	1.00	0	14	\$0.00	\$0.00	\$7,467.02	\$15,741.00
Koeppen, Kelly	200-Teacher	\$13,080.67	0.20	0	14	\$0.00	\$0.00	\$0.00	\$0.00
Kuefner, Julie	200-Teacher	\$87,018.00	1.00	0	14	\$0.00	\$0.00	\$6,607.23	\$6,015.78
Lapham, Kathleen	200-Teacher	\$86,139.00	1.00	0	14	\$0.00	\$0.00	\$6,394.60	\$15,218.82
LaScala, Mark	200-Teacher	\$97,566.00	1.00	0	14	\$0.00	\$0.00	\$7,730.74	\$15,678.72
Law, Jennifer S	152-Special Education Director	\$147,112.00	1.00	25	14	\$0.00	\$2,696.98	\$13,603.70	\$23,273.36
Leonard, Arlene	200-Teacher	\$97,566.00	1.00	0	14	\$0.00	\$0.00	\$7,454.16	\$15,218.82
Lumsden, Jason	200-Teacher	\$79,986.00	1.00	0	14	\$0.00	\$0.00	\$5,990.87	\$891.90
Madonia, Lindsey	200-Teacher	\$72,076.00	1.00	0	14	\$0.00	\$0.00	\$5,346.36	\$0.00
Maldre, Sarah	200-Teacher	\$49,727.65	0.71	0	14	\$0.00	\$0.00	\$3,445.71	\$12,194.56
Marcum, Thomas C	107-General Administrator or General Supervisor	\$105,500.00	1.00	25	14	\$0.00	\$1,934.20	\$9,755.90	\$23,273.36
Marino, Jillian	200-Teacher	\$90,534.00	1.00	0	14	\$0.00	\$0.00	\$6,728.30	\$6,102.36
McCormick, Meredith	104-Assistant Principal	\$93,179.00	1.00	0	14	\$0.00	\$0.00	\$8,447.56	\$23,083.50
McIntyre, Celeste	200-Teacher	\$84,381.00	1.00	0	14	\$0.00	\$0.00	\$6,313.28	\$14,061.24
McLearIV, Robert	200-Teacher	\$77,349.00	1.00	0	14	\$0.00	\$0.00	\$5,825.01	\$15,218.82
Meyer, Peter	200-Teacher	\$61,703.40	0.60	0	14	\$0.00	\$0.00	\$7,870.36	\$14,061.24
Meyer, Peter	125-Head of Gen Ed (Depart chair admin endorsement held)	\$41,135.60	0.40	0	0	\$0.00	\$0.00	\$0.00	\$0.00
Meyer, Phillip	200-Teacher	\$48,695.00	1.00	0	14	\$0.00	\$0.00	\$3,626.11	\$4,840.38
Milinki, Jennifer	250-Special Education Teacher	\$80,865.00	1.00	0	14	\$0.00	\$0.00	\$6,394.07	\$12,184.56
Miller, Anna	200-Teacher	\$51,244.00	1.00	0	14	\$0.00	\$0.00	\$3,879.29	\$5,237.82
Miller, Jaime	200-Teacher	\$50,193.01	0.75	0	14	\$0.00	\$0.00	\$3,701.17	\$15,426.00
Mulhaupt, Courtney	200-Teacher	\$88,776.00	1.00	0	14	\$0.00	\$0.00	\$6,730.49	\$15,741.00
Murphy, Caitlyn	200-Teacher	\$54,496.00	1.00	0	14	\$0.00	\$0.00	\$4,047.40	\$5,237.82
Murphy, Trisha	200-Teacher	\$70,318.00	1.00	0	14	\$0.00	\$0.00	\$5,215.86	\$1,144.62
Nelson, Kelli	200-Teacher	\$60,649.20	0.60	0	14	\$0.00	\$0.00	\$7,635.35	\$15,156.54
Nelson, Kelli	127-Head of Gen Ed (Department chair no admin endorsement held)	\$40,432.80	0.40	0	0	\$0.00	\$0.00	\$0.00	\$0.00
Neustadt, Leslie	250-Special Education Teacher	\$89,655.00	1.00	0	14	\$0.00	\$0.00	\$6,656.71	\$114.12
Ng, Joanna	203-English as a Second Language Teacher	\$74,713.00	1.00	0	14	\$0.00	\$0.00	\$5,549.56	\$10,832.96
Novak, Emily	200-Teacher	\$85,260.00	1.00	0	14	\$0.00	\$0.00	\$6,419.07	\$114.12
Ogan, Elizabeth	250-Special Education Teacher	\$102,839.00	1.00	0	14	\$0.00	\$0.00	\$7,713.27	\$15,741.00
OHara, James	105-Supervisory Dean	\$85,600.00	1.00	0	14	\$0.00	\$0.00	\$7,711.10	\$23,083.50
Oros, Natalie	200-Teacher	\$31,642.80	0.40	0	14	\$0.00	\$0.00	\$2,897.12	\$45.72
OShea, Amy	200-Teacher	\$79,107.00	1.00	0	14	\$0.00	\$0.00	\$5,867.82	\$15,741.00
Park, Aimee	200-Teacher	\$87,018.00	1.00	0	14	\$0.00	\$0.00	\$6,543.62	\$15,741.00
Pavilionis, Vincent	200-Teacher	\$65,044.00	1.00	0	14	\$0.00	\$0.00	\$4,824.72	\$138.42
Payne, Melissa	103-Principal	\$135,081.00	1.00	25	14	\$0.00	\$2,476.54	\$12,491.38	\$23,273.36
Perez, Kevin E	200-Teacher	\$74,713.00	1.00	0	14	\$0.00	\$0.00	\$5,624.92	\$15,741.00

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
Perretta, Mia	200-Teacher	\$87,897.00	1.00	0	14	\$0.00	\$0.00	\$6,573.27	\$15,741.00
Peterson, Marybeth	200-Teacher	\$77,795.79	1.00	0	14	\$0.00	\$0.00	\$5,750.91	\$12,246.84
Pilon, Erica	200-Teacher	\$95,808.00	1.00	0	14	\$0.00	\$0.00	\$7,232.43	\$15,678.72
Polinski, Michael	250-Special Education Teacher	\$66,801.00	1.00	0	14	\$0.00	\$0.00	\$5,066.79	\$15,218.82
Polmanteer, Colette	200-Teacher	\$72,076.00	1.00	0	14	\$0.00	\$0.00	\$5,361.79	\$15,473.16
Pomatto, Jennifer	104-Assistant Principal	\$106,318.00	1.00	30	14	\$0.00	\$1,949.20	\$9,831.58	\$20,869.64
Poremba, Katherine	250-Special Education Teacher	\$79,986.00	1.00	0	14	\$0.00	\$0.00	\$5,932.98	\$15,741.00
Potempa, Tracey	200-Teacher	\$75,591.00	1.00	0	14	\$0.00	\$0.00	\$5,612.99	\$15,678.72
Pridmore, Elizabeth	200-Teacher	\$72,955.00	1.00	0	14	\$0.00	\$0.00	\$5,419.23	\$4,840.38
Pupillo, Lauren	200-Teacher	\$75,591.00	1.00	0	14	\$0.00	\$0.00	\$5,628.86	\$15,678.72
Remigio, Maria	203-English as a Second Language Teacher	\$97,566.00	1.00	0	14	\$0.00	\$0.00	\$7,609.21	\$15,156.54
Renguso, Amy	200-Teacher	\$37,825.73	0.60	0	14	\$0.00	\$0.00	\$4,697.02	\$5,237.82
Renguso, Amy	127-Head of Gen Ed (Department chair no admin endorsement held)	\$25,217.15	0.40	0	14	\$0.00	\$0.00	\$0.00	\$0.00
Sanko, April	200-Teacher	\$94,928.00	1.00	0	14	\$0.00	\$0.00	\$7,439.61	\$51.84
Sanko, Daniel	200-Teacher	\$97,566.00	1.00	0	14	\$0.00	\$0.00	\$7,552.07	\$15,218.82
Sauer, Mary	200-Teacher	\$75,591.00	1.00	0	14	\$0.00	\$0.00	\$5,677.22	\$15,218.82
Schmidt, Michael	200-Teacher	\$102,839.00	1.00	0	14	\$0.00	\$0.00	\$7,946.00	\$15,426.00
Schraub, Daniel	200-Teacher	\$74,713.00	1.00	0	14	\$0.00	\$0.00	\$5,559.68	\$12,764.84
Schwartz, Rebecca	200-Teacher	\$57,484.80	0.60	0	14	\$0.00	\$0.00	\$7,171.85	\$15,741.00
Schwartz, Rebecca	127-Head of Gen Ed (Department chair no admin endorsement held)	\$38,323.20	0.40	0	14	\$0.00	\$0.00	\$0.00	\$0.00
Slade, Stephanie	200-Teacher	\$59,770.00	1.00	0	14	\$0.00	\$0.00	\$4,438.72	\$9,205.92
Slowiak, Vincent	200-Teacher	\$70,764.28	1.00	0	14	\$0.00	\$0.00	\$5,339.03	\$7,265.68
Smid, Jason	200-Teacher	\$70,318.00	1.00	0	14	\$0.00	\$0.00	\$5,266.69	\$4,840.38
Smith, Brittany	203-English as a Second Language Teacher	\$61,528.00	1.00	0	14	\$0.00	\$0.00	\$4,577.54	\$9,469.08
Smith, Elisa	250-Special Education Teacher	\$92,292.00	1.00	0	14	\$0.00	\$0.00	\$7,051.14	\$12,246.84
Smith, Justin	200-Teacher	\$88,776.00	1.00	0	14	\$0.00	\$0.00	\$6,816.44	\$114.12
Staley, Shannon	200-Teacher	\$76,470.00	1.00	0	14	\$0.00	\$0.00	\$5,695.30	\$15,535.44
Steben, James	200-Teacher	\$102,839.00	1.00	0	14	\$0.00	\$0.00	\$7,928.66	\$15,218.82
Stefani, Colleen	200-Teacher	\$97,566.00	1.00	0	14	\$0.00	\$0.00	\$7,454.16	\$15,678.72
Stellmacher, James M	200-Teacher	\$42,190.80	0.60	0	14	\$0.00	\$0.00	\$5,244.05	\$15,678.72
Stellmacher, James M	127-Head of Gen Ed (Department chair no admin endorsement held)	\$28,127.20	0.40	0	14	\$0.00	\$0.00	\$0.00	\$0.00
Stevens, Patricia	200-Teacher	\$102,839.00	1.00	0	14	\$0.00	\$0.00	\$7,962.17	\$15,741.00
Toby, Maureen	200-Teacher	\$35,598.50	0.50	0	14	\$0.00	\$0.00	\$2,640.51	\$3,051.18
Toby, Maureen	250-Special Education Teacher	\$35,598.50	0.50	0	14	\$0.00	\$0.00	\$2,640.51	\$3,051.18
Tuzzolino, Victoria	200-Teacher	\$69,438.00	1.00	0	14	\$0.00	\$0.00	\$5,160.54	\$6,102.36
Waibel, Scott	200-Teacher	\$81,247.71	1.00	0	14	\$0.00	\$0.00	\$6,026.58	\$12,057.53

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
Wallenberg, Michelle	200-Teacher	\$75,591.00	1.00	0	14	\$0.00	\$0.00	\$5,795.44	\$9,837.16
Wiertel, Jason	200-Teacher	\$92,292.00	1.00	0	14	\$0.00	\$0.00	\$6,873.96	\$15,218.82
Wilkinson, David	114-Chief School Business Official	\$139,552.00	1.00	25	14	\$0.00	\$2,556.44	\$14,316.09	\$20,869.64
Wojcik, Jane	200-Teacher	\$29,665.35	0.45	0	14	\$0.00	\$0.00	\$2,204.35	\$0.00
Woyna, Eric	200-Teacher	\$74,280.28	1.00	0	14	\$0.00	\$0.00	\$5,737.70	\$9,960.48
Woyna, Patrick	200-Teacher	\$70,318.00	1.00	0	14	\$0.00	\$0.00	\$5,536.32	\$4,840.38
Yaniz, Catherine	200-Teacher	\$72,076.00	1.00	0	14	\$0.00	\$0.00	\$5,346.36	\$15,678.72
Zitt, Jean	200-Teacher	\$92,292.00	1.00	0	14	\$0.00	\$0.00	\$7,051.14	\$15,741.00
Totals									
Distinct Employee Count: 137		Distinct Positions Count: 147		Total Positions Count: 147		Vacation Days: 300		Sick Days: 1988	
Base Salary: \$11,281,323.83		Bonuses: \$0.00		Annuities: \$28,000.24		Retirement Enhancements: \$884,421.35		Other Benefits: \$1,548,078.82	

FOR INFORMATION

**Lisle Community Unit School District 202
Board of Education Meeting
September 28, 2020**

SUBJECT: Salary Compensation Report in Accordance with Public Act 96-0434

BACKGROUND DATA: Public Act 96-0434 requires school districts in Illinois to post on its internet website by October 1 of each year an itemized salary compensation report for every employee in the district holding an administrative certificate and working in that capacity, including the general superintendent of schools.

This report must be presented at a regular board meeting, subject to applicable notice requirements. In addition, the report must be submitted to the DuPage Regional Office of Education which shall make copies available to any individual requesting them. Attached please find the report posted on the District's website at www.lisle202.org under the Business Services Department.

FINANCIAL IMPACT: N/A.

RECOMMENDATION: N/A.

SUGGESTED MOTION: N/A.

Lisle Community Unit School District 202

Salary Compensation Report in Accordance with Public Act 96-0434 for Fiscal Year 2020-2021

Last Name	First Name	Position	Base Salary	Pension Contributions	Retirement Annuity	Retirement Increases	Health Insurance	Disability Insurance	Life Insurance	Tuition Reimbursement [2]	Automobile Allowance	Payout of Unused Vacation Days [1]
Costello	Sheri	High School Assistant Principal	\$ 109,808	\$ 11,286	\$ 2,196	\$ -	\$ 26,688	\$ -	\$ 378	\$ -	\$ -	\$ 2,112
Dineen-Hendricks	Kathleen	Elementary Assistant Principal	\$ 95,797	\$ 9,474	\$ -	\$ -	\$ 26,688	\$ -	\$ 276	\$ -	\$ -	\$ -
Erickson	Tor	Junior High Asst. Principal	\$ 96,719	\$ 9,566	\$ -	\$ -	\$ 26,688	\$ -	\$ 276	\$ -	\$ -	\$ -
Filipiak	Keith	Superintendent	\$ 210,926	\$ 21,679	\$ 4,219	\$ -	\$ 26,688	\$ -	\$ 465	\$ -	\$ 1,200	\$ 4,056
Gosselink	Wesley	Elementary School Principal	\$ 150,298	\$ 15,448	\$ 3,006	\$ -	\$ 26,688	\$ -	\$ 465	\$ -	\$ 1,200	\$ 2,890
Howard	Jeff	High School Principal	\$ 167,811	\$ 17,248	\$ 3,356	\$ -	\$ 26,688	\$ -	\$ 465	\$ -	\$ 1,200	\$ 3,227
Kearney	David	Junior High Principal	\$ 137,083	\$ 14,090	\$ 2,742	\$ -	\$ 26,688	\$ -	\$ 465	\$ -	\$ 1,200	\$ 2,636
Kotalik	Linda	Assistant Superintendent	\$ 167,863	\$ 17,253	\$ 3,357	\$ -	\$ 26,688	\$ -	\$ 465	\$ -	\$ 1,200	\$ 3,228
Law	Jennifer	Director of Student Services	\$ 151,967	\$ 15,619	\$ 3,039	\$ -	\$ 26,688	\$ -	\$ 465	\$ -	\$ 1,200	\$ 2,922
Marcum	Thomas	High School Athletic/Activities Director	\$ 108,982	\$ 11,201	\$ 2,180	\$ -	\$ 26,688	\$ -	\$ 465	\$ -	\$ 1,200	\$ 2,096
McCormick	Meredith	Elementary Assistant Principal	\$ 96,254	\$ 9,520	\$ -	\$ -	\$ 26,688	\$ -	\$ 276	\$ -	\$ -	\$ -
O'hara	James	Dean of Students	\$ 88,425	\$ 8,745	\$ -	\$ -	\$ 26,688	\$ -	\$ 276	\$ -	\$ -	\$ -
Payne	Melissa	Elementary School Principal	\$ 139,539	\$ 14,342	\$ 2,791	\$ -	\$ 26,688	\$ -	\$ 465	\$ -	\$ 1,200	\$ 2,683
Zimmerman	Jennifer	High School Assistant Principal	\$ 109,826	\$ 11,288	\$ 2,197	\$ -	\$ 22,954	\$ -	\$ 465	\$ -	\$ -	\$ 2,112

[1] - Individual may exchange a maximum of five (5) unused vacation days annually for payment in lieu of using the vacation days.

[2] - Reflects tuition reimbursements paid thru September 28, 2020.



LISLE HIGH SCHOOL

1800 Short Street
Lisle, Illinois 60532



Board of Education Meeting – 9/28/2020

Subject: National Merit Recognition

Presenter: Jeffrey R. Howard, Principal – Lisle High School

Overview:

It is our honor this evening to acknowledge the outstanding accomplishments of three Lisle High School seniors. Every fall, over 1.5 million of the most academically accomplished juniors in the nation participate in the Preliminary SAT/National Merit Qualifying Test (PSAT/NMSQT). As a result of their achievement and success on this test, Lisle seniors, **Cassidy Allen and Sean McConville** have been recognized by the National Merit Scholarship Program as Commended Students. Commended Students are named on the basis of a nationally applied selection index score which measures critical reading, mathematics and writing skills. This places these seniors among the top 34,000 highest scorers nationwide.

Another Lisle senior, **Jay Mutum**, has been recognized by the National Merit Scholarship Program as a National Semifinalist. This places Jay amongst the top 16,000 highest scores nationwide and allows him to continue on in the scholarship competition to potentially be a National Merit Finalist.

Lisle is very proud of these students and their accomplishments.

ONEPRIDE

Est. 1957

FOR DISCUSSION

**Lisle Community Unit School District 202
Board of Education Meeting
September 28, 2020**

SUBJECT: First Reading of Board Policies – PRESS 104 – Part 2 and PRESS 105

BACKGROUND DATA: Included in your packet is a copy of the policies scheduled for first reading by the Board. Where appropriate, in the attached policies revisions/additions are marked by **GREEN highlighted text** while proposed deletions are noted with **RED highlighted text**.

Policies from PRESS Issue 104 – Part 2

- 7:190 - Student Behavior
- 7:340 - Student Records
- 7:345 - Use of Educational Technologies; Student Data Privacy and Security

Policies from PRESS Issue 105

Updated Policies:

- 2:260 Uniform Grievance Procedure (answers required)
- 5:10 Equal Employment Opportunity and Minority Recruitment
- 5:100 Staff Development Program
- 5:20 Workplace Harassment Prohibited
- 5:220 Substitute Teachers
- 7:10 Equal Educational Opportunities (answers required)
- 7:180 Prevention of an Response to Bullying, Intimidation and Harassment
- 7:185 Teen Dating Violence Prohibited
- 7:20 Harassment of Students Prohibited

New Policies:

- 2:265 Title IX Sexual Harassment Grievance Procedure (answers required)
- 7:345 Use of Educational Technologies Student Data Privacy and Security (answers required)

FINANCIAL IMPACT: N/A

RECOMMENDATION: N/A

SUGGESTED MOTION: N/A

Document Status: Draft Update

STUDENTS

7:190 Student Behavior

The goals and objectives of this policy are to provide effective discipline practices that: (1) ensure the safety and dignity of students and staff; (2) maintain a positive, weapons-free, and drug-free learning environment; (3) keep school property and the property of others secure; (4) address the causes of a student's misbehavior and provide opportunities for all individuals involved in an incident to participate in its resolution; and (5) teach students positive behavioral skills to become independent, self-disciplined citizens in the school community and society.

When and Where Conduct Rules Apply

A student is subject to disciplinary action for engaging in *prohibited student conduct*, as described in the section with that name below, whenever the student's conduct is reasonably related to school or school activities, including, but not limited to:

1. On school grounds at any time;
2. Off school grounds at a school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school;
3. Traveling to or from school or a school activity, function, or event; or
4. Anywhere, if the conduct interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including, but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

Prohibited Student Conduct

The school administration is authorized to discipline students for gross disobedience or misconduct, including but not limited to:

1. Using, possessing, distributing, purchasing, or selling tobacco or nicotine materials, including without limitation, electronic cigarettes, smoking/vaping and materials.
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who are under the influence of an alcoholic beverage are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, selling, or offering for sale:
 - a. Any illegal drug or controlled substance, or cannabis (including marijuana, hashish, and medical cannabis unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*).
 - b. Any anabolic steroid unless it is being administered in accordance with a physician's or licensed practitioner's prescription.
 - c. Any performance-enhancing substance on the Illinois High School Association's most current banned substance list unless administered in accordance with a physician's or licensed practitioner's prescription.
 - d. Any prescription drug when not prescribed for the student by a physician or licensed practitioner, or when used in a manner inconsistent with the prescription or prescribing physician's or licensed practitioner's instructions. The use or possession of medical cannabis, even by a student for whom medical cannabis has been prescribed, is prohibited unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*.
 - e. Any inhalant, regardless of whether it contains an illegal drug or controlled substance: (a) that a student believes is, or represents to be capable of, causing intoxication, hallucination, excitement, or dulling of the brain or nervous system; or (b) about which the student engaged in behavior that would lead a reasonable person to believe that the student intended the inhalant to cause intoxication, hallucination, excitement, or dulling of the brain or nervous system. The prohibition in this section does not apply to a student's use of asthma or other legally prescribed inhalant medications.
 - f. Any substance inhaled, injected, smoked, consumed, or otherwise ingested or absorbed with the intention of causing a physiological or psychological change in the body, including without limitation, pure caffeine in tablet or powdered form.
 - g. *Look-alike* or counterfeit drugs, including a substance that is not prohibited by this policy, but one: (a) that a student believes to be, or represents to be, an illegal drug, controlled substance, or other substance that is prohibited by this policy; or (b) about which a student engaged in behavior that would lead a reasonable person to believe that the student expressly or impliedly represented to be an illegal drug, controlled substance, or other substance that is

prohibited by this policy.

- h. Drug paraphernalia, including devices that are or can be used to: (a) ingest, inhale, or inject cannabis or controlled substances into the body; and (b) grow, process, store, or conceal cannabis or controlled substances.

Students who are under the influence of any prohibited substance are not permitted to attend school or school functions and are treated as though they had the prohibited substance, as applicable, in their possession.

4. Using, possessing, controlling, or transferring a *weapon* as that term is defined in the Weapons section of this policy, or violating the Weapons section of this policy.
5. Using or possessing a cellular telephone, electronic signaling device, two-way radio, video recording device, and/or other telecommunication device, unless authorized and approved by the Building Principal.
6. Possession of, use, control or transfer of any explosive or incendiary device, including fireworks. This includes any component of an explosive or incendiary device, e.g. schematics or other drawings, ignition agent(s), container(s), wiring, etc., when it is reasonably determined that the component was intended to be used as part of an explosive or incendiary device.
7. Using or possessing a laser pointer unless under a staff member's direct supervision and in the context of instruction.
8. Disobeying rules of student conduct or directives from staff members or school officials. Examples of disobeying staff directives include refusing a District staff member's request to stop, present school identification, or submit to a search.
9. Engaging in academic dishonesty, including cheating, intentionally plagiarizing, wrongfully giving or receiving help during an academic examination, altering report cards, and wrongfully obtaining test copies or scores.
10. Engaging in hazing or any kind of bullying or aggressive behavior that does physical or psychological harm to a staff person or another student, or urging other students to engage in such conduct. Prohibited conduct specifically includes, without limitation, any use of violence, intimidation, force, noise, coercion, threats, stalking, harassment, sexual harassment, public humiliation, theft or destruction of property, retaliation, hazing, bullying, bullying using a school computer or a school computer network, or other comparable conduct.
11. Engaging in any sexual activity, including without limitation, offensive touching, sexual harassment, indecent exposure (including mooning), and sexual assault. This does not include the non-disruptive: (a) expression of gender or sexual orientation or preference, or (b) display of affection during non-instructional time.
12. Teen dating violence, as described in Board policy 7:185, *Teen Dating Violence Prohibited*.
13. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
14. Entering school property or a school facility without proper authorization.
15. In the absence of a reasonable belief that an emergency exists, calling emergency responders (such as calling 911); signaling or setting off alarms or signals indicating the presence of an emergency; or indicating the presence of a bomb or explosive device on school grounds, school bus, or at any school activity.
16. Being absent without a recognized excuse; State law and School Board policy regarding truancy control will be used with chronic and habitual truants.
17. Being involved with any public school fraternity, sorority, or secret society, by: (a) being a member; (b) promising to join; (c) pledging to become a member; or (d) soliciting any other person to join, promise to join, or be pledged to become a member.
18. Being involved in gangs or gang-related activities, including displaying gang symbols or paraphernalia.
19. Violating any criminal law, including but not limited to, assault, battery, arson, theft, gambling, eavesdropping, vandalism, and hazing.
20. Making an explicit threat on an Internet website against a school employee, a student, or any school-related personnel if the Internet website through which the threat was made is a site that was accessible within the school at the time the threat was made or was available to third parties who worked or studied within the school grounds at the time the threat was made, and the threat could be reasonably interpreted as threatening to the safety and security of the threatened individual because of his or her duties or employment status or status as a student inside the school.
21. Operating an unmanned aircraft system (UAS) or drone for any purpose on school grounds or at any school event unless granted permission by the Superintendent or designee.
22. Engaging in any activity, on or off campus, that interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

For purposes of this policy, the term *possession* includes having control, custody, or care, currently or in the past, of an object or substance, including situations in which the item is: (a) on the student's person; (b) contained in another item belonging to, or under the control of, the student, such as in the student's clothing, backpack, or automobile; (c) in a school's student locker, desk, or other school property; or (d) at any location on school property or at a school-sponsored event.

Efforts, including the use of positive interventions and supports, shall be made to deter students, while at school or a school-

related event, from engaging in aggressive behavior that may reasonably produce physical or psychological harm to someone else. The Superintendent or designee shall ensure that the parent/guardian of a student who engages in aggressive behavior is notified of the incident. The failure to provide such notification does not limit the Board's authority to impose discipline, including suspension or expulsion, for such behavior.

No disciplinary action shall be taken against any student that is based totally or in part on the refusal of the student's parent/guardian to administer or consent to the administration of psychotropic or psychostimulant medication to the student.

Disciplinary Measures

School officials shall limit the number and duration of expulsions and out-of-school suspensions to the greatest extent practicable, and, where practicable and reasonable, shall consider forms of non-exclusionary discipline before using out-of-school suspensions or expulsions. School personnel shall not advise or encourage students to drop out voluntarily due to behavioral or academic difficulties. Potential disciplinary measures include, without limitation, any of the following:

1. Notifying parent(s)/guardian(s).
2. Disciplinary conference.
3. Withholding of privileges.
4. Temporary removal from the classroom.
5. Return of property or restitution for lost, stolen, or damaged property.
6. In-school suspension. The Building Principal or designee shall ensure that the student is properly supervised.
7. After-school study or Saturday study provided the student's parent/guardian has been notified. If transportation arrangements cannot be agreed upon, an alternative disciplinary measure must be used. The student must be supervised by the detaining teacher or the Building Principal or designee.
8. Community service with local public and nonprofit agencies that enhances community efforts to meet human, educational, environmental, or public safety needs. The District will not provide transportation. School administration shall use this option only as an alternative to another disciplinary measure, giving the student and/or parent/guardian the choice.
9. Seizure of contraband; confiscation and temporary retention of personal property that was used to violate this policy or school disciplinary rules.
10. Suspension of bus riding privileges in accordance with Board policy 7:220, *Bus Conduct*.
11. In school suspension and all school activities in accordance with Board Policy 7:200, *Suspension Procedures*. A student who has been suspended may also be restricted from school activities.
12. Out-of-school suspension from school and all school activities in accordance with Board policy 7:200, *Suspension Procedures*. A student who has been suspended may also be restricted from being on school grounds and at school activities.
13. Expulsion from school and all school activities for a definite time period not to exceed 2 calendar years in accordance with Board policy 7:210, *Expulsion Procedures*. A student who has been expelled may also be restricted from being on school grounds and at school activities.
14. Transfer to an alternative program if the student is expelled or otherwise qualifies for the transfer under State law. The transfer shall be in the manner provided in [Article 13A](#) or [13B](#) of the School Code.
15. Notifying juvenile authorities or other law enforcement whenever the conduct involves criminal activity, including but not limited to, illegal drugs (controlled substances), *look-alikes*, alcohol, or weapons or in other circumstances as authorized by the reciprocal reporting agreement between the District and local law enforcement agencies.

The above list of disciplinary measures is a range of options that will not always be applicable in every case. In some circumstances, it may not be possible to avoid suspending or expelling a student because behavioral interventions, other than a suspension and expulsion, will not be appropriate and available, and the only reasonable and practical way to resolve the threat and/or address the disruption is a suspension or expulsion. Students enrolled in the District's State-funded preschool program(s) may be temporarily removed or transitioned to a new program in accordance with federal and State law. State law prohibits the expulsion of students from the program(s).

Corporal punishment is prohibited. Corporal punishment is defined as slapping, paddling, or prolonged maintenance of students in physically painful positions, or intentional infliction of bodily harm. Corporal punishment does not include reasonable force as needed to maintain safety for students, staff, or other persons, or for the purpose of self-defense or defense of property.

Isolated Time Out, Time Out, and Physical Restraint^{Q1}

School staff members shall not use isolated time out and physical restraints other than as permitted in Section 10-20.33 of the School Code, State Board of Education rules, and procedures developed by the Superintendent. Neither isolated time out, time out, nor physical restraints shall be used to discipline or punish a student. These methods are only authorized for use as permitted in 105 ILCS 5/10-20.33, State Board of Education rules (23 Ill.Admin.Code §§ 1.280, 1.285), and the District's procedure(s).

School staff members are prohibited from using profane, derogatory or disrespectful language when disciplining a student. Staff members are prohibited from projecting a bullying-type application of the staff's authority.

Weapons

A student who is determined to have brought one of the following objects to school, any school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school shall be expelled for a period of at least one calendar year but not more than two calendar years:

1. A firearm, meaning any gun, rifle, shotgun, or weapon as defined by Section 921 of Title 18 of the United States Code ([18 U.S.C. § 921](#)), firearm as defined in Section 1.1 of the Firearm Owners Identification Card Act ([430 ILCS 65/](#)), or firearm as defined in Section 24-1 of the Criminal Code of 1961 ([720 ILCS 5/24-1](#)).
2. Any explosive or incendiary device, including fireworks. This includes any component of an explosive or incendiary device, e.g., schematics or other drawings, ignition agent(s), container(s), wiring, etc. when it is reasonably determined that the component was intended to be used as part of an explosive or incendiary device.
3. A knife, brass knuckles, or other knuckle weapon regardless of its composition, a billy club, or any other object if used or attempted to be used to cause bodily harm, including *look alikes* of any firearm as defined above.

The expulsion requirement under either paragraph 1 or 2 above may be modified by the Superintendent, and the Superintendent's determination may be modified by the Board on a case-by-case basis. The Superintendent or designee may grant an exception to this policy, upon the prior request of an adult supervisor, for students in theatre, cooking, ROTC, martial arts, and similar programs, whether or not school-sponsored, provided the item is not equipped, nor intended, to do bodily harm.

This policy's prohibitions concerning weapons apply regardless of whether: (1) a student is licensed to carry a concealed firearm, or (2) the Board permits visitors, who are licensed to carry a concealed firearm, to store a firearm in a locked vehicle in a school parking area.

Re-Engagement of Returning Students

The Superintendent or designee shall maintain a process to facilitate the re-engagement of students who are returning from an out-of-school suspension, expulsion, or an alternative school setting. The goal of re-engagement shall be to support the student's ability to be successful in school following a period of exclusionary discipline and shall include the opportunity for students who have been suspended to complete or make up work for equivalent academic credit.

Required Notices

A school staff member shall immediately notify the office of the Building Principal in the event that he or she: (1) observes any person in possession of a firearm on or around school grounds; however, such action may be delayed if immediate notice would endanger students under his or her supervision, (2) observes or has reason to suspect that any person on school grounds is or was involved in a drug-related incident, or (3) observes a battery committed against any staff member. Upon receiving such a report, the Building Principal or designee shall immediately notify the local law enforcement agency, Ill. Dept. of State Police (ISP), and any involved student's parent/guardian. *School grounds* includes modes of transportation to school activities and any public way within 1000 feet of the school, as well as school property itself.

Delegation of Authority

Each teacher, and any other school personnel when students are under his or her charge, is authorized to impose any disciplinary measure, other than suspension, expulsion, corporal punishment, or in-school suspension, that is appropriate and in accordance with the policies and rules on student discipline. Teachers, other certificated [licensed] educational employees, and other persons providing a related service for or with respect to a student, may use reasonable force as needed to maintain safety for other students, school personnel, or other persons, or for the purpose of self-defense or defense of property. Teachers may temporarily remove students from a classroom for disruptive behavior.

The Superintendent, Building Principal, Assistant Building Principal, or Dean of Students is authorized to impose the same disciplinary measures as teachers and may suspend students guilty of gross disobedience or misconduct from school (including all school functions) and from riding the school bus, up to 10 consecutive school days, provided the appropriate procedures are followed. The Board may suspend a student from riding the bus in excess of 10 school days for safety reasons.

Student Handbook

The Superintendent, with input from the parent-teacher advisory committee, shall prepare disciplinary rules implementing the District's disciplinary policies. These disciplinary rules shall be presented annually to the Board for its review and approval.

A student handbook, including the District disciplinary policies and rules, shall be distributed to the students' parents/guardians within 15 days of the beginning of the school year or a student's enrollment.

Incorporated
by Reference: 7:190-AP4, (Use of Isolated Time Out, Time Out, and Physical Restraint)

LEGAL REF.:

[20 U.S.C. §6081](#), Pro-Children Act of 1994.

[20 U.S.C. §7961](#) *et seq.*, Gun Free Schools Act.

[105 ILCS 5/10-20.5b](#), [5/10-20.14](#), [5/10-20.28](#), [5/10-20.36](#), [5/10-21.7](#), [5/10-21.10](#), [5/10-22.6](#), [5/10-27.1A](#), [5/10-27.1B](#), [5/22-33](#), [5/24-24](#), [5/26-12](#), [5/27-23.7](#), [5/31-3](#), and [110/3.10](#).

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

[410 ILCS 647/](#), Powdered Caffeine Control and Education Act.

[430 ILCS 66/](#), Firearm Concealed Carry Act.

23 Ill.Admin.Code §§ [1.280](#), [1.285](#).

CROSS REF.: 2:150 (Committees), 2:240 (Board Policy Development), 5:230 (Maintaining Student Discipline), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 7:70 (Attendance and Truancy), 7:130 (Student Rights and Responsibilities), 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:170 (Vandalism), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:270 (Administering Medicines to Students), 7:310 (Restrictions on Publications; Elementary Schools), 8:30 (Visitors to and Conduct on School Property)

Adopted: March 18, 2019

Questions and Answers:

***Required Question 1. In late November 2019 and early 2020, in response to investigative journalism articles, ISBE issued emergency rules and subsequent amendments to those emergency rules that significantly limited the use of isolated time out and physical restraint. ISBE adopted permanent rules governing the use of isolated time out, time out, and physical restraint (permitted under limited circumstances and only until July 1, 2021), effective April 9, 2020.

Isolated time out, time out, or physical restraint may be used by staff members **only if** their use is authorized by policy and administrative procedure. 105 ILCS 5/2-3.130, 5/10-20.33, and 5/24-24; 23 Ill.Admin.Code §§1.280(c) and 1.285. See 7:190-AP4, *Use of Isolated Time Out, Time Out, and Physical Restraint*, available at PRESS Online by logging in at www.iasb.com. **By default, this policy allows the use of isolated time out, time out, and physical restraint pursuant only to the conditions allowed in the School Code and ISBE rules.** State statute and ISBE rules contain complex restrictions on the use of isolated time out, time out, and physical restraint. 105 ILCS 5/2-3.130, 5/10-20.33, and 5/24-24; 23 Ill.Admin.Code §§1.280(c) and 1.285. According to the ISBE rule, isolated time out, time out, and physical restraints are allowed only if a board authorizes their use in a policy containing the numerous components identified in the rule. To comply with ISBE's rule, a board must also incorporate by reference the district's procedure, i.e., 7:190-AP4, *Use of Isolated Time Out, Time Out, and Physical Restraint*. By doing this, the policy includes the district's procedure.

Does the Board allow or prohibit the use of isolated time out, time out, and physical restraint?

- The Board allows the use of isolated time out, time out, and physical restraint. (Default)
 - The Board prohibits the use of isolated time out, time out, and physical restraint. (IASB will delete this subhead and its contents, amend the Legal Reference, and delete the Incorporated by Reference line.)
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Document Status: Draft Update

STUDENTS

7:340 Student Records

School student records are confidential. Information from them shall not be released other than as provided by law. A school student record is any writing or other recorded information concerning a student and by which a student may be identified individually that is maintained by a school or at its direction by a school employee, regardless of how or where the information is stored, except as provided in State or federal law as summarized below:

1. Records kept in a staff member's sole possession.
2. Records maintained by law enforcement officers working in the school.
3. Video and other electronic recordings (including without limitation, electronic recordings made on school buses) that are created in part for law enforcement, security, or safety reasons or purposes. The content of these recordings may become part of a school student record to the extent school officials create, use, and maintain this content, or it becomes available to them by law enforcement officials, for disciplinary or special education purposes regarding a particular student.
4. Any information, either written or oral, received from law enforcement officials concerning a student less than the age of 17 years who has been arrested or taken into custody.

State and federal law grants students and parents/guardians certain rights, including the right to inspect, copy, and challenge school student records. The information contained in school student records shall be kept current, accurate, clear, and relevant. All information maintained concerning a student receiving special education services shall be directly related to the provision of services to that child. The District may release directory information as permitted by law, but a parent/guardian shall have the right to object to opt-out of the release of directory information regarding his or her child. However, the District will comply with an *ex parte* court order requiring it to permit the U.S. Attorney General or designee to have access to a student's school records without notice to, or the consent of, the student's parent/guardian. Upon request, the District discloses school student records without parent consent to the official's records custodian of another school district in which a student has enrolled or intends to enroll, as well as to any other person as specifically required or permitted by State or federal law. [PRESSPlus1](#)

The Superintendent shall fully implement this policy and designate an *official records custodian* for each school who shall maintain and protect the confidentiality of school student records, inform staff members of this policy, and inform students and their parents/guardians of their rights regarding school student records.

Student Biometric Information Collection

The Superintendent or designee may recommend a student biometric information collection system solely for the purposes of identification and fraud prevention. Such recommendation shall be consistent with budget requirements and in compliance with State law. Biometric information means any information that is collected through an identification process for individuals based on their unique behavioral or physiological characteristics, including fingerprint, hand geometry, voice, or facial recognition or iris or retinal scans.

Before collecting student biometric information, the District shall obtain written permission from the person having legal custody/parental responsibility or the student (if over the age of 18). Upon a student's 18th birthday, the District shall obtain written permission from the student to collect student biometric information. Failure to provide written consent to collect biometric information shall not be the basis for refusal of any services otherwise available to a student.

All collected biometric information shall be stored and transmitted in a manner that protects it from disclosure. Sale, lease, or other disclosure of biometric information to another person or entity is strictly prohibited.

The District will discontinue use of a student's biometric information and destroy all collected biometric information within 30 days after: (1) the student graduates or withdraws from the School District, or (2) the District receives a written request to discontinue use of biometric information from the person having legal custody/parental responsibility of the student or the student (if over the age of 18). Requests to discontinue using a student's biometric information shall be forwarded to the Superintendent or designee.

The Superintendent or designee shall develop procedures to implement this policy consistent with State and federal law.

LEGAL REF.:

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

[50 ILCS 205/7](#).

[105 ILCS 5/10-20.21b](#), [5/20.37](#), [5/20.40](#), and [5/14-1.01](#) et seq.

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

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

[325 ILCS 17/](#), Children's Privacy Protection and Parental Empowerment Act.

[750 ILCS 5/602.11](#), Ill. Marriage and Dissolution of Marriage Act.

[23 Ill.Admin.Code Parts 226](#) and [375](#).

[Owasso I.S.D. No. I-011 v. Falvo](#), 534 U.S. 426 (2002).

Chicago Tribune Co. v. Chicago Bd. of Ed., 332 Ill.App.3d 60 (1st Dist. 2002).

CROSS REF.: 5:100 (Staff Development Program), 5:130 (Responsibilities Concerning Internal Information), 7:15 (Student and Family Privacy Rights), 7:220 (Bus Conduct), [7:345 \(Use of Educational Technologies; Student Data Privacy and Security\)](#)

Adopted: July 23, 2018

PRESSPlus Comments

PRESSPlus 1. Updated with continuous improvement changes based on feedback from the Ill. Council of School Attorneys. **Issue 104, June 2020**

Document Status: Draft Update - New

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

New/Unpublished Section

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. [PRESSPlus1](#)

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*. [PRESSPlus2](#) The sale, rental, lease, or trading of any school student records or covered information by the District is prohibited. [PRESSPlus3](#) Protecting such information is important for legal compliance, District operations, and maintaining the trust of District stakeholders, including parents, students and staff. [Q1](#)

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. [PRESSPlus4](#)

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. [PRESSPlus5](#)

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. [PRESSPlus6](#) 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. [PRESSPlus7](#)

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. [PRESSPlus8](#) 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. [PRESSPlus9](#)

LEGAL REF.:

20 U.S.C. §1232g, Family and Educational Rights and Privacy Act, implemented by 34 C.F.R. Part 99.

105 ILCS 10/, Ill. School Student Records Act.

105 ILCS 85/, Student Online Personal Protection Act.

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

Questions and Answers:

***Required Question 1. SOPPA permits, but does not require, districts to designate an appropriate staff person as a Privacy

Officer, who may also be an official records custodian under ISSRA, to carry out the duties and responsibilities assigned to schools and to ensure a district's compliance with the requirements of SOPPA. 105 ILCS 85/27(f), added by P.A. 101-516, eff. 7-1-21. Boards may designate an individual other than the Superintendent to serve in the capacity of Privacy Officer, such as a Business Manager, IT Director, or District Records Custodian.

Has the Board designated a Privacy Officer?

No. (default)

Yes, the Superintendent is designated to serve as Privacy Officer. (IASB will add the following sentence: "The Board designates the Superintendent 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.")

Yes, a title other than Superintendent has been designated to serve as Privacy Officer. (IASB will add the following sentence: "The Board designates the [Insert Title] 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.") What is the Privacy Officer's Title?:

PRESSPlus Comments

PRESSPlus 1. The Student Online Personal Protection Act (SOPPA) (105 ILCS 85/), amended by P.A. 101-516, eff. 7-1-21, specifically requires boards to adopt a policy for designating which district employees are authorized to enter into agreements with *operators* (see **Operator Contracts** subhead). SOPPA is the State law that governs how educational technology companies, schools, and the Ill. State Board of Education (ISBE) use and protect *covered information* of students. The amendments to SOPPA were intended to strengthen protections for online student data, in part by centralizing the vetting and contracting process within schools, and to give parents ready access to information about how their children's data is being used at school. SOPPA does not, however, require a district to obtain parent opt-in or separate consent for the use of online services or applications, nor is such consent required if the operator is acting as a *school official* pursuant to the delineated exception in the Family Educational Rights and Privacy Act's (FERPA)(20 U.S.C. §1232g) implementing regulations. See 34 C.F.R. §99.3(a). **Issue 104, June 2020**

PRESSPlus 2. See policy 7:340, *Student Records*, and its implementing administrative procedure, 7:340-AP1, *School Student Records*, available at PRESS Online by logging in at www.iasb.com, for requirements addressing school student records under federal and State law. SOPPA does not override or otherwise supersede the requirements of FERPA or the Ill. School Student Records Act (ISSRA) (105 ILCS 10/). 105 ILCS 85/30(9), amended by P.A. 101-516, eff. 7-1-21.

Covered information is a broader concept than student records, and may include information that does not qualify as a student record. However, even if the covered information is not maintained as a student record, it may still qualify as a *public record* under the Local Records Act (50 ILCS 205/), such that a district would have an obligation to maintain it. Consult the board attorney for guidance on these issues. **Issue 104, June 2020**

PRESSPlus 3. 105 ILCS 85/26(1), added by P.A. 101-516, eff. 7-1-21. SOPPA includes a clarification that schools and operators are not prohibited from producing and distributing, free or for consideration, student class photos and yearbooks to the school, students, parents, or others authorized by parents, as long as there is a written agreement between the operator and district. 105 ILCS 85/30(10), amended by P.A. 101-516, eff. 7-1-21. **Issue 104, June 2020**

PRESSPlus 4. SOPPA specifically provides that it does not apply to general audience websites, online services, online applications, or mobile applications, even if login credentials are required to access the general audience sites, services, or applications. 105 ILCS 85/30(3), amended by P.A. 101-516, eff. 7-1-21. Consult the board attorney for guidance regarding whether certain applications that may be widely used by schools, but which may not have been originally marketed to K-12 (e.g., certain video conference applications), come within the scope of SOPPA. **Issue 104, June 2020**

PRESSPlus 5. Operators must notify districts of a breach of covered information within the most expedient time possible and without reasonable delay, but no later than 30 calendar days after the determination that a breach has occurred. 105 ILCS 85/15(5), added by P.A. 101-516, eff. 7-1-21. **Issue 104, June 2020**

PRESSPlus 6. This statement is required by 105 ILCS 85/27(b), added by P.A. 101-516, eff. 7-1-21. SOPPA provides that any agreement entered into in violation of SOPPA "is void and unenforceable as against public policy." *Id.* SOPPA does not provide for a private right of action against school districts; the Ill. Attorney General has enforcement authority under SOPPA through the Consumer Fraud Deceptive Trade Practices Act. 105 ILCS 85/35. **Issue 104, June 2020**

PRESSPlus 7. SOPPA requires specific provisions be included in a contract with any operator that seeks to receive covered information from a school district. 105 ILCS 85/15(4), added by P.A. 101-516, eff. 7-1-21. See 7:345-AP, *Use of Educational Technologies; Student Data Privacy and Security*, available at PRESS Online by logging in at www.iasb.com, for details. **Issue 104, June 2020**

PRESSPlus 8. 105 ILCS 85/27(e), added by P.A. 101-516, eff. 7-1-21. SOPPA does not provide specifics regarding security procedures or practices, nor is there a formal, nationalized standard specific to K-12. However, SOPPA requires ISBE to make available on its website guidance for schools pertaining to reasonable security procedures and practices. 105 ILCS 85/28, added by P.A. 101-516, eff. 7-1-21. ISBE, the U.S. Dept. of Education (DOE) and other experts in the field agree that training of all staff with access to a school's network is important to protecting schools against cyber threats, although such training is not currently mandated in Illinois. ISBE's grant-funded program, the Learning Technology Center of Illinois, offers cybersecurity training to administrators and educators throughout the State. See www.ltc.org. The U.S. Dept. of Education has also issued multiple guidance documents on security best practices for schools, available at www.studentprivacy.ed.gov/topic/security-best-practices. **Issue 104, June 2020**

PRESSPlus 9. In the event of a breach of covered information of students, SOPPA requires school districts to provide two types of notices: (1) individual notices to the parents of students whose covered information was involved in the breach and (2) a more general notice about the breach on the district's website (or at the district administrative office, if it does not maintain a website) if the breach involved 10% or more of the district's student enrollment. 105 ILCS 85/27(a)(5) & (d), added by P.A. 101-516, eff. 7-1-21. See 7:345-AP, *Use of Educational Technologies; Student Data Privacy and Security*, available at PRESS Online by logging in at www.iasb.com, for details about the required notices. **Issue 104, June 2020**

Document Status: Draft Update

BOARD OF EDUCATION

2:260 Uniform Grievance Procedure

A student, parent/guardian, employee, or community member should notify any District Complaint Manager if he or she believes that the Board of Education, its employees, or its agents have violated his or her rights guaranteed by the State or federal Constitution, State or federal statute, or Board policy, or have a complaint regarding any one of the following: [PRESSPlus1](#)

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

The Complaint Manager will first attempt to resolve complaints without resorting to this grievance procedure. However, complainants may end informal processes and begin the formal complaint process at any time. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy may forgo any informal suggestions and/or attempts to resolve the complaint and may proceed directly to this grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parents/guardians); this includes mediation.

Right to Pursue Other Remedies Not Impaired

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

Deadlines

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

Filing a Complaint

A person (hereinafter Complainant) who wishes to avail him or herself of this grievance procedure may do so by filing a complaint with any District Complaint Manager. The Complainant shall not be required to file a complaint with a particular

Complaint Manager and may request a Complaint Manager of the same gender. The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with a student's parent(s)/guardian(s). The Complaint Manager shall assist the Complainant as needed.

For any complaint alleging bullying and/or cyberbullying of students, the Complaint Manager shall process and review the complaint according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy. For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy ~~2:260, Uniform Grievance Procedure~~.

Investigation Process

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

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

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

The Superintendent will keep the Board informed of all complaints.

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

Decision and Appeal

Within five school business days after receiving the Complaint Manager's report, the Superintendent shall mail his or her written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager. All decisions shall be based upon the *preponderance of evidence* standard.

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

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

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall mail its written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager.

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

Appointing a Nondiscrimination Coordinator and Complaint Managers

The Superintendent shall appoint a Nondiscrimination Coordinator to manage the District's efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator. [Q1](#)

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

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

Nondiscrimination Coordinator:

Dr. Linda Kotalik, Asst. Supt.

Dr. Linda Romain, Assoc. Supt.
5211 Center Avenue, Lisle, IL 60532
630/493-8000

Complaint Managers:

Mrs. Jennifer Law, Dir. of Student Services
5211 Center Avenue, Lisle, IL 60532
630/493-8000

Mr. David Wilkinson, Dir. Of Finance
5211 Center Avenue, Lisle, IL 60532
630/493-8000

LEGAL REF.:

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

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

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

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

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

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

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

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

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

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

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

[105 ILCS 5/2-3.8](#), [5/3-10](#), [5/10-20.7a](#), [5/10-20.60](#), [5/10-22.5](#), [5/22-19](#), [5/24-4](#), [5/27-1](#), [5/27-23.7](#), and [45/1-15](#).

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

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

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

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

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

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

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

CROSS REF.: 2:105 (Ethics and Gift Ban), [2:265 \(Title IX Sexual Harassment Grievance Procedure\)](#), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), [5:90 \(Abused and Neglected Child Reporting\)](#), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), [7:185 \(Teen Dating Violence Prohibited\)](#), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

Adopted: December 16, 2019

Questions and Answers:

***Required Question 1. A district must prominently display its Title IX non-discrimination policies (this policy 2:260, *Uniform*

Grievance Procedure, and policy 2:265, *Title IX Sexual Harassment Grievance Procedure*) and contact information for its Title IX coordinator(s) on its website, if any, and in each handbook made available to students, applicants for employment, parents/guardians, employees, and collective bargaining units. 34 C.F.R. §106.8(a) and (b). Notifications must state that nondiscrimination extends to employment, and that inquiries about the application of Title IX and its regulations may be referred to the district's Title IX coordinator, to the U.S. Dept. of Education's Assistant Secretary of Education, or both. 34 C.F.R. §106.8(b). See sample exhibit 2:250-E2, *Immediately Available District Public Records and Web-Posted Reports and Records*, available at **PRESS** Online by logging in at www.iasb.com.

Title IX regulations require districts to designate and authorize at least one employee to coordinate efforts to comply with Title IX and to refer to that employee as the *Title IX Coordinator*. 34 C.F.R. §106.8(a). Districts must identify the Title IX coordinator by name, office address, email address, and telephone number.

The Nondiscrimination and Title IX Coordinator(s) need not be the same person. Does the District's Nondiscrimination Coordinator also serve as the Title IX Coordinator?

- The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator. (default)
- The Nondiscrimination Coordinator does not serve as the District's Title IX Coordinator. (IASB will list the District's Title IX Coordinator separately in policies 2:260, 5:10, 5:20, 7:20, and 7:180 and make any other necessary changes to these policies.) The District's Title IX Coordinator's name, office address, email address, and telephone number are:

PRESSPlus Comments

PRESSPlus 1. The items listed are updated for continuous improvement and to explicitly direct any sexual harassment complaints involving Title IX to **NEW** policy 2:265, *Title IX Sexual Harassment Grievance Procedure*. **Issue 105, August 2020**

Document Status: Draft Update

General Personnel

5:10 Equal Employment Opportunity and Minority Recruitment

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

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

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager for the Uniform Grievance Procedure. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator. [PRESSPlus1](#)

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

Nondiscrimination Coordinator:

Dr. Linda Kotalik, Asst. Supt.
5211 Center Avenue, Lisle, IL 60532
630/493-8000

Complaint Managers:

Mrs. Jen Law, Dir. of Student Services	Mr. David Wilkinson, Dir. Of Finance
5211 Center Avenue, Lisle, IL 60532	5211 Center Avenue, Lisle, IL 60532
630/493-8000	630/493-8000

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

Minority Recruitment

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

LEGAL REF.:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Adopted: December 16, 2019

PRESSPlus Comments

PRESSPlus 1. Title IX regulations require districts to designate and authorize at least one employee to coordinate their efforts to comply with Title IX and to refer to that employee as the *Title IX Coordinator*. 34 C.F.R. §106.8(a). Districts must identify the Title IX Coordinator by name, office address, email address, and telephone number.

The Nondiscrimination and Title IX Coordinator(s) need not be the same person. If the district uses a separate Title IX Coordinator who does not also serve as the Nondiscrimination Coordinator, see the **PRESS Plus** Question 1 in policy 2:260. **Issue 105, August 2020**

Document Status: Draft Update

General Personnel

5:100 Staff Development Program

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

The staff development program shall provide, at a minimum, at least once every two years, the in-service training of licensed school personnel and administrators on current best practices regarding the identification and treatment of attention deficit disorder and attention deficit hyperactivity disorder, the application of non-aversive behavioral interventions in the school environment, and the use of psychotropic or psychostimulant medication for school-age children.

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

In addition, the staff development program shall include each of the following:

1. At least, once every two years, training of all District staff by a person with expertise on anaphylactic reactions and management.
2. At least every two years, an in-service to train school personnel, at a minimum, to understand, provide information and referrals, and address issues pertaining to youth who are parents, expectant parents, or victims of domestic or sexual violence.
3. Training that, at a minimum, provides District staff with a basic knowledge of matters relating to acquired immunodeficiency syndrome (AIDS) and the availability of appropriate sources of counseling and referral.
4. Training for licensed school personnel and administrators who work with students in grades kindergarten through 12 to identify the warning signs of mental illness and suicidal behavior in youth along with appropriate intervention and referral techniques.
5. Abused and Neglected Child Reporting Act (ANCRA), School Code, and *Erin's Law* Training as follows:
 - a. Staff development for local school site personnel who work with students in grades kindergarten through 8, in the detection, reporting and prevention of child abuse and neglect (see policy 5:90, *Abused and Neglected Child Reporting*).
 - b. Within three months of employment, each staff member must complete mandated reporter training from a provider or agency with expertise in recognizing and reporting child abuse. Mandated reporter training must be completed again at least every three years (see policy 5:90, *Abused and Neglected Child Reporting*).
 - c. Informing educators about the recommendation in the *Erin's Law* Taskforce Report requesting them to attend continuing professional development programs that address the prevention and identification of child sexual abuse (see policy 5:90, *Abused and Neglected Child Reporting*).
6. Education for staff instructing students in grades 7 through 12, concerning teen dating violence as recommended by the District's Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students or Complaint Manager.
7. Ongoing professional development for teachers, administrators, school resource officers, and staff regarding the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, the appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.
8. Annual continuing education and/or training opportunities (*professional standards*) for school nutrition program directors, managers, and staff. Each school food authority's director shall document compliance with this requirement by the end of each school year and maintain documentation for a three year period.
9. All high school coaching personnel, including the head and assistant coaches, and athletic directors must obtain online concussion certification by completing online concussion awareness training in accordance with [105 ILCS 25/1.15](#). Coaching personnel and athletic directors hired on or after 8-19-2014 must be certified before their position's start date.
10. The following individuals must complete concussion training as specified in the Youth Sports Concussion Safety Act: coaches and assistant coaches (whether volunteer or employee) of an interscholastic athletic activity; nurses, licensed and/or non-licensed healthcare professionals serving on the Concussion Oversight Team; athletic trainers; game officials

of an interscholastic athletic activity; and physicians serving on the Concussion Oversight Team.

11. Every two years, school personnel who work with students must complete an in-person or online training program on the management of asthma, the prevention of asthma symptoms, and emergency response in the school setting.
12. Training for school personnel to develop cultural competency, including understanding and reducing implicit racial bias.
13. For school personnel who work with hazardous or toxic materials on a regular basis, training on the safe handling and use of such materials.
14. For nurses, administrators, guidance counselors, teachers, persons employed by a local health department and assigned to a school, and persons who contract with the District to perform services in connection with a student's seizure action plan, training in the basics of seizure recognition, first aid, and appropriate emergency protocols.
15. For all District staff, annual sexual harassment prevention training.
16. Title IX requirements for training as follows (see policy 2:265, Title IX Sexual Harassment Grievance Procedure):
 - a. For all District staff, training on the definition of sexual harassment, the scope of the District's education program or activity, all relevant District policies and procedures, and the necessity to promptly forward all reports of sexual harassment to the Title IX Coordinator.
 - b. For school personnel designated as Title IX coordinators, investigators, decision-makers, or informal resolution facilitators, training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and grievance process (including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially.
 - c. For school personnel designated as Title IX investigators, training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
 - d. For school personnel designated as Title IX decision-makers, training on issues of relevance of questions and evidence, including when questions and evidence about a complainant's sexual predisposition or prior sexual behavior are not relevant.

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

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

Tuition Reimbursement

"Agreement Between the Lisle Education Association and the Board of Education Lisle Community Unit School District No. 202 DuPage County, Illinois."

LEGAL REF.:

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

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

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

105 ILCS 25/1.15, Interscholastic Athletic Organization Act.

105 ILCS 150/25, Seizure Smart School Act.

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

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

745 ILCS 49/, Good Samaritan Act.

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

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

77 Ill.Admin.Code §527.800.

CROSS REF.: 2:265 (Title IX Sexual Harassment Grievance Procedure), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 4:160 (Environmental Quality of Buildings and Grounds), 5:20 (Workplace Harassment

Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:250 (Leaves of Absence), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:50 (School Wellness), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:270 (Administering Medicines to Students), 7:285 (Food Allergy Management Program), 7:290 (Suicide and Depression Awareness and Prevention), 7:305 (Student Athlete Concussions and Head Injuries)

Adopted: December 16, 2019

PRESSPlus Comments

PRESSPlus 1. Added in response to Title IX regulations at 34 C.F.R. Part 106. **Issue 105, August 2020**

Document Status: Draft Update

General Personnel

5:20 Workplace Harassment Prohibited

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

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

Sexual Harassment Prohibited [PRESSPlus1](#)

The ~~School~~ District shall provide a workplace environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. The District provides annual sexual harassment prevention training in accordance with State law. [PRESSPlus2](#)

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

Making a Report or Complaint

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

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

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager. Employees may also report claims using Board policy 2:260, *Uniform Grievance Procedure*. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the complaint claim according to that policy, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator. [PRESSPlus3](#)

Nondiscrimination Coordinator:

Dr. Linda Kotalik, Asst. Supt.
5211 Center Avenue, Lisle, IL 60532
630/493-8000

Complaint Managers:

Mrs. Jennifer Law, Dir. of Student Services
5211 Center Avenue, Lisle, IL 60532
630/493-8000

Mr. David Wilkinson, Dir. Of Finance
5211 Center Avenue, Lisle, IL 60532
630/493-8000

Investigation Process

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

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain a workplace environment that is productive, respectful, and free of unlawful discrimination, including harassment. ~~The District shall investigate alleged workplace harassment when the Nondiscrimination Coordinator or a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.~~

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 et seq.), the Nondiscrimination Coordinator or designee [PRESSPlus4](#) shall consider whether action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, should be initiated.

For any other alleged workplace harassment that does not require action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under policy 2:260, *Uniform Grievance Procedure*, and/or 5:120, *Employee Ethics; Conduct, and Conflict of Interest*, [PRESSPlus5](#) should be initiated, regardless of whether a written report or complaint is filed.

Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel [PRESSPlus6](#)

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

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

Enforcement

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

Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing *bona fide* complaints or providing information about harassment is prohibited (see Board policy 2:260, *Uniform Grievance Procedure*), and depending upon the law governing the complaint, whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/).

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

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

Recourse to State and Federal Fair Employment Practice Agencies

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

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

LEGAL REF.:

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

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

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

Ill. Human Rights Act, [775 ILCS 5/2-101\(E\)](#) and (E-1), [5/2-102\(A\)](#), (A-10), (D-5), [5/2-102\(E-5\)](#), [5/2-109](#), [5/5-102](#), and [5/5-102.2](#).
[56 Ill. Admin.Code Parts 2500, 2510, 5210](#), and [5220](#).

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

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

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

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

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

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

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

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

[Porter v. Erie Foods International, Inc.](#), 576 F.3d 629 (7th Cir. 2009).

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

[Vance v. Ball State University](#), 133 S. Ct. 2434 (2013).

CROSS REF.: 2:260 (Uniform Grievance Procedure), [2:265 \(Title IX Sexual Harassment Grievance Procedure\)](#), [4:60 \(Purchases and Contracts\)](#), [5:10 \(Equal Employment Opportunity and Minority Recruitment\)](#), [5:90 \(Abused and Neglected Child Reporting\)](#), [5:120 \(Employee Ethics: Conduct and Conflict of Interest\)](#), [7:20 \(Harassment of Students Prohibited\)](#), [8:30 \(Visitors to and Conduct on School Property\)](#)

Adopted: December 16, 2019

PRESSPlus Comments

PRESSPlus 1. See policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, (Draft Update - New) for the definition of Title IX sexual harassment (20 U.S.C. §1681 *et seq.*), and see the Draft's PRESS Plus Comment 4 for examples of employee sexual harassment that may violate Title IX. Title IX's reach is broad because an alleged complainant or alleged respondent may be *anyone* in the district's educational program or activity. This includes applicants for employment, students, parents/guardians, any employee, and third parties. Districts are liable for Title IX sexual harassment when *any* district employee has *actual knowledge* of sexual harassment or allegations of sexual harassment against anyone in the district (except when the only employee with knowledge is the perpetrator of the alleged sexual harassment). 34 C.F.R. §106.30. **Issue 105, August 2020**

PRESSPlus 2. For IDHR's online model program, see its *Model Sexual Harassment Prevention Training Program* page at: <https://www2.illinois.gov/dhr/Training/Pages/State-of-Illinois-Sexual-Harassment-Prevention-Training-Model.aspx>. **Issue 105, August 2020**

PRESSPlus 3. Title IX regulations require districts to designate and authorize at least one employee to coordinate their efforts to comply with Title IX and to refer to that employee as the *Title IX Coordinator*. 34 C.F.R. §106.8(a). Districts must identify the Title IX Coordinator by name, office address, email address, and telephone number. The Nondiscrimination and Title IX Coordinator(s) need not be the same person. If the district uses a separate Title IX Coordinator who does not also serve as the Nondiscrimination Coordinator, see the **PRESS Plus** Question in policy 2:260. **Issue 105, August 2020**

PRESSPlus 4. "Nondiscrimination Coordinator or designee" is used where Title IX is potentially implicated. In contrast, if Title IX is likely not implicated then "Nondiscrimination Coordinator or a Complaint Manager or designee" is used. **Issue 105, August**

2020

PRESSPlus 5. See also sample administrative procedure 5:120-AP2, *Employee Conduct Standards*, available at **PRESS** Online by logging in at www.iasb.com. **Issue 105, August 2020**

PRESSPlus 6. Required for districts located within a county served by an accredited Children's Advocacy Center (CAC). 105 ILCS 5/22-85 (final citation pending), added by P.A. 101-531 (governing the investigation of an *alleged incident of sexual abuse* of any child within any Illinois counties served by a CAC). For further discussion see f/n 14 in sample policy 5:90, *Abused and Neglected Child Reporting*, available at **PRESS** Online by logging in at www.iasb.com.

If your school district is not within a county served by an accredited CAC, strike this subsection and select "Adopted with Additional District Edits" as the Save Status. **Issue 105, August 2020**

Document Status: Draft Update

PROFESSIONAL PERSONNEL

5:220 Substitute Teachers

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

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

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

The Illinois Teachers' Retirement System (TRS) limits a substitute teacher who is a TRS annuitant to substitute teaching for a period not to exceed 120 paid days or 600 paid hours in each school year, but not more than 100 paid days in the same classroom. Beginning July 1, 2021, [PRESSPlus1](#) a substitute teacher who is a TRS annuitant may substitute teach for a period not to exceed 100 paid days or 500 paid hours in any school year, unless the subject area is one where the Regional Superintendent has certified that a personnel shortage exists.

The Board establishes a daily rate of pay for substitute teachers. Upon completion of thirty (30) days of substitute assignments in the District during a school year, the substitute teacher shall be paid an additional sum per day determined by the Board.

Substitute teachers receive only monetary compensation for time worked and no other benefits.

Long term substitute assignments shall be categorized as planned or unplanned. A planned long term substitute assignment is one for which the District has prior knowledge with expectations that the assignment will exceed thirty (30) days in length. An unplanned long term substitute assignment is one for which the duration of the assignment is not known at the outset of the assignment.

A substitute teacher for a long term planned assignment shall be paid at the daily rate based upon placement of the substitute teacher on the appropriate step on the current salary schedule as determined by the Superintendent. The daily rate shall be calculated by dividing the amount of the assigned step on the current salary schedule by one hundred eighty one (181).

For substitute assignments of thirty (30) days or less and long term unplanned assignments, a substitute teacher shall be paid at the regular daily rate for substitute teachers until the tenth (10th) consecutive day of substituting for the same absent teacher in the same instructional program. From the eleventh (11th) day through the thirtieth (30th) day, the substitute teacher shall be paid an additional sum determined by the Board. For days in excess of thirty (30) days, the substitute teacher shall be paid at the daily rate calculated by dividing the base salary amount (BA+0) of the current salary schedule by one hundred eighty one (181).

A record of days worked by each substitute teacher shall be kept in the payroll office.

Internal Substitutes

"Agreement Between the Lisle Education Association and the Board of Education Lisle Community Unit School District No. 202 DuPage County, Illinois."

Short-Term Substitute Teachers

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

Emergency Situations

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

LEGAL REF.:

[105 ILCS 5/10-20.68](#), [5/21B-20\(2\)](#), [5/21B-20\(3\)](#), and [5/21B-20\(4\)](#).

[23 Ill.Admin.Code §1.790](#) (Substitute Teacher) and [§25.520](#) (Substitute Teaching License).

CROSS REF.: 5:30 (Hiring Process and Criteria)

Adopted: January 27, 2020

PRESSPlus Comments

PRESSPlus 1. Updated in response to 40 ILCS 5/16-118, amended by P.A. 101-645, extending until June 30, 2021, the limit of 120 paid days or 600 paid hours that a TRS annuitant can work as substitute teacher in a school year. **Issue 105, August 2020**

Document Status: Draft Update

STUDENTS

7:10 Equal Educational Opportunities

Equal educational and extracurricular opportunities shall be available for all students without regard to color, race, nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, ^{Q1} status of being homeless, immigration status, order of protection status, actual or potential marital or parental status, including pregnancy. Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under Board of Education policy 8:20, *Community Use of School Facilities*. Any student may file a discrimination grievance by using Board policy 2:260, *Uniform Grievance Procedure*.

Sex Equity

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

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

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator, who also serves as the District's Title IX Coordinator. ^{PRESSPlus1} The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and related grievance procedures. ^{PRESSPlus2}

LEGAL REF.:

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

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

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

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

[Ill. Constitution, Art. I](#), §18.

[105 ILCS 5/3.25b](#), [5/3.25d\(b\)](#), [5/10-20.12](#), [5/10-20.60](#) (P.A.s 100-29 and 100-163, final citations pending), [5/10-22.5](#), and [5/27-1](#).

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

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

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

CROSS REF.: 2:260 (Uniform Grievance Procedure), [2:265 \(Title IX Sexual Harassment Grievance Procedure\)](#), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:130 (Student Rights and Responsibilities), 7:160 (Student Appearance), 7:165 (Student Uniforms), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), [7:185 \(Teen Dating Violence Prohibited\)](#), 7:250 (Student Support Services), 7:330 (Student Use of Buildings - Equal Access), 7:340 (Student Records), 8:20 (Community Use of School Facilities)

Adopted: February 24, 2020

Questions and Answers:

***Required Question 1. Executive Order (EO) 2019-11, titled “Strengthening Our Commitment to Affirming and Inclusive Schools” established the Affirming and Inclusive Schools Task Force (Task Force) to identify strategies and best practices for ensuring welcoming, safe, supportive, and inclusive school environments for transgender, nonbinary, and gender nonconforming students. The Task Force delivered a report that served as the basis for two non-regulatory guidance documents entitled *Supporting Transgender, Nonbinary and Gender Nonconforming Students* and *Sample District Policy and Administrative Procedures* at www.isbe.net/supportallstudents. The Ill. State Board of Education (ISBE) hosts these documents on its website.

Does the Board want to incorporate ISBE’s *Sample District Policy and Administrative Procedures* policy recommendation into this policy?

- No (default)
 - Yes (IASB will replace "gender identity" with "gender, gender identity (whether or not traditionally associated with the student's sex assigned at birth), gender expression," add "or gender expression" to the first sentence under the Sex Equity subhead, and add the following sentence to that subhead: "Students shall be supported in a manner consistent with their gender identity. This will include, but not be limited to, use of restrooms, locker rooms, and other facilities that correspond with the student's gender identity." In addition, the list of protected classifications in policy 7:20 will be amended to replace "gender identity" with "gender; gender identity (whether or not traditionally associated with the student's sex assigned at birth);")
-

PRESSPlus Comments

PRESSPlus 1. The Nondiscrimination and Title IX Coordinator(s) need not be the same person. If the district uses a separate Title IX Coordinator who does not also serve as the Nondiscrimination Coordinator, see the **PRESS Plus** Question in policy 2:260. **Issue 105, August 2020**

PRESSPlus 2. The Illinois Principals Association maintains a handbook service that coordinates with **PRESS** material, *Online Model Student Handbook (MSH)*, at: www.ilprincipals.org/resources/model-student-handbook. **Issue 105, August 2020**

Document Status: Draft Update

STUDENTS

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

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

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

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

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

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

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

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

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

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

Bullying Prevention and Response Plan

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

1. Using the definition of *bullying* as provided in this policy, the Superintendent or designee shall emphasize to the school community that: (1) the District prohibits bullying, and (2) all students should conduct themselves with a proper regard for the rights and welfare of other students. This may include a process for commending or acknowledging students for demonstrating appropriate behavior.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the [First Amendment to the U.S. Constitution](#) or under [Section 3 of Article I of the Illinois Constitution](#).
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted.

Nondiscrimination Coordinator: [PRESSPlus1](#)

Dr. Linda Kotalik, Asst. Supt.
5211 Center Avenue, Lisle, IL 60532
630/493-8000

Complaint Manager:

Mrs. Jennifer Law, Dir. Student Services

5211 Center Ave., Lisle, IL 60532

630.493.8000

Anonymous Reporting:

Lisle Junior High
630.493.8212

Lisle High School
630.493.8366

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

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

6. The Superintendent or designee shall use interventions to address bullying, which may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. A student's act of reprisal or retaliation will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.

8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing knowingly false information will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan must be based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. The Superintendent or designee shall assist the Board with its evaluation and assessment of this policy's outcomes and effectiveness. This process shall include, without limitation:
 - a. The frequency of victimization;
 - b. Student, staff, and family observations of safety at a school;
 - c. Identification of areas of a school where bullying occurs;
 - d. The types of bullying utilized; and
 - e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. The Superintendent or designee must post the information developed as a result of the policy evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students.

12. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:
 - a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
 - b. 2:265, *Title IX Sexual Harassment Grievance Procedure*. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972. [PRESSPlus2](#)
 - c. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
 - d. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.
 - e. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
 - f. 7:20, *Harassment of Students Prohibited*. This policy prohibits *any* person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
 - g. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
 - h. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
 - i. 7:310, *Restrictions on Publications; Elementary Schools*, and 7:315, *Restrictions on Publications; High Schools*. These policies prohibit students from and provide consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.
13. The Superintendent or designee shall fully inform staff members of the District's goal to prevent students from engaging in bullying and the measures being used to accomplish it. This includes each of the following:
 - a. Communicating the District's expectation and State law requirement that teachers and other certificated or licensed employees maintain discipline.
 - b. Establishing the expectation that staff members: (1) intervene immediately to stop a bullying incident that they witness or immediately contact building security and/or law enforcement if the incident involves a weapon or other illegal activity, (2) report bullying, whether they witness it or not, to an administrator, and (3) inform the administration of locations on school grounds where additional supervision or monitoring may be needed to prevent bullying.
 - c. Where appropriate in the staff development program, providing strategies to staff members to effectively prevent bullying and intervene when it occurs.
 - d. Establishing a process for staff members to fulfill their obligation to report alleged acts of bullying.

LEGAL REF.:

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

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

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

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), [2:265 \(Title IX Sexual Harassment Grievance Procedure\)](#), 4:170 (Safety), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:285 (Food Allergy Management Program), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools)

Adopted: December 16, 2019

PRESSPlus Comments

PRESSPlus 1. Title IX regulations require districts to designate and authorize at least one employee to coordinate their efforts to comply with Title IX and to refer to that employee as the *Title IX Coordinator*. 34 C.F.R. §106.8(a). Districts must identify the Title IX Coordinator by name, office address, email address, and telephone number.

The Nondiscrimination and Title IX Coordinator(s) need not be the same person. If the district uses a separate Title IX Coordinator who does not also serve as the Nondiscrimination Coordinator, see the **PRESS Plus** Question 1 in policy 2:260. **Issue 105, August 2020**

PRESSPlus 2. Added in response to Title IX regulations at 34 C.F.R. Part 106. **Issue 105, August 2020**

Document Status: Draft Update

STUDENTS

7:185 Teen Dating Violence Prohibited

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

The Superintendent or designee shall develop and maintain a program to respond to incidents of teen dating violence that:

1. Fully implements and enforces each of the following Board policies:
 - a. 2:260, Uniform Grievance Procedure. This policy provides a method for any student, parent/guardian, employee, or community member to file a complaint if he or she believes that the School Board, its employees, or its agents have violated his or her rights under the State or federal Constitution, State or federal statute, Board policy, or various enumerated bases.
 - b. 2:265, Title IX Sexual Harassment Grievance Procedure. This policy prohibits any person from engaging in sexual harassment in violation of Title IX of the Education Amendments of 1972. Prohibited conduct includes but is not limited to sexual assault, dating violence, domestic violence, and stalking. [PRESSPlus1](#)
 - c. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing intimidating, or bullying a student based on the student's actual or perceived characteristics of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).
 - d. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.
2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals:
 - a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence.
 - b. The Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*.
3. Incorporates age-appropriate instruction in grades 7 through 12, in accordance with the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
4. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
5. Notifies students and parents/guardians of this policy.

Incorporated

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

LEGAL REF.:

[105 ILCS 110/3.10.](#)

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

Adopted: May 20, 2019

PRESSPlus Comments

PRESSPlus 1. Added in response to Title IX regulations at 34 C.F.R. Part 106. **Issue 105, August 2020**

Document Status: Draft Update

STUDENTS

7:20 Harassment of Students Prohibited

Bullying, Intimidation, and Harassment Prohibited

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

Sexual Harassment Prohibited

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

Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and/or engages in other verbal or physical conduct, including sexual violence, of a sexual or sex-based nature, imposed on the basis of sex, that:

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. Has the purpose or effect of:
 - a. Substantially interfering with a student's educational environment;
 - b. Creating an intimidating, hostile, or offensive educational environment;
 - c. Depriving a student of educational aid, benefits, services, or treatment; or
 - d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms *intimidating, hostile, and offensive* include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities. The term *sexual violence* includes a number of different acts. Examples of sexual violence include, but are not limited to, rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Making a Report or Complaint

Students are encouraged to promptly report claims or incidences of bullying, intimidation, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any staff member employee with whom the student is comfortable speaking. PRESSPlus3 A student may choose to report to an employee person of the student's same sex gender.

An allegation that a student was a victim of any prohibited conduct perpetrated by school personnel, including a school vendor or volunteer, shall be processed and reviewed according to policy 5:90, *Abused and Neglected Child Reporting*, in addition to any response required by this policy. Reports under this policy will be considered a report under Board policy 2:260, *Uniform Grievance Procedure*, and/or Board policy 2:265, *Title IX Sexual Harassment Grievance Procedure*. The Nondiscrimination Coordinator and/or Complaint Manager shall process and review the report according to the appropriate grievance procedure.

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. ~~At least one of these individuals will be female, and at least one will be male.~~ The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator. [PRESSPlus4](#)

Nondiscrimination Coordinator:

Dr. Linda Kotalik, Asst. Supt.
5211 Center Avenue, Lisle, IL 60532
630/493-8000

Complaint Managers:

Mrs. Jen Law, Dir. of Student Services 5211 Center Avenue, Lisle, IL 60532 630/493-8000	Mr. David Wilkinson, Dir. Of Finance 5211 Center Avenue, Lisle, IL 60532 630/493-8000
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The Superintendent shall use reasonable measures to inform staff members and students of this policy by including:

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

Investigation Process

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

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

~~The District shall investigate alleged harassment of students when the Nondiscrimination Coordinator or a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.~~

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 et seq.), the Nondiscrimination Coordinator or designee [PRESSPlus5](#) shall consider whether action under policy 2:265, Title IX Sexual Harassment Grievance Procedure, should be initiated.

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

Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel [PRESSPlus6](#)

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

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

Enforcement

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

to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action ~~up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.~~

Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited (see policies 2:260, *Uniform Grievance Procedure*, and 2:265, *Title IX Sexual Harassment Grievance Procedure*).

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

LEGAL REF.:

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

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

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

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

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

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

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

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

CROSS REF.: 2:260 (Uniform Grievance Procedure), [2:265 \(Title IX Sexual Harassment Grievance Procedure\)](#), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities)

Adopted: December 16, 2019

PRESSPlus Comments

PRESSPlus 1. Executive Order (EO) 2019-11, titled “Strengthening Our Commitment to Affirming and Inclusive Schools” established the Affirming and Inclusive Schools Task Force (Task Force) to identify strategies and best practices for ensuring welcoming, safe, supportive, and inclusive school environments for transgender, nonbinary, and gender nonconforming students. The Task Force delivered a report that served as the basis for two non-regulatory guidance documents entitled *Supporting Transgender, Nonbinary and Gender Nonconforming Students* and *Sample District Policy and Administrative Procedures* at www.isbe.net/supportallstudents. The Ill. State Board of Education (ISBE) hosts these documents on its website.

If the Board would like to incorporate ISBE’s *Sample District Policy and Administrative Procedures* policy recommendation into this policy, see the **PRESS Plus** Question 1 for policy 7:10, *Equal Educational Opportunities*. **Issue 105, August 2020**

PRESSPlus 2. Two laws apply to sexual harassment of students in Illinois. Title IX of the Education Amendments of 1972 (Title IX) and the IHRA prohibit discrimination on the basis of sex and sexual harassment in any educational program or activity receiving federal financial assistance. 20 U.S.C. §1681. Title IX defines sexual harassment as conduct on the basis of sex that meets one or more of the following: (1) a district employee conditions the provision of an aid, benefit, or service on an individual’s participation in unwelcome sexual conduct; (2) unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it denies a person equal access to the District’s education program or activity; or (3) sexual assault, dating violence, domestic violence, or stalking as defined in federal law. 34 C.F.R. §106.30. Consult the board attorney to ensure the nondiscrimination coordinator and complaint managers are trained to appropriately respond to allegations of Title IX sexual harassment.

See policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, sample exhibit 2:265-E, *Title IX Sexual Harassment Glossary of Terms*, and sample procedures 2:265-AP1, *Title IX Sexual Harassment Response*, and 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*, available at **PRESS** Online by logging in at www.iasb.com.

The IHRA prohibits any district employee or agent from sexually harassing a student, and defines sexual harassment as any unwelcome sexual advances or requests for sexual favors made to a student, or any conduct of a sexual nature toward a student, when: (1) such conduct has the purpose of substantially interfering with the student’s educational performance or creating an

intimidating, hostile or offensive educational environment; or (2) the district employee or agent either explicitly or implicitly makes the student's submission to or rejection of such conduct as a basis for making various enumerated education-related determinations. 775 ILCS 5/5A-201(E).

The Ill. Dept. of Human Rights investigates charges of sexual harassment in violation of the IHRA, and it is a civil rights violation when a district fails to take remedial or disciplinary action against an employee the district knows engaged in sexual harassment. 775 ILCS 5/5A-102. **Issue 105, August 2020**

PRESSPlus 3. Using "or any employee with whom the student is comfortable speaking" ensures compliance with Title IX regulations providing that "any employee" of an elementary or secondary school who has notice of sexual harassment or allegations of sexual harassment is deemed to have *actual knowledge* which triggers a district's duty to respond. 34 C.F.R. §106.30. By including "any employee" in this list, this policy contains an item on which collective bargaining may be required. Any policy that impacts upon wages, hours, and terms and conditions of employment is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. **Issue 105, August 2020**

PRESSPlus 4. Title IX regulations require districts to designate and authorize at least one employee to coordinate their efforts to comply with Title IX and to refer to that employee as the *Title IX Coordinator*. 34 C.F.R. §106.8(a), amended at 85 Fed. Reg. 30573. Districts must identify the Title IX Coordinator by name, office address, email address, and telephone number.

The Nondiscrimination and Title IX Coordinator(s) need not be the same person. If the district uses a separate Title IX Coordinator who does not also serve as the Nondiscrimination Coordinator, see the **PRESS Plus** Question 1 in policy 2:260. **Issue 105, August 2020**

PRESSPlus 5. "Nondiscrimination Coordinator or designee" is used where Title IX is potentially implicated. In contrast, if Title IX is likely not implicated then "Nondiscrimination Coordinator or a Complaint Manager or designee" is used. **Issue 105, August 2020**

PRESSPlus 6. Required for districts located within a county served by an accredited Children's Advocacy Center (CAC). 105 ILCS 5/22-85 (final citation pending), added by P.A. 101-531 (governing the investigation of an *alleged incident of sexual abuse* of any child within any Illinois counties served by a CAC). For further discussion see f/n 14 in sample policy 5:90, *Abused and Neglected Child Reporting*, available at **PRESS** Online by logging in at www.iasb.com.

If your school district is not within a county served by an accredited CAC, strike this subsection and select "Adopted with Additional District Edits" as the Save Status. **Issue 105, August 2020**

Document Status: Draft Update - New

2:265 Title IX Sexual Harassment Grievance Procedure

New/Unpublished Section

Sexual harassment affects a student's ability to learn and an employee's ability to work. Providing an educational and workplace environment free from sexual harassment is an important District goal. The District does not discriminate on the basis of sex in any of its education programs or activities, and it complies with Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations (34 C.F.R. Part 106)^{PRESSPlus1} concerning everyone in the District's education programs and activities, including applicants for employment, students, parents/guardians, employees, and third parties.^{PRESSPlus2}

Title IX Sexual Harassment Prohibited

Sexual harassment as defined in Title IX (Title IX Sexual Harassment) is prohibited. Any person, including a District employee or agent, or student, engages in Title IX Sexual Harassment whenever that person engages in conduct on the basis of an individual's sex that satisfies one or more of the following:^{PRESSPlus3}

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct;^{PRESSPlus4} or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's educational program or activity; or
3. *Sexual assault* as defined in 20 U.S.C. §1092(f)(6)(A)(v), *dating violence* as defined in 34 U.S.C. §12291(a)(10), *domestic violence* as defined in 34 U.S.C. §12291(a)(8), or *stalking* as defined in 34 U.S.C. §12291(a)(30).^{PRESSPlus5}

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

Definitions from 34 C.F.R. §106.30

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

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

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

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

Supportive measures mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the *Complainant* or the *Respondent* before or after the filing of a *Formal Title IX Sexual Harassment Complaint* or where no *Formal Title IX Sexual Harassment Complaint* has been filed.^{PRESSPlus6}

Title IX Sexual Harassment Prevention and Response

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

1. Ensures that the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*, incorporates (a) age-appropriate sexual abuse and assault awareness and prevention programs in grades pre-K through 12, and (b) age-appropriate education about the warning signs, recognition, dangers, and prevention of teen dating violence in grades 7-12. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
2. Incorporates education and training for school staff pursuant to policy 5:100, *Staff Development Program*, and as recommended by the Superintendent, Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal,^{Q1} Dean of Students,^{Q2} or a Complaint Manager.^{PRESSPlus7}
3. Notifies applicants for employment, students, parents/guardians, employees, and collective bargaining units of this policy and contact information for the Title IX Coordinator by, at a minimum, prominently displaying them on the District's website, if any, and in each handbook made available to such persons.^{PRESSPlus8}

Making a Report

A person who wishes to make a report under this Title IX Sexual Harassment grievance procedure may make a report to the Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the person is comfortable speaking. [PRESSPlus9](#) A person who wishes to make a report may choose to report to a person of the same gender.

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

The Superintendent shall insert into this policy and keep current the name, office address, email address, and telephone number of the Title IX Coordinator. [PRESSPlus10](#)

Title IX Coordinator:

Name

Address

Email

Telephone

Processing and Reviewing a Report or Complaint

Upon receipt of a report, the Title IX Coordinator and/or designee will promptly contact the *Complainant* to: (1) discuss the availability of supportive measures, (2) consider the *Complainant's* wishes with respect to *supportive measures*, (3) inform the *Complainant* of the availability of *supportive measures* with or without the filing of a *Formal Title IX Sexual Harassment Complaint*, and (4) explain to the *Complainant* the process for filing a *Formal Title IX Sexual Harassment Complaint*. [PRESSPlus11](#)

Further, the Title IX Coordinator will analyze the report to identify and determine whether there is another or an additional appropriate method(s) for processing and reviewing it. [PRESSPlus12](#) For any report received, the Title IX Coordinator shall review Board policies 2:260, *Uniform Grievance Procedure*; 5:20, *Workplace Harassment Prohibited*; 5:90, *Abused and Neglected Child Reporting*; 5:120, *Employee Ethics; Conduct; and Conflict of Interest*; [PRESSPlus13](#) 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; 7:185, *Teen Dating Violence Prohibited*; and 7:190, *Student Behavior*, to determine if the allegations in the report require further action.

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

Formal Title IX Sexual Harassment Complaint Grievance Process

When a *Formal Title IX Sexual Harassment Complaint* is filed, the Title IX Coordinator will investigate it or appoint a qualified person to undertake the investigation. [PRESSPlus14](#)

The Superintendent or designee shall implement procedures to ensure that all *Formal Title IX Sexual Harassment Complaints* are processed and reviewed according to a Title IX grievance process that fully complies with 34 C.F.R. §106.45. [PRESSPlus15](#) The District's grievance process shall, at a minimum:

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

4. Require that any individual designated by the District as an investigator receiving training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
5. Require that any individual designated by the District as a decision-maker receive training on [Q3](#) issues of relevance of questions and evidence, including when questions and evidence about the *Complainant's* sexual predisposition or prior sexual behavior are not relevant.
6. Include a presumption that the *Respondent* is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
7. Include reasonably prompt timeframes for conclusion of the grievance process.
8. Describe the range of possible disciplinary sanctions and remedies the District may implement following any determination of responsibility.
9. Base all decisions upon the *preponderance of evidence* standard. [Q4](#)
10. Include the procedures and permissible bases for the *Complainant* and *Respondent* to appeal.
11. Describe the range of *supportive measures* available to *Complainants* and *Respondents*.
12. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege. [PRESSPlus16](#)

Enforcement

Any District employee who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any third party who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any District student who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action, including, but not limited to, suspension and expulsion consistent with student behavior policies. [PRESSPlus17](#) Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action.

This policy does not increase or diminish the ability of the District or the parties to exercise any other rights under existing law. [PRESSPlus18](#)

Retaliation Prohibited

The District prohibits any form of retaliation against anyone who, in good faith, has made a report or complaint, assisted, or participated or refused to participate in any manner in a proceeding under this policy. Any person should report claims of retaliation using Board policy 2:260, *Uniform Grievance Procedure*. [PRESSPlus19](#)

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

LEGAL REF.:

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

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

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

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

Questions and Answers:

***Required Question 1. Does the District employ Assistant Principals?

- Yes (default)
- No (IASB will remove Assistant Building Principal references from the policy)

***Required Question 2. Does the District employ a Dean of Students?

- Yes (default)
- No (IASB will remove Dean of Students references from the policy)

***Required Question 3. 34 C.F.R. §106.45(b)(1) lists the basic requirements for a grievance process. While live hearings are only required for postsecondary institutions, elementary and secondary schools may choose to offer them as part of their grievance process. **Consult the board attorney if the board wants the district to use a live hearing in its grievance process.**

Will the District use a live hearing during the grievance process?

- No (default)
- Yes (IASB will amend #5 by inserting the following after "receive training on": "any technology to be used at a live hearing and on")

***Required Question 4. 34 C.F.R. §106.45(b)(1)(vii) requires the Title IX sexual harassment grievance process to state the standard of evidence it will use to determine responsibility of the respondent. The standard of evidence selected must be applied "consistently to formal complaints alleging Title IX sexual harassment regardless of whether the respondent is a student or an employee." 85 Fed. Reg. 30373. This policy uses the *preponderance of the evidence* standard, not the *clear and convincing evidence* standard. *Preponderance of evidence* is a standard used in civil cases. It means "the greater weight of the evidence, not necessarily established by the greater number of witnesses testifying to a fact but by evidence that has the most convincing force." See *Black's Law Dictionary, 11th ed. 2019*. *Preponderance of the evidence* is the standard used in sample policy 2:260, *Uniform Grievance Procedure*. *Clear and convincing* is a higher standard, requiring more than *preponderance of the evidence* but less than proof beyond a reasonable doubt. It means "evidence indicating that the thing to be proved is highly probable or reasonably certain." See *Black's Law Dictionary, 11th ed. 2019*. **Consult the board attorney regarding the appropriate standard for the district, as well as implications if a different standard is used in this policy than in 2:260, *Uniform Grievance Procedure*.** Ensure the same standard of evidence is used in the district's implemented administrative procedure 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*.

Which standard of proof has the Board adopted for policy 2:265?

- Preponderance of evidence (default)
- Clear and convincing evidence (IASB will replace "preponderance of" with "clear and convincing")

PRESSPlus Comments

PRESSPlus 1. The final Title IX regulations are eff. 8-14-20; however, their complexity and scope means that districts are unlikely to finalize policies until after the effective date. It is important for school officials to discuss Title IX requirements with their board attorneys, to ensure full implementation and to reduce risks based on Title IX's intersection with local and State laws and regulations. See the **PRESS** Issue 105 Update Memo, available at **PRESS** Online by logging in at www.iasb.com, for more information. **Issue 105, August 2020**

PRESSPlus 2. Title IX of the Education Amendments of 1972 (Title IX)(20 U.S.C. §1681 *et seq.*) requires this subject matter be covered by policy and controls this policy's content. This policy contains items on which collective bargaining may be required. Any policy that impacts upon wages, hours, and terms and conditions of employment, is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. Employee grievance procedures are a mandatory subject of bargaining and cannot be changed without the employee exclusive representative's consent. This policy and its companion policy 2:260, *Uniform Grievance Procedure*, are in addition to, and not a substitute for, the employee grievance procedure contained in a collective bargaining agreement.

For the sake of consistency and ease of administration, this policy addresses only Title IX sexual harassment grievances, except those contained in collective bargaining agreements. See the cross references for the policies referring to this Title IX sexual harassment grievance procedure policy.

A district must have at least one policy explicitly stating it does not discriminate on the basis of sex in its education programs or activities under Title IX and its implementation regulations (34 C.F.R. Part 106). 34 C.F.R. §106.8(b)(1). Title IX jurisdiction is geographically limited to discrimination against a person in the United States. 34 C.F.R. §106.8(d). Though all complaints of sexual harassment may not constitute sexual harassment under Title IX, Title IX's reach is broad because an alleged complainant or alleged respondent may be *anyone* in the District's educational program or activity in the United States – including applicants for employment, students, parents/guardians, any employee, and third parties. **Issue 105, August 2020**

PRESSPlus 3. 34 C.F.R. §106.30. The definition of *sexual harassment* in the policy and in Title IX includes *unwelcome* conduct. Id. However, case law does not always distinguish between *welcome* and *unwelcome* conduct. See Mary M. v. North Lawrence Community Sch. Corp., 131 F.3d 1220 (7th Cir. 1997) (8th grade student did not need to show that a school employee's sexual advances were *unwelcome* in order to prove sexual harassment). **Issue 105, August 2020**

PRESSPlus 4. 34 C.F.R. §106.30. This behavior is commonly called *quid pro quo* sexual harassment. See 85 Fed. Reg. 30036, f/n 94. By using the term *individual*, Title IX regulations do not limit *quid pro quo* sexual harassment to situations where the provision of an aid, benefit or service by an employee is conditioned on a current *student's* participation in unwelcome sexual conduct. By way of example, *quid pro quo* Title IX sexual harassment involving an employee and an individual other than a current student may be implicated when: an employee tells a former student she can only get a letter of recommendation if she participates in unwelcome sexual conduct; an employee selects a volunteer for a coveted field trip chaperone position if he participates in unwelcome sexual conduct; or a supervisory employee subjects a subordinate employee to unwelcome sexual conduct in exchange for a promotion. **Issue 105, August 2020**

PRESSPlus 5. See sample exhibit 2:265-E, *Title IX Sexual Harassment Glossary of Terms*, available at **PRESS** Online by logging in at www.iasb.com, for these definitions and other definitions of italicized terms in this policy. **Issue 105, August 2020**

PRESSPlus 6. See sample administrative procedure 2:265-AP1, *Title IX Sexual Harassment Response*, available at **PRESS** Online by logging in at www.iasb.com, for further discussion of supportive measures. **Issue 105, August 2020**

PRESSPlus 7. If the Board's policy 5:100, *Staff Development Program*, does not include the paragraphs listing trainings (from footnote 4 of sample policy 5:100), IASB will remove the phrase ~~pursuant to policy 5:100, Staff Development Program~~, and. **Issue 105, August 2020**

PRESSPlus 8. A district must prominently display its Title IX non-discrimination policies (policy 2:260, *Uniform Grievance Procedure*, and this policy 2:265, *Title IX Sexual Harassment Grievance Procedure*) and contact information for its Title IX coordinator(s) on its website, if any, and in each handbook made available to students, applicants for employment, parents/guardians, employees, and collective bargaining units. 34 C.F.R. §106.8(a) and (b). Notifications must state that nondiscrimination extends to employment, and that inquiries about the application of Title IX and its regulations may be referred to the district's Title IX coordinator, to the U.S. Dept. of Education's Assistant Secretary of Education, or both. 34 C.F.R. §106.8(b). See sample exhibit 2:250-E2, *Immediately Available District Public Records and Web-Posted Reports and Records*, available at **PRESS** Online by logging in at www.iasb.com. **Issue 105, August 2020**

PRESSPlus 9. Using "or any employee with whom the Complainant is comfortable speaking" ensures Title IX compliance because Title IX deems "any employee" of an elementary or secondary school who has notice of sexual harassment or allegations of sexual harassment to have *actual knowledge*. Therefore, a report to any employee triggers a district's duty to respond. 34 C.F.R. §106.30. This policy contains an item upon which collective bargaining may be required. Any policy that impacts wages, hours, and terms and conditions of employment is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. **Issue 105, August 2020**

PRESSPlus 10. Title IX regulations require districts to designate and authorize at least one employee to coordinate its efforts to comply with Title IX and to refer to that employee as the *Title IX Coordinator*. 34 C.F.R. §106.8(a). Districts must identify the Title IX coordinator by name, office address, email address, and telephone number. A district's nondiscrimination coordinator often also serves as its Title IX coordinator. See policy 2:260, *Uniform Grievance Procedure*.

While the names and contact information are required by law to be listed, they are not part of the adopted policy and do not require board action. This allows for additions and amendments to the names and contact information when necessary. It is important for updated names and contact information to be inserted into this policy and regularly monitored. **Issue 105, August 2020**

PRESSPlus 11. Required by 34 C.F.R. §106.44(a) and (b) regardless of whether a formal Title IX sexual harassment complaint is filed. **Issue 105, August 2020**

PRESSPlus 12. See sample exhibit 2:265-E, *Title IX Sexual Harassment Glossary of Terms*, available at **PRESS** Online by logging in at www.iasb.com, for a discussion of Title IX sexual harassment and non-Title IX sexual harassment. Consult the board attorney for further guidance. **Issue 105, August 2020**

PRESSPlus 13. See also sample administrative procedure 5:120-AP2, *Employee Conduct Standards*, available at **PRESS** Online by logging in at www.iasb.com. **Issue 105, August 2020**

PRESSPlus 14. This policy gives Title IX coordinators the flexibility to appoint another qualified individual to conduct an investigation. This may be appropriate when the neutrality or efficacy of the Title IX coordinator is an issue, and/or where the district wishes to have the expertise that an in-house or outside attorney may afford to an investigation. Alternative appointments are often made in consultation with the superintendent or other district-level administrator (except in cases involving complaints about those individuals) and the board attorney. If a complaint involves the superintendent or other district-level administrator, alternative appointments are often made in consultation with the board and the board attorney. **Issue 105, August 2020**

PRESSPlus 15. See sample administrative procedures 2:265-AP1, *Title IX Sexual Harassment Response*, and 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*, available at **PRESS** Online by logging in at www.iasb.com. **Issue 105, August 2020**

PRESSPlus 16. Examples of legally-recognized privileges include attorney-client privilege, doctor-patient privilege, and spousal privilege. See 85 Fed. Reg. 30277. **Issue 105, August 2020**

PRESSPlus 17. See policies 7:190, *Student Behavior*, and 7:230, *Misconduct by Students with Disabilities*. See also policies 7:200, *Suspension Procedures*, and 7:210, *Expulsion Procedures*, for due process requirements when student suspension or expulsion is recommended following a determination of responsibility for Title IX sexual harassment. **Issue 105, August 2020**

PRESSPlus 18. Examples of rights the district or parties may exercise ancillary to this Title IX sexual harassment grievance procedure include, but are not limited to: disciplinary processes for suspensions and expulsions of students under 105 ILCS 5/10-22.6; tenured teacher dismissal proceedings under 105 ILCS 5/24-12; any other pre-termination process required by an applicable collective bargaining agreement, employment policy or procedure, or employment contract; and student appeal of a sex equity grievance decision under 23 Ill. Admin. Code §200.40 (see policy 7:10, *Equal Educational Opportunities*). **Issue 105, August 2020**

PRESSPlus 19. Retaliation complaints must be processed under policy 2:260, *Uniform Grievance Procedure*, because they are covered under the district's grievance procedure for resolving non-sexual harassment Title IX complaints. See 34 C.F.R. §106.8(c). Title IX sexual harassment regulations state that "[c]omplaints alleging retaliation may be filed according to the grievance procedures for sex discrimination required to be adopted under §106.8(c)." 34 C.F.R. §106.71. **Issue 105, August 2020**

FOR INFORMATION

**Lisle Community Unit School District 202
Board of Education Meeting
September 28, 2020**

SUBJECT: Freedom of Information Act Request

BACKGROUND DATA: The District received Freedom of Information Act request(s) from the following individual(s):

1. Scott O'Connell

The District will respond to all the request(s) within the required timeline.

From: mccxv@hush.com <mccxv@hush.com>

Sent: Friday, August 28, 2020 4:52 PM

To: mccxv@hush.com

Cc: jstelter@bsd2.org; jlangton@asd4.org; jcorbett@wdsd7.org; cbenes@itasca10.org; jbutts@medinah11.org; mhenderson@sd12.org; jbartelt@sd13.org; joshea@d15.us; dr.jwilliams@queenbee16.org; ocastillo@esd20.org; jwoell@bendist25.org; davisk@wego33.org; mrich@winfield34.org; mkaczkowski@d41.org; tstec@sd44.org; apalmisao@d45.org; jchung@saltcreek48.org; pomalley@butler53.com; krussell@dg58.org; snugent@maercker.org; blangman@darien61.org; vsimon@gower62.com; mcross@cassd63.org; awise@ccsd66.org; brongatop@woodridge68.org; tprentis@hinsdale86.org; david_larson@glenbard.org; shelton@dupage88.net; etammaru@ccsd89.org; hilled@ccsd93.com; mcheng@d94.org; hthiele@csd99.org; ongtengco@fenton100.org; jfeucht@lphs.org; ttschneider@ccsd180.org; hgarcia@d181.org; jeff.schuler@cusd200.org; kcarey@cusd201.org; kfilipiak@lisle202.org; dbridges@naperville203.org; adrian_talley@ipsd.org; dmoyer@elmhurst205.org

Subject: FOIA REQUEST (August 28th)

FOIA REQUEST

August 28, 2020

Dear Superintendent:

This is a request for public records made in accordance with the Freedom of Information Act of Illinois ("FOIA") (5 ILCS 140/1 et seq.). This is not a request for commercial purposes. Please deliver the responsive records as one of more PDF files via a reply e-mail.

This email contains three separate FOIA requests.

FOIA #1 - Please provide the record (or records) which detail the anticipated school year attendance for certified staff and students for fiscal year/school year **2015, 2016, 2017, 2018, 2019, 2020 and the upcoming year 2021**. Please note that I am not asking for an actual "calendar", but it is that type of record would be the easiest record to convey the **data** that I wish to review. So, if there is a "calendar" already in existence for a given school year, that calendar would fulfill the request for that year. As an example, I have attached a 1-page 2021 school year "calendar" which details the dates that certified staff **and/or** students are anticipated to be in attendance. (Note: For 2021, "attendance" does not have to mean physically being in the building, so do not concern yourself with the current unknowns for this school year.) If you do not already have a simple, 1-page "calendar" that shows the data for a given year, any other record(s) which show the whole "attendance" year for certified staff and students will be responsive to this request.

FOIA #2 - This request is similar to FOIA #1. The difference is that this request is not attendance days at school buildings but for the records which show the **actual** days and hours that the Administration Center for the district was **open to the public** for fiscal year/school year **2015, 2016, 2017, 2018, 2019, 2020 and school year 2021 until today (July 1st through August 28th)**. Again, this request is for historical **actual** dates and hours when open ... even for just a

partial part of a normal workday. Unfortunately, this data probably does not already exist in a simple 1-page "calendar" format.

By "open to the public", I mean those days (Monday - Friday) when members of the public could walk-in for assistance during posted "office hours". It does not include those days that the building is closed to the public yet occupied by staff who are working. Also, if the building is open to the public for a period of time LESS THAN the posted hours for a normal work day, that "partial day" hours open data is part of this request. The records requested would show the data for each day having "public access" and for what period of time for that day (for example, Friday, August 28, 2020, 7:00am-5:00pm or Friday, August 28, 2020, 8:00am-noon.) Again, this request is for historical data regarding public access in the past.

FOIA #3 - This request is similar to FOIA #2, but it is prospective **for the remaining part of school year 2021** (Monday, August 31 - June 30, 2021). Instead of historical data (FOIA#2), this request is for the record(s) which indicates when the Administrative Center is anticipated to be **open to the public** and the anticipated hours of public access for fiscal year/school year 2021 . This requested data may already be in a calendar format.

In accordance with the FOIA statute, your public body has five days to respond to the requests. Therefore, the deadline for your response is Friday, September 4, 2020.

In order to confirm your public body's receipt of this request, please click "reply" before closing this e-mail so that you can send an e-mail to me acknowledging receipt.

Thank you in advance for your anticipated cooperation in this matter. If you have any questions, please advise as soon as possible.

Scott O'Connell

mccxv@hush.com

Superintendent's Report – September 2020

Lisle Elementary School - On Wednesday, September 23rd, Lisle Elementary School welcomed a small group of our students back to school who need additional support that cannot be offered virtually. This group is made up of approximately 50 students across grades K-5. These small groups attend 9:00-11:45am for 2-5 days per week depending on need. Things went well today as we had this small group return, and we look forward to sharing more information on other student groups and their return to school as information and details become available.

Lisle Junior High School - LJHS teachers have worked to engage our students in learning activities beyond their Chromebook screens. Hands-on kits were sent home with all Art, FACS, and Technology students to provide learning activities that challenge the student's thinking and apply concepts they are learning in the virtual classroom. These kits provide the students with all the materials needed to complete their first quarter projects.

Another way we are supporting our students is through the no-contact book check out. Students are able to browse the catalog then put a book on hold. Students then receive an email when the book is ready for pick-up inside the front doors anytime the building is open! Books are quarantined before being checked in to make it safe for staff and users.

Lisle High School - Every fall, over 1.5 million of the most academically accomplished juniors in the nation participate in the Preliminary SAT/National Merit Qualifying Test (PSAT/NMSQT). As a result of their achievement and success on this test, Lisle seniors, **Cassidy Allen and Sean McConville** have been recognized by the National Merit Scholarship Program as Commended Students. Commended Students are named on the basis of a nationally applied selection index score which measures critical reading, mathematics and writing skills. This places these seniors among the top 34,000 highest scorers nationwide.

Another Lisle senior, **Jay Mutum**, has been recognized by the National Merit Scholarship Program as a National Semifinalist. This places Jay amongst the top 16,000 highest scores nationwide and allows him to continue on in the scholarship competition to potentially be a National Merit Finalist.

Lisle is very proud of these students and their accomplishments.

HSO Council Meeting Minutes – January 15, 2020

IN ATTENDANCE:

Monica Wagoner, Laura Tchakanakis, Kathy Gill, Lisa Laue, Jen Zink, Sharon Helderle, Pam Ahlmann, Mary Ebert, Darcy Pellicano, Kate Foster, Kim Martin

CALL TO ORDER:

Monica Wagoner brought meeting to order at 7:03pm.
Jen Zink motioned to approve, Laura Tchakanakis seconded

APPROVAL OF MINUTES:

Approved minutes from October 16, 2020 with agreed upon edits.

PRESIDENT REPORT: Monica Wagoner

- Induction is 3rd week in April (April 15, 2020)
- Laura will pass around current roster please indicate interests
- Each level send Roster to Jen Zink for posting
- Also will be posted on Facebook

VICE PRESIDENT REPORT: Laura Tchakanakis

- Passing around roster
- Some members will no longer have students in school
- Most urgent board needs are Treasurer and Vice President
- Need Awards Chair
- Fun Run and Walk Committee (1st one has not occurred– can have multiple chairs)

TREASURER REPORT: Beth Eckard – not in attendance

- Will obtain report from Beth Eckard

CORRESPONDING SECRETARY REPORT: Jen Zink

- Jen Zink sent card to Khan family on behalf of Kazim Khan

RECORDING SECRETARY REPORT: Kathy Gill

- Reminder to send reports to Kathy Gill after meeting

SUPERINTENDENT REPORT: Keith Filipiak – not in attendance

SCHOOL BOARD LIASON: Pam Allman

Pam Ahlmann attended the January HSO Council Meeting, on behalf of Dr. Filipiak and the Board of Education. District highlights included:

Friday, 1/17/20, is the LSH Hall of Fame induction. Inductees include former Principal Ron Logeman, Tom Stitt '83, Francis David '99, and Nicole Urban '11. A reception begins at 6 p.m. and the induction will follow in the auditorium at 6 p.m. The inductees will then be recognized at half time of the Varsity Boys' Basketball game.

1/15/20

The Facilities Master Plan Steering Committee met on 1/9/20, to discuss the next phase of school facility improvements. LJH was built in 1956 and has undergone three additions into the 1980's. Updates are needed to support teaching and learning and provide a continuity of educational experiences from elementary into high school. Necessary internal improvements are also targeted. A committee of staff and administrators is first looking at educational needs and will be followed with input from groups of students and parents. Any improvements will be phased in as to not disrupt the school year.

The Board met on 1/14/20, with a representative of the IASB for the purpose of a Board governance self-evaluation. One of the topics discussed was the Board's continual desire to improve communications. A recent Vision 202 session addressed communication in an effort to assess effective means of communicating with the community. The HSO Council members were asked for input on any additional ways the district can inform and educate District constituents.

A 2019 real estate tax levy abatement was approved at the December Board Meeting, following a detailed presentation at the Finance Committee Meeting on 11/25/19. A CPI increase was approved for the operating fund, while a portion of the real estate levy was abated for the second consecutive year. The abatement of \$300,000, along with the regular levy, will result in an increase of approximately 2.8%, or \$120, for the average Lisle homeowner. It was pointed out that homeowners' increases may be greater depending on their home's assessed values. Board policy 4:20 was also referenced.

An increase in substitute pay was proposed at the December Board Meeting. The substitute pay rate in surrounding districts ranges from \$85-\$115/day with an average of \$102/day. Changes to Board Policy 5:220 will be brought to the January Board Meeting for second reading and approval. It was mentioned that St. Joan's school has similar problems finding substitute teachers. Council members suggested that the criteria for substitute teacher qualifications be available on the District website.

The Board reviewed the proposed calendar for the 2020-2021 school year, which includes August 19, 2020 as the first day of student attendance. A DRAFT 2021-2022 calendar will be reviewed in February to assist families with planning ahead for future commitments. A Council member asked that half days at the elementary school be consistent with the JH and SH. The inconsistency was noted as a result of a different parent teacher conference schedules.

Regarding the 10/16/19 HSO Council Meeting Minutes, Board Policy references to vaping have been updated by PRESS.

Council members were thanked for their time and commitment to our schools.

Discussion:

- Reminded that if information is on social media that does not appear true, consult district sites to ensure
 - Ideas of way to ask the editor – and discussed whether public or private response is better
 - Open questions may cause more problems

1/15/20

- Perhaps alert or questions to the editor

OPEN FORUM: None

UNIT DELEGATE REPORTS:

LEHSO: Kim Martin

Conferences went well, great turn out

- 4th grade learning fair- went well, good feedback from parents
- Band and chorus concert will be at the high school
- Ceramic Night- huge hit
 - We made a little money on this break even event
- Room Party Chairs
 - Going smoothly so far this year, thank you to all the room party chairs
- Elan makes a donation to LEHSO
- Book Fair- estimated \$3000- about \$500/\$600 more than last year

Committee Reports

- Restaurant Nights – monthly
 - 12/9/19- 12/15/19 – Five Below - Butterfield
- Book Fair- Lauren Clavelli
 - First year with Anderson's
 - \$12,500 total sales, we get 25% back
 - Will get new totals in January due to store and online sales
 - Anderson's also provides free author visits
- Clothing Sale- Kim Martin
 - New committee member- Corey Wind
- Roller Skating –
 - 1/11/20 - Lombard Roller Rink 4-6pm
- Dance - 2/7/20
 - Will be in the gym and cafeteria
 - Possibly have a table for volunteer opportunities at the resale
- Discussion about how to inform parents more clearly about what LEHSO provides for our students so we don't have to do wrapping paper sales, pay for field trips etc.
- Book fair and Resale are our two main fundraising events
- Possibly have teachers mention it when they send permission slips home for field trips
- Possibly put blurbs on Facebook
- Play Well- Lego Build
- Family event at night
- Kids can build our town or our school out of Legos
- Sharon Helderle will find out more information and report back
- LEHSO gift for the new school
 - Putting off until next year per request of the staff to see what the needs are after this first year
- Aramark- plan to soon have reusable plastic trays instead of non-recyclable Styrofoam trays

1/15/20

- Fun Run- April 26th

Discussion: Mary Ebert - Question about how to get 5th grade parents to get on Junior High Board as their students transition to 6th grade.

JH HSO: Darcy Pellicano

2 meetings happened since the last council meeting

Highlights from the 11/20/19 meeting:

Principal Report:

Thanksgiving Food Drive was a success - Many items were donated and \$500 in gift cards
Student Council fundraiser to sponsor one family
Fri, 12/6 - Winter Dance @ 7pm
Tues, 12/17 - Band and choir concert
Girls' basketball regional tournament starting
Boys' basketball & Dance & Wrestling season starting
8th grade students took PSAT on 11/20
6th & 7th graders will do MAP testing

President's Report (Mary):

Winter Dance - Signup Genius coming from Melissa Russell
Snack Table for Basketball & Wrestling
Still waiting on checks from Jason's Deli & Passero's Restaurant Nights
Lindsay Cutler was added to the checking account
Teacher Appreciation Breakfast in December or February (?)

Vice President's Report (Irene):

Nothing too much new; talking about what we can do for teachers to support/treat them

Treasurer's Report:

Lindsay to confirm with Mary about checking account balance
Money taken out for Snack Table food

Committee Reports:

Restaurant Nights: Portillos - 1/? & Taco Dale - 2/4

Next Meeting: Wed, 1/15 @ 6pm

Highlights form the 1/15/20 meeting:

Principal Report:

Mr. Kearney encouraged parents to complete 5 essentials survey- we are currently at 18% and would at like at least 20% pf parents to complete
Would like to start Watch Dads of Great Students (DOGS) - dad/grandfathers, etc. volunteer for 1 day and spend the day at the school supervising activities and interacting with kids. Need a dad to help kick-it off/organize.

1/15/20

Lisle JH to sponsor a group of Lisle JH students from an outside swim team that will compete in a conference tournament. Mr. Smid will coach team at tournament and kids will share pool time with Cass and Lakeview JH at Downers South.

JH has started many new activities and clubs- Lego club, Inspire student magazine. 96% of students are involved in some kind of extracurricular activity.

Will start a monthly assembly schedule to allow students to make-up tests. Students who do not have to make-up testes will be given a free period and they made have games, etc. available to play.

Mr. Kearney would like to get games to have available for recess next year (card games, etc. to encourage kids to be off their phones and socialize) - may ask for donations.

8th graders took the PSAT and should be receiving results soon.

8th grade science test (ISA) will now be taken over 3 days

President's Report (Mary):

We have not received requests from any grade level re activities they would like the JH HSO to financially support/supplement. Mr. Kearney to follow-up with teachers.

Spring dance is on Friday 3/6/20.

Slate for 2020-21 needs to be discussed – historically it is the vice president's responsibility to work on slate for the next year.

8th grade dance planning to begin- will be planned by 8th grade parents. 6th and 7th grade parents will be needed as volunteers at 8th grade graduation

Vice President's Report (Irene):

Discussion re: ways to get information to 5th grade parents regarding what help is needed next year at the JH LEHSO. Ideas discussed were going to the 5th grade advocacy fair, sending flyer home to 5th grade parents.

The coffee bar was appreciated by teachers and there is plans to do at least one more additional

“Treat day” before teacher appreciation week.

Treasurer's Report:

\$7,823.58 in account

Committee Reports:

Restaurant Nights: Taco Dale: 2/4, Portillo's 3/10

We have not yet received check from Jason's Deli, Passero's made \$51

Box tops: Darcey to post video on Facebook re: how to download app

Family fun nights: Jen L. just sent out email to Mr. Kearney with a survey for students to give input on the kinds of activities they would like to see for family nights.

Next Meeting: Wed, 2/19 @ 6pm

HS HSO: Kate Foster

Hospitality

Discussed location. In past have done it at Aviva, Park District, Passeros,

1/15/20

Lisle HSO Council Meeting Minutes

Page 5 of 6

Flower Sale

- Meeting on Tuesday 1-21-20 at 7pm
- Reviewing and eliminating some flowers, and variety of flower
- Will work on form and get it out to everyone

5K Fun Run

- Met on January 6, 2020
- Talked about volunteers –
- Reach out to Kathy Chatman, see race day needs
- April 26, 2020 at 9am and need to be finished by 11:30
- Located at HS
- Registration – working on some things
- Money goes to council – 2nd one after decisions to remove craft/holiday sale
- Using same timer
- Youth run – 2 committee members working on ideas
- Next meeting Thursday February 26 – may move this meeting

March 14 Candle light Bowl

Restaurant nights/Fundraising

- Talked about how to approach
- Needs to be discussed and talked about – we are double dipping community members

Meeting Adjourned at 8:19pm

Respectfully Submitted by Kathy Gill, Recording Secretary

1/15/20

HSO Council Meeting Agenda September 16, 2020

IN ATTENDANCE:

CALL TO ORDER:

APPROVAL OF MINUTES:

PRESIDENT REPORT:

TREASURER REPORT:

CORRESPONDING SECRETARY REPORT:

RECORDING SECRETARY REPORT:

SUPERINTENDENT REPORT:

SCHOOL BOARD LIAISON:

OPEN FORUM:

UNIT DELEGATE REPORTS:

COMMITTEE REPORTS

**FLOWER SALE
DIRECTORY
AWARDS
5K FUN RUN/WALK**

UNFINISHED BUSINESS

NEW BUSINESS

****Next meeting date: October 21, 2020****

9-16-20

Keith Filipiak

From: info@iasb.com
Sent: Wednesday, September 2, 2020 11:31 AM
To: kfilipiak@lisle202.org
Subject: Your Board Members' IASB Recognition



Superintendent
pahlmann@lisle202.org

This is a courtesy email to inform you that your board member(s), will be receiving LeaderShop and/or Master Board Member Program(s) recognition awards. Unfortunately due to COVID-19, we will not be able to acknowledge these accomplishments in person. We will mail the award(s) to the district office no later than October 30, 2020. When you receive them, we would appreciate your assistance in distributing them at your next board meeting.

Board Member	Recognition Program	Level	Award
Pamela Ahlmann	Master Board Member	Level I	Lapel pin
Eunice McConville	Master Board Member	Level II	Notepad

Your IASB Field Services Director will be notifying your board member(s) about this recognition and the details of the Virtual Fall Division Meeting. To verify Virtual Division Meeting dates check the IASB Events Calendar or contact your IASB Field Services Director.

For more information about IASB's Recognition Programs, go to www.iasb.com/recognition or contact your Field Services Director.

Thank you,
Peggy Goone
Board Development
Illinois Association of School Boards

This message contains promotional information about IASB products and services. If you do not wish to receive future email containing commercial messages from IASB, you may opt out by simply forwarding this message to pgoone@iasb.com with "unsubscribe" in the subject line.

Calendar Dates to Remember

- IASB Delegate Assembly
 - Mon., 9/28/2020 at 5 p.m. - Webinar to discuss Virtual Meeting process - webinar will be available for on-demand viewing
 - Wed., 10/21/2020 at noon **OR** Thurs., 11/5/2020 at 6 p.m. - Debate and discussion
 - Sat., 11/14/2020 at 10 a.m. - Delegate Assembly Voting
 - Recommendation to Lisle 202 Board of Education
 - Review proposals at https://www.iasb.com/IASB/media/Advocacy-Government-Relations/2020_resolutions_committee_report.pdf
 - Add agenda topic at 10/26/2020 Regular School Board meeting to provide direction on how to vote at the 11/14/2020 Delegate Assembly

- Wed., 11/4/2020 from 6:15 p.m. to 7:30 p.m. Virtual Division Meeting in lieu of Fall Division Dinner
 - COVID-19 has forced public education to look beyond traditional practices. Many challenges have occurred during the past six months. Questions such as: How to improve curriculum in a virtual setting? How to evaluate the value of e-learning? How do you give SEL support remotely? These questions and more will be addressed in this IGNITE!-style session as you hear from five DuPage district superintendents. They will share what went well, what was weird, and what they plan to improve in the future. Board members, this is your opportunity to gather and support your division!
 - Register at www.iasb.com

- Fri., 11/20/2020 from 9: a.m. to 3 p.m. - IASB Virtual Summit in lieu of Annual Conference
 - For more information about speakers and break out sessions go to <https://www.iasb.com/conference-training-and-events/virtual-summit/>
 - Registration fee of \$50
 - Receive 30 points toward Master Board certificate

- Mon., 5/10/2021 - Lisle 202 In-District workshop/Board Self-evaluation scheduled with Dee Molinare
 - Scheduled after School Board-Elect Members have taken oath
 - A requirement if the Board chooses to reapply for Board Recognition in June 2021
 - Please add to the planning calendar as a committed event

Submitted by Eunice McConville

9/25/2020 LEND Council Meeting

Participating: Dr. Filipiak, Dr. Kotalik, Pam Ahlmann

Summary - Representative and House Leader Kathy Willis:

Veto Session is scheduled for 11/17/20 in Springfield. Not sure if they will meet. Abbreviated session in May was very costly with difficult logistics by meeting in the Convention Center.

Passed a Budget with COVID relief.

Property tax relief will depend on the State picking up a higher portion; variety of scenarios.

Now on hold due to the pandemic.

Black Caucus Pillars:

Large Black caucus, in partnership with Latinos, in the House.

How to respond to racial unrest - Hearings on public safety and education; Bills are not in final stage.

Equity lens on higher education. Looking at the existing research.

Not enough role models in schools. Especially lacking male teachers of color; a need to encourage males of color to go into education. Chicago State University has been struggling to meet their Mission.

Also look at and add services to early childhood ages pre-3 and 3-6. Need to provide support for families. These are the children that have been "left behind". Education is the key to building a higher social status.

Need to do unfunded mandates right.

Discussion on teaching Civil War along with Civil Rights.

Additional Discussion Topic: The need for transparency with the Invest in Kids Act, including donors; how the money is distributed; reconciling race and social justice. The Archdiocese of Chicago received the bulk of the money for private schools; Benet Academy and Wheaton Christian included in the distribution.

Outstanding Bills:

SB 449 would be costly

SB 2315 is in reaction to confinement in rooms

Budget approved through December.

Diversity, Equity, Social Justice Committee:

Working on a Mission Statement and Guiding Principles

Will be doing a survey to each district regarding the equity process: 1. What are the needs of each district? and 2. Where are districts currently?

Submitted by Pam Ahlmann



LEND Council Meeting

Friday, September 25, 2020
Peg Agnos, Executive Director
Via Zoom



LEND Executive Committee

- Co-Chair, Dr. John Corbett, Wood Dale 7
- Co-Chair, Ms. Kristin Fitzgerald, Naperville 203
- Ms. Nancy Kupka, CSD 99
- Mr. Tim Keeley, Addison 4
- Mr. Dennis Peterson, Benjamin 25
- Mr. John Reiniche, Bloomingdale 13
- Dr. Jeff Schuler, CUSD 200



LEND Mission

- The mission of LEND is to identify, inform, and influence legislation and regulations that impact students and school communities of DuPage County.



Agenda

- Welcome
- Approval of Minutes
 - May 15, 2020
 - June 18, 2020
 - July 1, 2020
- Special Guest Speaker - House Leader Kathy Willis
 - Leader Willis will provide a legislative update and share her thoughts on the upcoming Veto Session (November 17, 18, 19) and the Legislative Black Caucus agenda.
- Executive Director Report
- Update - LEND Diversity, Social Justice and Equity Committee
- Member concerns
- Adjourn



Leader Kathy Willis

- Veto Session - November 17, 18, 19 - December 1, 2, 3
- Black Caucus Pillars
 - Criminal justice reform, violence reduction and police accountability.
 - Education and workforce development.
 - Economic access, equity and opportunity.
 - Healthcare and human services.



Executive Director Report

- SB449 (Moeller) Parent Victim Services
 - This legislation would require different criteria for decision-making (grade promotion, graduation, disciplinary action) for students who are parents, expectant parents, victims of sexual or domestic violence, and LGBTQ students.
- SB2315 (Gillespie/Carroll) Seclusion
 - Hearings - the proposed language requires two meetings after the incident. The sponsors have been asked to change that to one meeting.
- Senate Education Hearing
 - Subject Matter Only: Compulsory school age, metrics for advancement and building inclusive environments.
 - Next hearing September 30th
 - Subject Matter Only: Testimony regarding kindergarten through twelfth grade COVID-19 response and equitable funding.
- Federal Update
 - The House has approved a budget to keep Government going through December. Education is held flat. The Senate is expected to approve.



Diversity, Equity, Social Justice Committee

- Members
 - Jessica Buttimer, Glen Ellyn 41, Board Member
 - Todd Drafall, Downers Grove 58, Asst. Superintendent
 - Kristin Fitzgerald, Naperville 203, Board Member
 - Guillermo Guzman, Glen Ellyn 41, Board Member
 - Navreet Haneghan, Villa Park 45, Board Member
 - Julie Hill, Glen Ellyn 41, Board Member
 - James Ongtengco, Fenton 100, Superintendent
 - Anthony Palmisano, Villa Park 45, Superintendent
 - Karen Stuefen, Elmhurst 205, Board Member
 - Emily Tammaru, CCSD 89, Superintendent

Questions

LEND Contact Information

Peg Agnos

pegagnos@lend-dupage.org

630-632-2954

Jen Figurelli

jenfigurelli@lend-dupage.org

312-451-7278

www.lenddupage.org

**LISLE EDUCATION FOUNDATION OF LISLE SCHOOL DISTRICT 202
BOARD OF DIRECTORS MEETING
SEPTEMBER 9, 2020 MINUTES**

The meeting of the Board of Directors of the Lisle Education Foundation for the Lisle School District 202 met via Zoom on Wednesday, September 9, 2020. The meeting was called to order at 12:04 p.m. by Jane McGrath. Also in attendance at the meeting were: Keith Filipiak, Marilyn Buchholz, Matt Minnerick, Eunice McConville Dr. Eric Williams, Amish Patel, Deb Pawlowicz, Keith Krestan, Dennis Webb and Pamela Ahlmann. Absent: Linda Kotalik and Michael Shuta. Dennis Webb made a motion to approve the meeting Minutes. Deb Pawlowicz seconded the motion. All present voted aye.

Treasurer's Report

Eunice McConville reported that as of June 30, 2020 available funds as of August 23, 2020 - \$163,412.38. She also reported that as of July 31, 2020 available funds as of August 23, 2020 - \$161,921.52.

Grant Applications

- Grant application submitted by Maureen Toby and Pre-K team for "Fit and Fun Playscape" sensory path meant for indoor use in a hallway of Lisle Elementary School for all grade levels. Please see attached proposal for details. The grant request is for \$3,250.00. Keith Krestan made a motion to approve the grant request for the Fit and Fun Playscape sensory path. Pamela Ahlmann seconded the motion. All present voted aye.
- Grant application submitted by Dr. Keith Filipiak for scholarships for the Lisle Park District's Remote Enrichment Center (REC) to help parents who need assistance for their students to have a safe, supervised and supportive environment for self-guided E-Learning. The Lisle Park District is providing learning remotely to students for the start of the 2020/21 school year. This will be offered to District 202 families. Dr. Eric Williams made a motion to ask the Park District to waive the \$10 late fee, and the Lisle Education Foundation will support up to 20 students for one week session at a cost of \$240/week for a total of up to \$4,800. Deb Pawlowicz seconded the motion. All present voted aye.

Golf Outing

- No News to Report.

New Business

- Several donations have been received by families in the district. Jane McGrath thanked our donors. Marilyn Buchholz and Pamela Ahlmann will update webpage and Facebook.

Adjourn

- Dennis Webb made a motion to adjourn the meeting; Pamela Ahlmann seconded the motion. All present voted aye. The meeting was adjourned at 12:40 p.m.
- Next meeting will be held on Wednesday, October 14, 2020. Location: TBD

Respectfully submitted,
Marilyn Buchholz